

JEFFREY A. LEHRER

Partner / Spartanburg

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Jeffrey Lehrer has been practicing labor and employment law exclusively since 1999 and has represented a diverse group of employers throughout the southeast.

He works closely with clients to comply with constantly changing laws and shield their businesses from frivolous employment claims.

The most common employment issues Jeffrey defends are discrimination, harassment, retaliation, wrongful termination, defamation, intentional infliction of emotional distress, breach of contract, and wage and hour and employee leave of absence related claims.

Jeffrey also protects clients' and their businesses from the theft of customers and confidential, proprietary, and trade secret information. He has extensive experience drafting, litigating, and advising clients about the use of non-compete, non-solicitation, confidentiality and trade secret agreements.

He has successfully represented employers in cases in state and federal courts throughout the southeast. He regularly represents employers before administrative agencies such as Equal Employment Opportunity Commission, state agencies, and the Department of Labor. Jeffrey has defended several cases filed with the American Arbitration Association.

Jeffrey grew up in the restaurant business. His father owned a McDonald's franchise for over 25 years, with as many as six stores, and Jeffrey worked closely with his father in this business prior to law school. Jeffrey regularly represents employers in the restaurant industry and has a unique understanding of the legal pressures and concerns facing this industry.

He also has extensive experience in the healthcare industry, representing numerous hospitals, physicians, and long-term care facilities. Jeffrey has defended multiple hospitals in a case alleging anti-trust violations.

Representative Experience

EDUCATION

- » University of South Carolina School of Law (J.D., 1999)
- » University of South Carolina (B.S., *cum laude*, 1996)

BAR ADMISSIONS

- » South Carolina

COURT ADMISSIONS

- » U.S. Court of Appeals for the Fourth Circuit
- » U.S. Supreme Court
- » U.S. District Court for the District of South Carolina
- » Supreme Court of South Carolina

- » Won directed verdict in 2021 related to a restrictive covenants and trade secrets case and was awarded attorneys' fees and costs in favor of his clients.
- » Successfully defended multiple hospitals in a case alleging anti-trust violations.
- » 2019 defense jury verdict for client in a federal court case alleging discrimination, harassment and retaliation.
- » Successfully defended an appeal to the United States Supreme Court on behalf of a long-term care facility.
- » Obtained a victory for a large multi-state hospital group on a highly contested executive age discrimination claim before the federal district court and United States Court of Appeals for the Fourth Circuit.
- » Received summary judgment in state court on a wrongful termination lawsuit for one of the largest hospital groups in the United States.
- » Obtained a defense jury verdict for a large food distributor in an age discrimination and breach of contract case in U.S. District Court for the District of South Carolina.
- » Obtained a defense jury verdict for a Fortune 500 employer in a race discrimination, retaliation, and breach of contract case in U.S. District Court for the District of South Carolina.
- » Successfully argued the reported case of Yashenko v. Harrah's NC Casino Co., LLC, 446 F.3d 541 (4th Cir. 2006), before the United States Court of Appeals for the Fourth Circuit.
- » Won a \$260,000 judgment for a client (one of the largest commercial printing groups in the United States) in a case it filed against its former management officials for their misconduct in leaving the client, soliciting the client's customers, and starting a competitive business. Jeffrey won this verdict despite the fact that there were no employment agreements restricting post-employment competition.
- » Successfully argues an issue of first impression to the South Carolina Supreme Court relating to the South Carolina Payment of Wages Act resulting in a significant reduction in an underlying trial verdict. Mathis v. Brown & Brown, 698 S.E.2d 773 (S.C. 2010).
- » Defeated class certification in South Carolina federal court on a race discrimination lawsuit involving three named plaintiffs and over 100 proposed class members in multiple states, which led to a favorable settlement.
- » Won summary judgment for a Fortune 500 employer in four

separate cases alleging discrimination by the same management official.

Honors & Awards

- » *The Best Lawyers in America*, Litigation - Labor and Employment (2020-2024)
- » Irving Steinberg Award and CALI Award

Memberships

- » South Carolina Bar
- » American Bar Association

News & Insights

- » April 24, 2024 - FTC Final Rule Bans Most Noncompete Agreements
- » August 17, 2023 - Four Spartanburg-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and One Listed in Ones To Watch
- » February 01, 2023 - "Pending Noncompete Ban Raising Concerns," Business Insurance

Events

- » April 30, 2024 - Understanding the FTC's Noncompete Final Rule: Practical Insights for Employers - Complimentary Webinar
- » May 28, 2019 - "Chamber Exclusive: Best Practices for Drafting and Enforcing Non-Competition & Restrictive Covenant Agreements" Spartanburg Area Chamber of Commerce

Offices

- » *Spartanburg:*
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