



Mickell Jimenez

Partner

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Employers turn to Mickell for seasoned counsel to proactively handle labor and employment and litigation issues.

PRACTICES

Trade Secrets and Non-Competes
Employment Litigation and Class Actions
Labor and Employment

EDUCATION

University of Utah College of Law, J.D.

University of Utah, B.S.
with Honors

BAR ADMISSIONS

Utah

Mickell advises business owners and management on the full spectrum of employment issues that can impact an enterprise. She provides up-front guidance to help position businesses to effectively mitigate risk. When disputes arise, Mickell draws on her substantial experience in state and federal court to defend clients in litigation, administrative and regulatory hearings, and alternative dispute resolution forums.

Mickell brings 20+ years of experience serving as outside General Counsel to Cafe Rio, Inc. to help start-ups effectively manage the challenges and opportunities facing nascent businesses, particularly in the food and beverage industry.

Before joining Holland & Hart, Mickell was a Director and Shareholder at Clyde Snow, where she was recently a member of the firm's Management Committee and co-chair of the Labor & Employment group.

EXPERIENCE

Accommodations, Disabilities, Leaves

Discrimination, Harassment, Retaliation and Litigation

Employment Litigation and Class Actions

HR Counseling, Compliance, and Risk Management

- Employment Policies, Handbooks, and Manuals
- Executive Compensation and Employment Contracts
- Hiring, Discipline, Performance Evaluations, and Terminations
- Non-Competes, Trade Secrets and Unfair Competition
- Pay Practices and Independent Contractors
- Workplace Investigations
- Severance Agreements

PUBLICATIONS

"Vaccine Mandates Q&A," *Holland & Hart News Update*, Co-Author, 09/10/2021

"Mitigating Employer Risk as Utah Reopens for Business," *Utah Business*,

Co-Author, 05/22/2020

"Utah Legislation Shields Employers and Businesses from COVID-19 Civil Lawsuits," *Holland & Hart News Update*, Co-Author, 05/14/2020

"Considerations for Employers During the "Re-Opening" Phase," *Holland & Hart News Update*, Co-Author, 04/30/2020

"Updated EEOC Guidance on the ADA and Accommodations," *Holland & Hart News Update*, 04/30/2020

"Best Practices for Safe and Healthy Workplaces During COVID-19," *Holland & Hart News Update*, 04/03/2020

"COVID-19 Guidance for Restaurants," *Holland & Hart News Update*, 03/25/2020

SPEAKING ENGAGEMENTS

"Workplace 2021: Legal Compliance and Best Practices Post-COVID," *National Association of Corporate Directors Webinar*, co-presenter, 04/21/2021

"Navigating the "New Normal": Considerations for Employers During the "Re-opening" Phase of the Covid-19 Pandemic," *Celesq Webinar*, 05/26/2020

"COVID-19 Antibody Testing," *Holland & Hart Webinar*, 05/13/2020

"The New "Normal": Navigating Re-Opening of Your Business (Including Healthcare Practices) During the COVID-19 Pandemic," *Holland & Hart Webinar*, 05/06/2020

"Workplace Disputes: From Administrative Review to Trial - How to Handle Top Employment Claims; How to Win at Settlement, Mediation and Trial," *National Business Institute CLE*, November 2019

"Guarding Against Retaliation Claims," *Holland & Hart's 2019 Utah Employment Law Seminar*, October 2019

"Protecting Your IP, Trade Secrets, and Goodwill from Departing Employees," *Panelist, Holland & Hart's 2019 Utah Employment Law Seminar*, October 2019

"UALD/EEOC Charges: Best Practices," *Moderator, Holland & Hart's 2019 Utah Employment Law Seminar*, October 2019

"Employment Law Training on Select Topics," *Intermountain Donor Services*, February 2019

"Leading the Speak-Up Culture," *Central Utah Water District*, February 2019

"The Speak-Up Culture: Workplace Civility," *Central Utah Water District*,

February 2019

"Issues in Government Entity Employment," *Employers Council*, January 2019

"New Tools for a New Era: Sexual Harassment and the #MeToo Movement," *University of Utah S.J. Quinney College of Law*, September 2018

"Weinstein and Beyond: Navigating the Workplace in 2018," *University of Utah S.J. Quinney Law School Alumni*, June 2018

"Weinstein and Beyond: Navigating the Workplace in 2018," *First National Bank of Layton*, April 2018

"Workplace Awareness: Weinstein and Beyond," *Intermountain Donor Services*, February 2018

"Workplace Awareness: Weinstein and Beyond," *Gardner Company*, January 2018

"Workplace Awareness: Weinstein and Beyond," *Central Utah Water District*, January 2018

"Workplace Awareness: Weinstein and Beyond," *ADEA Employers Council*, January 2018

"Workplace Awareness," *Intermountain Donor Services*, February 2017

RECOGNITION

- *The Best Lawyers in America*®, Litigation – Labor and Employment, 2022
- Utah Business Magazine, *Utah Legal Elite*, Labor and Employment, 2016-2020
- *America's Top 100 Attorneys*, Lifetime Achievement Award, 2017
- Martindale-Hubbell®, AV Preeminent® Rating

PROFESSIONAL AND CIVIC AFFILIATIONS

- American Bar Association, Member
- Utah Bar Association, Member
- Salt Lake County Bar Association
- Legal Aid Society of Salt Lake, Board of Trustees Member, 2020
- Utah State Bar Fund for Client Protection Committee, Member, 2014-present
- The Legal Council, Member, 2014-present
- March of Dimes Utah Chapter, Board Chair, 2015-2016
- March of Dimes Utah Chapter, Board Member, 2013-2015