



## Andrew Cook

### Associate

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Andrew Cook represents employers in all phases of litigation at the state and federal levels, focusing on complex labor and employment matters. Andrew helps resolve issues related to unlawful harassment, discrimination, retaliation, failure to accommodate, unequal pay, and violations of minimum wage or overtime pay laws. In addition, he provides counseling on workplace safety, benefits, internal investigations, restrictive covenants, executive compensation, contracts, training, and the development of employee handbooks.

During law school, Andrew spent his summers as a law clerk and summer associate for Hinshaw. He also took part in the Moot Court Honors Council and the Trial Advocacy and Dispute Resolution Honors Council.

## Professional Affiliations

- Chicago Bar Association
  - Young Lawyers Section

## Honors & Awards

- University of Illinois Chicago School of Law
  - *University of Illinois Chicago Law Review*, Administrative Editor
  - Moot Court Honors Council
  - Trial Advocacy and Dispute Resolution Honors Council
  - Dean's List

## Publications

- "Illinois BIPA: A Litigation Nightmare for Employers," 57, *University of Illinois Chicago Law Review*, 363, 2024

## Personal

Andrew is deeply connected to family and friends and cherishes quality time spent with them. He and his wife enjoy exploring the city's culinary scene, discovering new restaurants and speakeasies. Andrew is an avid Chicago Bulls fan, and enjoys spending his free time on the golf course, working on his game.

## Practices

Labor & Employment

## Education

J.D., *magna cum laude*,  
University of Illinois Chicago  
School of Law, 2024

B.A., *cum laude*, Human  
Services, Walden University,  
2021

## Admissions

Illinois

U.S. District Court for the  
Northern District of Illinois



## Community/Civic Activities

Giving back is important to Andrew, having previously worked as an adolescent substance abuse counselor, he now volunteers at behavioral health and substance abuse facilities and provides support and guidance to adolescents and young adults at critical stages in their life.