



HOGAN MARREN  
BABBO & ROSE, LTD

## J. Michael Tecson

J. Michael Tecson has developed a diverse practice representing clients in both transactional and litigation matters. His experience in both types of practice provides a unique perspective which benefits his clients.

Mr. Tecson represents clients in a broad range of sectors, including education, healthcare, restaurant and hospitality, local government and labor unions. On the transaction side, he represents educational institutions (public and private colleges and universities, community colleges, for-profit institutions of higher education, private schools and early childhood education institutions) and education investors in mergers, sales and acquisitions and related educational regulatory matters. He also represents physician practices and physicians in the mergers, sales and acquisitions of medical practices and ambulatory surgery centers and related healthcare regulatory matters.

Mr. Tecson also heads the firm's Restaurant and Hospitality practice, where he advises restaurants on corporate and business structure, restaurant management agreements, real estate matters, and operational issues.

As outside counsel to his clients, he advises them on general litigation matters, contracting, privacy, data security and breach notification compliance issues, corporate governance, real estate, and employment and human resource issues, including employment contracts and employee handbooks. He advises employers and employees extensively on the drafting and negotiation of non-competition and restrictive covenant provisions in employment agreements. He assists clients with internal investigations of breaches of personally identifiable information and protected health information. He also advises municipalities on various issues including the Freedom of Information Act, the Open Meetings Act, municipal code violations and zoning issues.

On the litigation side, Mr. Tecson represents individuals, corporate clients, municipal clients and labor unions in various matters, including enforcement and breach of restrictive covenants, employment discrimination, civil rights violations, insurance coverage disputes, breach of fiduciary duty, misappropriation of trade secrets, human resource and personnel board hearings, condemnation proceedings, collection of ERISA and pension benefits, ERISA breach of fiduciary duty claims, and breach of duty of fair representation matters. He has also represented clients in white collar criminal defense matters, and assists clients in conducting internal investigations.

Mr. Tecson also serves as a Hearing Officer for the Illinois State Board of Elections, where he conducts legal and evidentiary hearings on petitions objecting to candidate nomination submissions for Illinois State Offices, and makes findings and recommendations to the State Officers Electoral Board..



### SHAREHOLDER

P: 312-540-4414

F: 312-946-9818

E: [mt@hmbr.com](mailto:mt@hmbr.com)

321 North Clark Street  
Chicago, Illinois, 60654  
United States of America

## PRACTICE AREAS

- Restaurant and Hospitality
- Real Estate
- Litigation
- Corporate and Transactional
- Government, State and Local
- Education Law
- Data Privacy and Protection

## EDUCATION

- William Mitchell College of Law (J.D.)
- University of Illinois, Champaign (B.A. in English)

## ADMISSIONS

- Illinois (2001)
- U.S. Court of Appeals, Seventh Circuit
- U.S. District Court, Northern District of Illinois

## MEMBERSHIPS/AFFILIATIONS

- Chicago Bar Association
- American Bar Association

## EVENTS

- Presentation, "Employment Law 101," Private Career Colleges & Schools Conference, Chicago, Illinois, June 12, 2018.
- Presenter, "Non-Compete Provisions in Physician Contracts," Continuing Legal Education Presentation, Chicago Bar Association, Young Lawyers Section Health and Hospital Law Presentation, Feb. 26, 2009.

## PUBLICATIONS

- Patrick E. Deady, J. Michael Tecson, et al., "State/Local Government Employees Face Possible Criminal Prosecution in Wake of Chicago City Hall Hiring Investigation," 30 American Bar Association State and Local Law News, Spring 2007, No. 3 at 1, 15, 16.