



## Jerry R. Hogenmiller

Attorney

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### Overview

Jerry Hogenmiller is a founding member and was a long-time Managing Director of Thomson, Rhodes & Cowie, P.C. For over 30 years, Mr. Hogenmiller has concentrated his practice in employment/labor law. He has extensive litigation and transactional experience in employment matters including discrimination, breach of contract, defamation, FLSA, fraud and misrepresentation, workers' compensation, golden parachute agreements, unemployment compensation, sexual harassment, ADA, restrictive covenants, separation agreements and releases, FMLA, protecting intellectual property rights, corporate reorganizations, alternative dispute resolution devices, incentive programs, RIF's, handbook and policy manuals, safety and security, welfare benefit plans, unfair competition, pension plans, drug testing, privacy rights, EAP's, contract negotiations and independent contractors.

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### Primary Practice

- Employment/Labor
- Alternative Dispute Resolution
- Business Consulting/Outside General Counsel
- Litigation

### Secondary Practices

- Risk Management
- Business
- Employee Benefits/ERISA
- In-Service Presentations and Programs
- Disability Law, including Access, Insurance, Accommodations, and ADA Compliance
- Products Liability / Toxic Torts

Representing a Fortune 500 Corporation, he was involved in one of the largest mergers in corporate history and the then resulting unprecedented downsizing of the combined companies. Mr. Hogenmiller also represents many medium and small corporations, professional associations, health care institutions, joint ventures, non-profit organizations and individuals.

In addition to his employment practice, Mr. Hogenmiller served in the capacity of outside General Counsel to a rapidly growing corporation with annual sales exceeding 300 million dollars. Working closely with the Chairman of the Board and Chief Executive Officer, he was responsible for providing or coordinating legal services in all corporate, regulatory, employment and litigation matters.

## Education

- Northwestern University School of Law (J.D., 1981)
- University of Pittsburgh, The Joseph M. Katz Graduate School of Business and Northwestern University, The Kellogg School of Management, courses toward MBA
- Harvard University Mediation Certification
- Denison University (B.A., magna cum laude, 1977); Phi Beta Kappa; Omicron Delta Epsilon; Omicron Delta Kappa; Mortar Board

## Admissions

- Pennsylvania Bar
- U.S. Tax Court
- Illinois Bar
- U.S. Supreme Court
- United States District Court Western District of Pennsylvania
- United States Third Circuit Court
- United States District Court of Middle District Pennsylvania
- United States District Court of Eastern Pennsylvania

Mr. Hogenmiller's experience also includes the defense of complex multi-party litigation in the areas of toxic and hazardous substances, major industrial losses, and industrial and environmental insurance contract disputes. He has litigated hundreds of toxic substance cases in state and federal courts throughout the country. In addition to litigating major cases, Mr. Hogenmiller has also played a crucial role in managing the firm's complex litigation. In this capacity, he has been responsible for working with clients to develop a strategic litigation plan, applying quality management principles to litigation tasks, and creating and implementing custom-designed litigation software.

Mr. Hogenmiller is a mediator for the U.S. EEOC, U.S. Department of Labor, University of Pittsburgh Medical Center, and U.S. District Court for Western District of Pennsylvania. He is a past and/or present member of the International Foundation of Employee Benefit Plans, Industrial Relations Research Association, Three Rivers Area Labor Management Committee, Pennsylvania Defense Institute, Labor Employment Relations Association, American Arbitration Association, Pittsburgh Human Resources Association, Conflict Resolution Center International, the Illinois Bar Association and the Pennsylvania and Allegheny County Bar Associations where he is a member of the Labor and Employment Law, Civil Rights, Medical Marijuana, and Alternative Dispute Resolution Committees. Additionally, Mr. Hogenmiller has lectured, performed HR audits, conducted seminars, authored articles, and led intra-corporate training programs on various employment topics.

Mr. Hogenmiller graduated *magna cum laude* and Phi Beta Kappa from Denison University and Northwestern University School of Law. He has also taken graduate courses in business administration at Northwestern University and the University of Pittsburgh. Additionally, he has received professional certifications from various educational institutions including Harvard University. Mr. Hogenmiller is admitted to practice law before the state courts of Pennsylvania, the United States District Court for the Western District of Pennsylvania in the U.S. Tax Court, the state courts of Illinois, the United States District Court for the Middle and Eastern Districts of Pennsylvania, the United States Court of Appeals for the Third Circuit, and the Supreme Court of the United States.

Mr. Hogenmiller has an “AV” rating in Martindale-Hubbell, the nation’s oldest and most-renowned attorney directory rating service. “AV” is the highest rating given to lawyers. In 2004, 2005, 2006, 2008, 2009, 2010, 2011, 2017, 2018, 2019, and 2020, Mr. Hogenmiller was named a Pennsylvania Super Lawyer by the publishers of Law & Politics and Philadelphia Magazine, an honor given to only the top 5% of Pennsylvania lawyers, and in 2008, 2009, and 2010 selected as Super Lawyer for the Corporate Counsel Edition of the same publisher. He is active in many charities and is a member of the Advocacy Hall of Fame of the N.M.S.S.

## **Additional Info**

### **Professional Background:**

Thomson, Rhodes & Grigsby, P.C., Associate: 1981-1983

Thomson, Rhodes & Cowie, P.C., Co-Founder, Shareholder and Special Counsel

### **Firm Responsibilities/Committees:**

- Managing Director
- Professional Personnel Committee
- Committee for Shareholder and Non-Shareholder Compensation
- New Business Committee
- Secretary ? Treasurer

### **Professional Achievements:**

- AV Martindale-Hubbell Rating
- The Tri-State Dispute Resolution Group (Co-Founder)
- Outside general counsel to one of the fastest growing companies in America
- U.S. EEOC, U.S. DOL, W. Dist. Court of PA, and UPMC Mediator
- Harvard Law School: Mediation Certification
- Publications, speeches and seminar presentations on numerous

employment, labor, human resource, alternative dispute resolution, ADA, insurance, and disability topics

**Professional/Civic Activities:**

- Labor Employment Relations Association
- Allegheny County and Pennsylvania Bar Association
- Illinois Bar Association
- American Bar Association
- Industrial Relations Research Association of Pennsylvania
- Involved with fundraising, development, leadership and/or pro bono services for numerous charities, non-profit organizations, and individuals.
- International Foundation of Employee Benefit Plans
- Pittsburgh Human Resource Association