



Jessica Ramirez

Associate

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Jessica advises employers on complex employment matters and defends them in high-stakes litigation with a pragmatic, solution-oriented approach.

Jessica represents large companies across a broad spectrum of employment issues including discrimination and retaliation claims, wage and hour compliance, employee misclassification, terminations, and internal investigations. Jessica also brings commercial litigation experience, including class actions, complex mass torts, multidistrict litigation, and products liability matters.

Before joining Holland & Hart, Jessica practiced at Kirkland & Ellis, where she collaborated on large, complex litigation matters defending major corporations.

EXPERIENCE

Employment Litigation

- Class / Collective Actions
- Discrimination, Harassment, and Retaliation (federal / state / local law)
- Breach of Contract
- Employment-related Torts
- Defamation
- Wrongful Discharge / Whistleblower

HR Counseling, Compliance, and Risk Management

- Accommodations, Disabilities, Leaves
- Employment Policies, Handbooks, and Manuals
- Executive Compensation and Employment Contracts
- Employment / Severance Agreements
- Employee Misconduct
- Hiring, Discipline, Performance Evaluations, and Terminations
- Internal Investigations
- OSHA, Workplace Safety, and Emergency Response
- Pay Practices and Independent Contractors
- Policy Violations

- Workplace Privacy and Data Security

Unfair Competition

- Noncompete and Restrictive Covenant Agreements
- Trade Secret Protection / Enforcement

Wage and Hour Compliance

- Audits
- Contractor Classification
- Policies and Procedures
- Response to Government Investigations

MEMBERSHIPS AND AFFILIATIONS

- Utah Minority Bar Association, Member, 2022-present
 - Immediate Past President, 2025-2026
- Salt Lake Legal Defender Association, Board of Directors, 2022-present

RECOGNITION

Mountain States Super Lawyers® Rising Stars, Civil Litigation, Products Liability, Employment & Labor, 2022-2026