

## George W. Ingham

Partner

Northern Virginia

### Biography

George Ingham is a seasoned labor and employment lawyer who provides legally sound and practical advice to help clients successfully achieve their goals.

George regularly represents employers in their most important matters, such as negotiating an executive employment agreement for an incoming CEO, conducting a sensitive internal investigation, leading labor and employment efforts in a major M&A transaction, or assisting in planning and executing terminations and restructurings. George also regularly represents and counsels clients in areas such as anti-discrimination, wage and hour, retaliation and whistleblowing, non-competition and other restrictive covenant agreements, disability accommodations, leave laws, and affirmative action programs.

George works with a wide variety of employers across all industry sectors, including for-profits and non-profits, as well as start-ups and established businesses. George is experienced in working with and understanding the employment needs of colleges and universities, associations, and federal contractors.

George previously 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.



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### Practices

Crisis Leadership Team

Employment

Litigation Services

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### Areas of focus

Employment

Artificial Intelligence

Whistleblowing

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### Education and admissions

#### Education

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

## Representative experience

Negotiated executive employment agreements for various clients (including for-profits and non-profits, as well as start-ups and established businesses) and diverse settings (such as M&A transactions).

Represented multiple universities in negotiating employment contracts with their incoming presidents.

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

Regularly counsels clients regarding implementation and legal assessment of diversity, equity, and inclusion programs.

Regularly counsels clients regarding planning and executing workforce restructurings.

Regularly counsels government contractor clients on compliance with Equal Employment Opportunity and Affirmative Action Program requirements.

Obtained complete victory on summary judgment for 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.

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

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## Memberships

National Association of College and University Attorneys

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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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## Accolades

"George is a superlative attorney and we have full confidence in his legal advice and counsel."

*Chambers USA*

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"George is great. He is very responsive, knowledgeable and easy to understand."

*Chambers USA*

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"George's knowledge in the area of employment law has been instrumental in the successful outcomes of complex legal issues."

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

*Chambers USA*

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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.

"He is a true trusted legal adviser."

*Chambers USA*

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

"His opinions are always well thought out and diplomatic but also honest."

*Chambers USA*

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Achieved total dismissal of a seven-count complaint in 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.

Successfully resolved OFCCP audits on behalf of multiple government contractor clients.

## Awards and rankings

- Labor & Employment (Virginia), *Chambers USA*, 2021-2024

## Latest thinking and events

- News
  - SEC, whistleblowers and impact on employment-related agreements
- News
  - Texas court bars nationwide enforcement of FTC rule banning non-compete agreements
- News
  - Texas Federal Court grants preliminary injunction blocking FTC rule banning non-compete agreements
- News
  - DOJ enforcement of U.S. export controls

compliance in context of anti-discrimination laws:  
2024 update

- News
  - U.S. DOL finalizes rule to significantly increase compensation thresholds for exempt status
- News
  - FTC finalizes rule banning non-compete agreements