

## George W. Ingham

Partner

Northern Virginia

### Biography

George Ingham represents and counsels clients in a wide range of labor and employment matters. Experienced in deciphering the complex and ever-changing landscape of employment law, he offers sensible guidance that is legally sound, practical, and in line with his clients' goals.

His experience includes advising clients in a range of labor and employment topics, including antidiscrimination, retaliation, non-competition agreements, and wage and hour law. He also advises clients on labor and employment laws applicable to government contractors, such as Executive Order 11246, labor-management relations, and workforce restructurings. When disputes arise, George has successfully represented clients in litigation, arbitration, and administrative proceedings.

Prior to joining the firm, he served as a law clerk to the Honorable Karen LeCraft Henderson of the U.S. Court of Appeals for the District of Columbia Circuit and the Honorable W. Harold Albritton III of the U.S. District Court for the Middle District of Alabama. George is a member of the Virginia and District of Columbia Bars.

### Representative experience

Obtained complete victory on summary judgment for



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### Practices

Crisis Leadership Team

Employment

Litigation Services

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### Areas of focus

Employment

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### Education and admissions

### Education

J.D., George Mason University School of Law, summa cum laude, 2010

an employer and a supervisor against a departed executive, and obtained total affirmance by U.S. court of appeals after the plaintiff appealed.

Successfully resolved contentious dispute between employer and departed C-Suite executive on multimillion dollar claim after prevailing in preliminary motions practice.

Successfully resolved non-compete dispute between two major companies relating to client's hiring of a C-Suite executive from a competitor.

Represented two former C-Suite executives who alleged they were discharged in violation of their employment agreements and equity arrangements, achieving successful financial resolution for each.

Successfully resolved, for a fraction of the damages claimed, a class action lawsuit brought under the Fair Credit Reporting Act and state law against a major employer.

Advised client during sensitive terminations of its entire C-Suite in connection with uncovered improprieties, including transition to interim executives.

After winning a favorable ruling on a motion to dismiss a whistleblower and race-discrimination claim brought by a former C-Suite executive, won favorable resolution of plaintiff's remaining claims.

Regularly counsels clients on highly sensitive issues of alleged employee misconduct, including sexual harassment, by overseeing investigations and advising on relevant personnel actions.

Counseled numerous clients regarding structuring and executing workforce restructurings.

Achieved total dismissal of claim in federal district court on the basis that it was completely preempted by the Labor Management Relations Act.

Achieved total dismissal of a seven-count complaint in

Economics Degree, College of William & Mary, cum laude, 2007

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## Bar admissions and qualifications

Virginia

District of Columbia

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## Court admissions

District of Columbia Court of Appeals

Supreme Court of Virginia

U.S. Court of Appeals, District of Columbia Circuit

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Virginia state court on the basis that it was barred by res judicata.

Successfully represented client in settlement of Fair Credit Reporting Act class action.

Successfully represented client in transfer of retiree medical benefits responsibility to a VEBA, including a class action settlement.

## Awards and rankings

- Labor & Employment (Virginia), *Chambers USA*, 2021

## Latest thinking and events

- News
  - Biden ups minimum wage to \$15 for federal contractor workforce
- Hogan Lovells Publications
  - OSHA issues guidance on when employers should record adverse vaccine reactions *All in a Day's Work: The Employer's Legal Guide*
- Hogan Lovells Publications
  - Virginia's new Overtime Wage Act increases potential exposure to Virginia employers for wage and hour claims *All in a Day's Work: The Employer's Legal Guide*
- Hogan Lovells Publications
  - Colorado employers – are you providing required notices to your employees of all job postings and promotional opportunities? *All in a Day's Work: The Employer's Legal Guide*
- Hogan Lovells Publications
  - OSHA COVID-19 Emergency Temporary Standard placed on “hold” *All in a Day's Work: The Employer's Legal Guide*
- News
  - OSHA issues National Emphasis Program and Enforcement Response Plan targeting certain

industries