



# John V. Kelly III

## Member | New Jersey

John V. Kelly III focuses his practice exclusively on [labor and employment law](#).

John advises clients on Title VII, Title IX, ADA, ADEA, EO, EEO, NJLAD, NYHRL, wage and hour laws, fraud, and other local, state, and federal employment laws. He represents senior-level employees of both public and private companies in negotiating their employment packages and all associated agreements, whether at the commencement of the employment relationship through offer letters and employment agreements, or at termination through severance agreements. His representation also includes advising and counseling employers in the preparation and negotiation of employment and severance packages; designing human resources compliance programs, including employee policy manuals; and implementing those policies. John also provides neutral investigative services in employment matters.

In addition, John handles litigation matters from pleading through appeal, including discrimination and sexual harassment suits, workplace investigations, and wage and hour compliance and investigations. John has successfully briefed and argued cases throughout New Jersey. While serving as a second chair at a New Jersey trial focused on gender discrimination and other issues, John obtained a no cause verdict for a large international entity.

Prior to joining the firm, John was a clerk for the Hon. Christine Farrington, J.S.C., [New Jersey Superior Court, Hudson County, Law Division](#). He then worked as a litigation associate at a mid-sized New Jersey law firm.

While in law school, John was a member of the *Legislative Law Journal* and recipient of the Del Tufo Constitutional Law Award. He is an Army Veteran and a JAG Officer in the [New Jersey Army National Guard](#). In 2020, John was elected to the [Nutley Board of Commissioners](#), where he serves as Commissioner and Director of Nutley's Public Affairs and Health Department.

John was selected for inclusion in *2024 Best Lawyers: Ones to Watch® in America* list in Labor and Employment Law – Management.



### CONTACT

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### CONNECT



### EDUCATION

- Seton Hall University School of Law
  - *J.D.*, 2012
- Georgia Institute of Technology
  - *B.S., cum laude*, 2007

### PROFESSIONAL AFFILIATIONS

- New Jersey Army National Guard
  - JAG Officer
- Nutley Board of Commissioners
  - Nutley Public Affairs & Health Department, Director

### BAR ADMISSIONS

- New Jersey
- New York
- U.S. District Court
  - District of New Jersey
- U.S. Court of Appeals
  - Third Circuit

### AREAS OF PRACTICE

- Labor & Employment
- Executive Compensation, Employment, ERISA & Employee Benefits
- Litigation