

James B. Shrimp, Partner

610-275-0700

jshrimp@highswartz.com



HIGH SWARTZ
ATTORNEYS AT LAW

EST. 1914



Areas of Practice

- Employment Law
- Employment Litigation
- Employment Mobility
- Business Litigation
- Franchise Law
- Franchise Agreements
- Franchise Disclosure Documents
- Franchise Litigation
- Trademarks
- Construction Litigation
- Local Counsel & Expert Testimony
- Pennsylvania Expert Witness Services
- Real Estate Litigation
- Employment and Labor Law

Bar Admissions

- Pennsylvania, 1999
- New Jersey, 1999
- U.S. District Court Eastern District of Pennsylvania, 1999
- U.S. District Court District of New Jersey, 2002
- U.S. Court of Appeals for the Third Circuit, 2009

James B. Shrimp concentrates his practice in the representation of employers in discrimination cases brought in federal court and state court, and at the administrative level (Pennsylvania Human Relations Commission and Equal Employment Opportunities Commission). Mr. Shrimp also represents employers, including schools, in labor and employment issues. Mr. Shrimp also counsels and represents business in Franchise Law and Trademark issues.

Mr. Shrimp counsels and represents businesses in employment and commercial disputes, including employment discrimination, wage and hour, and restrictive covenants. Having worked on both the business and employee sides throughout his legal career, it gives Mr. Shrimp the unique ability to advise clients with a 360 degree analysis of the cost benefit of the case and the ability to provide an extremely accurate and keen risk assessment.

Education

- Villanova University School of Law, J.D., 1999
- Misericordia University, B.A., magna cum laude, 1996

Noteworthy Cases

- TEQ Lease, Inc. v. Soloman Charter School, et al, Philadelphia County, No. 14-0201045 (obtained \$221,820.76 judgment at trial)
- Munoz v. NutriSystem, Inc., 2014 WL 3765498 (E.D. Pa. July 30, 2014)
- Allen v. Nutrisystem, Inc., 546 Fed. App'x. 98 (3d Cir. 2013)
- Grosso Enterprises, Inc. v. Domino's Pizza LLC, 2011 WL 816620 (E.D. Pa. March 9, 2011)

Professional Affiliations

- Montgomery Bar Association, Member (2002 to present)
 - Labor and Employment Committee, Vice Chair (2016)
 - Labor and Employment Committee, Member (2002 to present)
 - Civil Rules Committee, Member (2012, 2013)
 - Franchise Committee, Member (2010-2012)
 - Young Lawyers Committee, Vice-Chair (2005)
- Pennsylvania Bar Association, Member (1999 to present)
- American Bar Association, Member (1999 to present)
 - Forum on Franchising, Member (2009 to present)
 - Labor and Employment Division (1999 to present)
- Society for Human Resource Management (SHRM), Member (2015 to present)
- Coalition of Franchisee Associations (CFA), Member (2015-2017)
- American Association of Franchisee and Dealers, Member (2015-2017)

Honors & Awards

- AV® Preeminent™ Peer Review-Rated by Martindale-Hubbell®
- Selected to Pennsylvania Super Lawyers, Rising Stars 2007-2008, 2010-2014
- Lawyer of the Year The Best Lawyers in America® Philadelphia Region, 2017-2018

Civic & Community Activities

- Rotary Club, Central Chester County
 - President (2017-2018)
 - President Elect (2016-2017)
 - Chair, Foundation Committee (2016-2017)
- Misericordia University Alumni Association, Class of 1996 Representative (2005 to present)
- Glenmore Eagle Youth Association, Coach, Baseball (2012-present)
- St. Matthews Lutheran Church, Chester Springs, Pennsylvania, Member of Council (2018-present) Chairman, Associate Pastor Call Committee (2014)

