



## 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

"New OSHA and CMS COVID-19 Vaccination & Testing Mandates," *Holland & Hart News Update*, November 4, 2021

"Vaccine Mandates Q&A," *Holland & Hart News Update*, September 10, 2021

"Mitigating Employer Risk as Utah Reopens for Business," *Utah Business*, May 22, 2020

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

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

"Considerations for Employers During the "Re-Opening" Phase," *Holland & Hart News Update*, April 30, 2020

## **SPEAKING ENGAGEMENTS**

"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

"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

"Implementing Legally Compliant DEI Initiatives," *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*

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

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

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

"The New 'Normal': Navigating Re-Opening of Your Business (Including Healthcare Practices) During the COVID-19 Pandemic," *Holland & Hart Webinar, May 6, 2020*

## **RECOGNITION**

- *Chambers USA, Labor & Employment, 2024*
- *Mountain States Super Lawyers® , Employment & Labor, 2024*
- *The Best Lawyers in America® , Employment Law - Management, 2024, 2025*
- *Federal Bar Association – Utah Chapter, Pro Bono Service Award, 2022*
- *The Best Lawyers in America® , Litigation – Labor and Employment, 2022-2025*
- *Utah Business Magazine, Utah Legal Elite, Labor & Employment, 2016-2020, 2022*
- *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