



COUNSEL

Jennifer L. Muse

WILLIAMSBURG, VIRGINIA

JMuse@SandsAnderson.com

(757) 208-0301

Practices

Labor & Employment

Industries

Government

Healthcare

Schools and Education

Non-Profit & Tax Exempt

Privately Held & Small Business

Retail & Hospitality

Commercial Real Estate

EDUCATION

William & Mary Law School, J.D.,
2001

The American University, B.A., *cum
laude*, 1998

ADMISSIONS

Virginia

U. S. District Court for the Eastern
District of Virginia

U.S. Court of Appeals for the Fourth
Circuit

Jennifer Muse brings determined focus and perceptive talents as she helps businesses address an array of legal needs.

Jennifer joined Sands Anderson in 2020, bringing nearly two decades of experience in traditional employment law and employee benefits. By helping employers see their legal priorities from multiple angles, Jennifer enables each client to find answers, strategies, and outcomes for every stage of business.

As a legal ally, Jennifer thrives on helping her clients identify issues that they may otherwise miss. By combining perspectives in employment law and benefits, she works to help them resolve risks while protecting their businesses.

Jennifer has represented and counseled employers in various employment matters, including issues and claims related to:

- Age Discrimination in Employment Act
- Americans with Disabilities Act
- Fair Labor Standards Act
- Family and Medical Leave Act
- Title VII of the Civil Rights Act
- Uniformed Services Employment and Reemployment Rights Act

Jennifer also helps clients draft legal documents to protect their companies, such as employment contracts, non-compete and non-solicitation agreements, and separation and release agreements. As she works with clients, she addresses federal and state employment laws to support their compliance.

In addition, Jennifer offers the following support:

- Prepare affirmative action plans for clients engaged in government contracting

Continued

PROFESSIONAL AFFILIATIONS

Virginia State Bar

SPEAKING ENGAGEMENTS

"The ACA/Obama Care: What Employees Need to Know", Sterling Education Services, INC., Fundamentals of Employment Law, 2015

COMMUNITY SERVICE

R.F. Wilkinson Family YMCA, Former Board of Directors, 2008-2013

- Design, draft, and implement employee benefit plans, including tax-qualified plans and non-qualified deferred compensation plans
- Counsel on plan documents, plan qualification, compliance, and fiduciary issues
- Advise and assist in correcting plan administration and other errors

No matter the legal guidance Jennifer provides, she remains a caring, proactive attorney who puts clients' needs in the forefront of her relationships. In her free time, Jennifer enjoys researching genealogy.

RECOGNITION

Legal Elite, Health Law, Virginia Business Magazine, 2013, 2015, 2020

Virginia Super Lawyer Rising Star, Employment & Labor, 2012-2014

PUBLICATIONS

"Are You Breaking Some Sort of Law?: Protecting an Employee's Informal Complaints Under the Fair Labor Standards Act's Anti-Retaliation Provision", *William & Mary Law Review*, Volume 319, 2000

"Emerging Trends in Public Use, Eminent Domain Updated", *Virginia CLE Seminar*, Co-Author, 2006