



## **John M. Polson**

### ***Chairman & Managing Partner***

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### ***Service Focus***

- AI, Data, and Analytics
- Counseling and Advice
- Litigation and Trials

### ***Industry Focus***

- Energy
- PEO Advocacy and Protection

### ***Overview***

John Polson is the Chairman and Managing Partner of Fisher Phillips and leads the firm's Management Committee which serves as the firm's board of directors. He is Co-Chair of the firm's PEO Advocacy and Protection Industry Team.

John has a diverse practice that includes compliance, litigation, contracts, mergers and acquisitions, strategic planning, and startup representation. He is a trusted advisor to Professional Employer Organizations (PEOs) as well as clients in the staffing and human resources outsourcing industries. He also represents gig economy and related businesses with respect to independent contractor status and issues unique to freelancing platforms.

John has represented PEO and staffing clients in a broad range of litigation and appellate matters. In addition to a wide array of labor and employment related litigation, he has handled cases involving unemployment insurance, workers' compensation insurance, contractual disputes, and third-party claims related to employment. He has extensive experience providing advice and counsel on joint employer, co-employer, and other employer status issues.

John is a member and past Chair of the Legal Advisory Council of the National Association of Professional Employer Organizations (NAPEO). He has served as a Professional Advisory Director for the Employer Services Assurance Corporation and as an Instructor in the University of California Irvine Human Resources Certificate Program.

John is "AV" Peer Review Rated by Martindale-Hubbell. *The Best Lawyers in America* publication has included John since 2008 and named him "Lawyer of the Year" in Employment Law – Management for Orange County, CA in 2021, 2022 and 2024.

## ***Recent Experience***

### **Experience**

- Conducted due diligence for private equity client in the acquisition of national PEO.
- PEO startup representation for client in the northeastern United States.
- Advised national PEO client on an expansion project that involved entering new verticals.
- Advised established international EOR client on its U.S. launch.
- Represented national PEO client on an appellate matter involving workers' compensation preemption.
- Consulted with various clients on litigation matters throughout the United States involving joint employer and other employer status issues.
- Restructured gig economy business model for entertainment industry client.
- Conducted contingent staffing practices compliance review for national technology client.

## ***Credentials***

### **Education**

- J.D., 1991, Loyola Marymount University, Loyola Law School
- B.S., 1987, University of South Florida

### **Bar Admissions**

- California

### **Court Admissions**

- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the Central District of California
- U.S. District Court for the Eastern District of California
- U.S. District Court for the Northern District of California
- U.S. District Court for the Southern District of California

## ***Recognitions***

- Recommended as a leading practitioner for Workplace and Employment Counseling by *The Legal 500 United States* (2023-2024)
- Recognized in *The Best Lawyers in America* (2008 – 2025)
- Named, *Best Lawyers "Lawyer of the Year"*, Employment Law - Management (2021, 2022, and 2024)
- "AV" Peer Review Rated by Martindale-Hubbell

## ***Affiliations***

### **Professional Activities**

- Member, Board of Directors, National Association of Professional Employer Organizations (NAPEO)
- Member, Legal Advisory Committee NAPEO
- Member, American Staffing Association
- Former Director, Employer Services Assurance Corporation
- Founding Sponsor, Alliance for PEO Electronic Compliance
- Member, Society of Human Resources Management
- Member, Orange County Bar Association

## ***Insights***

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EVENT

Wednesday, July 23 – Friday, July 25, 2025

### **AI Advantage: An FP Conference for Business Leaders**

John M. Polson, Benjamin M. Ebbink, Richard R. Meneghello, Evan Shenkman, David J. Walton

[Read more →](#)

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NEWS

04/23/25

### **Law360 Covers Launch of Firm's Crisis Communications and Strategy Group**

John M. Polson, Rick Grimaldi, Jeannie Muzinic, Melanie L. Webber

[Read more →](#)

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NEWS

04/22/25

### **Fisher Phillips Launches Crisis Communications Practice, Merging Legal Strategy with Public Relations Experience**

Rick Grimaldi, Jeannie Muzinic, John M. Polson, Melanie L. Webber

[Read more →](#)

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NEWS

04/15/25

## Daily Report Profiles Firm's New Director of AI and Firmwide Initiatives

John M. Polson

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PUBLICATION

04/10/25

## Firm Chairman and Immigration Co-Chair Pen Immigration Survival Guide for PEOs in 2025

John M. Polson, Shanon R. Stevenson

[Read more →](#)

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INSIGHTS

04/10/25

## The PEO Immigration Survival Guide for 2025

John M. Polson, Shanon R. Stevenson

[Read more →](#)

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NEWS

03/27/25

## Daily Report Highlights Geographic and Practice-Focused Growth Behind Fisher Phillips' Double-Digit Revenue Increase

John M. Polson

[Read more →](#)

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NEWS

03/27/25

## Fisher Phillips Welcomes Pritesh Patel as Director of Artificial Intelligence

John M. Polson

[Read more →](#)

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EVENT

Monday, March 3, 2025 – Thursday, March 6, 2025

## FP PeopleLaw 2025

John M. Polson, Sheldon J. Blumling, Benjamin M. Ebbink, Rick Grimaldi, William D. Wright

[Read more →](#)

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NEWS

02/06/25

## 2025 Predictions: 5 Biggest Trends PEOs Can Expect in the New Year

John M. Polson, Richard R. Meneghello

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