GIBSON DUNN

Seven-Time Law360 Employment MVP Jason Schwartz Discusses Accomplishments, Challenges, Opportunities

Accolades | November 18, 2025

Law360

Partner Jason Schwartz, a seven-time Law360 Employment MVP, spoke with the publication about his success in convincing Maryland's Supreme Court on behalf of our client Amazon that the state's wage and hour laws incorporate the de minimis doctrine — and doing so "on the road" when the justices, aiming to open up the court to the community, held a special session at Montgomery College, with more than 300 students, state officials, and judges listening in and asking questions afterwards.

"The arguments were on a stage, so it was almost like you were in a play," Jason said.

Jason also discussed the challenge of representing a number of colleges and universities being investigated by the Trump administration, recounted his pride when many peer law firms — "people who we know and respect immensely" — reached out to Gibson Dunn for help after being contacted by the U.S. Equal Employment Opportunity Commission regarding their DEI practices, and opened up about the enjoyment he gets from being an employment attorney — "I love helping people solve people problems." He also shared some advice for junior attorneys: pick a practice area you love, surround yourself with people who are smarter than you, and remember to build your career with humility. "Don't get a big head," he said, and stay client-centered. The son of retail workers, he explained why working at a law firm is just like working at Nordstrom: "You should come to work every day focused on what your clients need."

Jason is Co-Chair of the Gibson Dunn Labor and Employment Practice Group and a member of the firm's Executive Committee.

Related People

Jason C. Schwartz

Related Capabilities

Labor and Employment

Higher Education

© 2026 Gibson, Dunn & Crutcher LLP. All rights reserved. For contact and other information, please visit us at www.gibsondunn.com. | **www.gibsondunn.com**