



Jessica Ramirez

Associate

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Jessica advises clients on complex employment and commercial 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 represents companies in commercial litigation and business disputes, 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.

PRACTICES

Employment and Labor
Business Litigation

EDUCATION

University of Utah S.J. Quinney College
of Law, J.D., 2020

Utah Law Review, Executive Articles
Editor

William H. Leary Scholar
summa cum laude

University of Utah, B.A., 2017

BAR ADMISSIONS

Utah

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

Commercial/Business Litigation

- Trials
- Contract disputes
- Government investigations
- Business torts
- Trademark and trade dress
- Complex mass torts and products liability
- Class action and multidistrict litigation

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