



John M. Polson

Chairman & Managing Partner

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Service Focus

- Artificial Intelligence
- Counseling and Advice
- Litigation and Trials

Industry Focus

- Gig Economy
- PEO and Staffing

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 and Staffing Industry Team, and Co-leads the firm's Gig Economy Industry Team as well.

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)
- Recognized in *The Best Lawyers in America* (2008 – 2024)
- 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

EVENT

03/20/24

Fisher Phillips AI Workplace Forum: Should You Hire a Chief AI Officer? Join the Debate

Richard R. Meneghello, John M. Polson, Anne Yarovoy Khan

[Read more →](#)

INSIGHTS

03/13/24

The State of the Union for PEOs and Staffing: 7 Notable Trends Revealed at FP's PeopleLaw Conference

Sheldon J. Blumling, John M. Polson

[Read more →](#)

NEWS

03/12/24

Media Turns to Fisher Phillips for Insight on the Latest with the NLRB's Joint Employer Rule

Steven M. Bernstein, Joshua D. Nadreau, John M. Polson

[Read more →](#)

INSIGHTS

03/11/24

Controversial Joint Employer Rule Struck Down Just Before Taking Effect: Your Blueprint For Navigating Months Ahead

Steven M. Bernstein, Joshua D. Nadreau, John M. Polson

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NEWS

03/11/24

Law.com Highlights Litigation Demand as Driving Factor Behind Fisher Phillips' Double-Digit Revenue Growth

John M. Polson

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NEWS

02/02/24

American Lawyer Talks with Jonathan Crook About His Move to Fisher Phillips and the Firm's Acquisition of Blue Pencil Box

Jonathan Crook, John M. Polson

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EVENT

02/01/24

FP Forecast 2024: Essential Webinar for Employers

John M. Polson, Richard R. Meneghello

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NEWS

02/01/24

Law360 Covers Acquisition of Blue Pencil Box and the Arrival of Partner Jonathan Crook

Jonathan Crook, John M. Polson

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NEWS

01/31/24

Fisher Phillips Acquires Blue Pencil Box and Brings on Founder, Jonathan Crook, as Partner

Jonathan Crook, John M. Polson

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EVENT

01/24/24

2024 FP PeopleLaw Conference

Sheldon J. Blumling, John M. Polson

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