



Jeffrey Klamut

Counsel

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Jeff focuses his practice on labor and employment law and artificial intelligence. As a labor and employment lawyer, Jeff has over 15 years of experience as both in-house and outside counsel, which he routinely draws upon to provide practical, day-to-day guidance to clients in all aspects of the employment lifecycle. As a member of Cozen O'Connor's Artificial Intelligence team, Innovation Task Force, and Labor and Employment Tech and Innovation Committee, Jeff also uses his experience in the AI sector to drive cutting-edge AI solutions for the firm and its clients.

Jeff began his career as a labor and employment litigator with a national law firm, where he obtained favorable results in state and federal employment claims, including those under the ADA, ADEA, FMLA, FLSA, NJLAD, NLRA, Title VII, and WARN Act. Jeff then became the first in-house labor and employment counsel for an international manufacturing and technology provider, where he directed labor and employment law compliance for more than 11,000 employees across 48 states and 30 countries.

Within the AI sector, Jeff served as corporate counsel to an autonomous vehicle startup, where he handled a broad range of compliance matters, such as multi-national employment agreements, global independent contractor compliance, staffing agency contracts, global workforce management, and workforce restructurings. Jeff also created and presented global training on anti-corruption, anti-discrimination, disability, employee relations, and modern slavery/supply chain transparency.

Jeff's experience also includes working as an AI trainer within the large language model (LLM) space with a focus on improving recognition of and responses to legal-related inputs. Jeff uses this first-hand experience and foundational knowledge in AI to provide clients with practical and tailored approaches to AI policies and emerging regulations.

Jeffrey earned his B.A., *magna cum laude*, from the University of Notre Dame and his J.D., with high honors, from Rutgers University School of Law, where he served on the *Rutgers Law Journal*.

Practice Areas

- Artificial Intelligence
- Employment Litigation
- Labor & Employment
- Labor Relations & Disputes

Education

- Rutgers University School of Law, J.D., *high honors*, 2007
- University of Notre Dame, B.A., *magna cum laude*, 2001

Bar Admissions

- Pennsylvania
- New Jersey

Clerkships

Hon. J. Curtis Joyner, U.S. District Court for the Eastern District of Pennsylvania, 2005

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