Holland & Hart



## PRACTICES

Employment and Labor
Trade Secrets and Non-Competes
Employment Litigation
Discrimination and Harassment
Wage and Hour
Disabilities and Leaves
Business Litigation

## INDUSTRIES

Food, Beverage, and Consumer Products

## EDUCATION

University of Utah S.J. Quinney College of Law, J.D.

University of Utah, B.S.
with Honors

## BAR ADMISSIONS

Utah

**Watch Mickell's Introduction Video**

# Mickell Jimenez

Partner

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

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.

## 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

## CLIENT RESULTS

Assisted a new special service district in the development of employment policies that would adhere to federal and state regulations unique to highly regulated fire districts.

Served as lead counsel in two federal wage and hour hybrid collective and class action matters, involving a national sales company.

## PUBLICATIONS

"DEI and Discrimination: What Employers Should Know," *Employment Law Update*, March 21, 2025

"U.S. Supreme Court Blocks OSHA's Vaccine-or-Test Rule; Upholds CMS's Healthcare Vaccine Mandate," *Holland & Hart News Update*, January 14, 2022

## BLOG POSTS

"Mileage Matters: Court Rules Delivery Driver Deserves His Day in Court," *The Pulse*, August 20, 2026

"AI and the FLSA," *The Pulse*, August 03, 2026

"Utah's FLSA Overtime Pleading Rule: No Need to Allege Specific Dates or Hours," *The Pulse*, July 22, 2026

"Best of Both Worlds? Why Your Hybrid Pay Structure Must Pass the FLSA Salary Basis Test," *The Pulse*, July 21, 2026

## SPEAKING ENGAGEMENTS

"Exploring the DEI Landscape: Curating Compliant Programs in 2025 ," *Holland & Hart 2025 CLE Program for In-House Counsel*, May 20, 2025

"Professionalism ," Panelist, *Corporate Counsel Spring Forum*, April 25, 2025

"Panel: Current State of DEI Programs," Moderator, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

"Panel: Trade Secrets, Non-Compete / Non-Solicit, Confidentiality ," Panelist, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

"Ethics: 10 Questions In-House Counsel Often Ask ," Co-Presenter, *Holland & Hart 2024 CLE Program for In-House Counsel*, May 20, 2024

"What's the Status of DEI Initiatives and Private Employers?," *Holland & Hart 2024 Employment Law Seminar*, April 11, 2024

"Implementing Legally Compliant DEI Initiatives ," *CLE Training* , September 27, 2023

"Association of Corporate Counsel Mountain West Chapter, Employment Law Mini-Conference," *CLE Training*, September 27, 2023

"DEI in Light of the SCOTUS Decision on College Admissions," *Holland & Hart Employment Law Webinar*, August 2, 2023

"Implementing Legally Compliant DEI Initiatives," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

"Panel: Top 10 Investigation Mistakes," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

"Panel: Protecting Company Information: The Ever-Changing World of Non-Competes and Non-Solicits," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

"When Former Employees Come Back from the Grave: Terminations, Severances, and Other Post-Employment Issues," *Utah State Bar – Labor and Employment Section Annual Meeting, Panelist*, November 7, 2022

"Implementing Legally Compliant Diversity, Equity & Inclusion Initiatives," *Salt Lake Chamber: Utah's Business Diversity Summit, Co-presenter*, October 28, 2022

"Compliance and Caring are Not in Conflict: Employment Attorney Perspectives," *SixFifty Employment Law Webinar*, Panelist, August 1, 2022

"Ongoing COVID-19 Navigation in Employment Law," *Salt Lake City Corporation Paralegal Division Annual Meeting*, June 10, 2022

## RECOGNITION

- *Chambers USA*, Labor & Employment, 2024-2026
- Mountain States Super Lawyers®, Employment & Labor, 2024-2026
- *The Best Lawyers in America®,* Employment Law - Management, 2024-2027; Litigation – Labor and Employment, 2022-2027
- Federal Bar Association – Utah Chapter, Pro Bono Service Award, 2022
- *Utah Business Magazine*, Utah Legal Elite, Labor & Employment, 2016-2020, 2022; Labor, Employment, Benefits & Compensation, 2025-2026
- *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
- Rotary Club of Salt Lake City, Member
- 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