



Ashley W. Jordaan

PARTNER

DENVER, CO

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OVERVIEW

Ashley focuses her practice on labor and employment matters and related litigation, with an emphasis on providing practical and sound advice to minimize risk.

Ashley regularly advises clients on issues such as personnel decisions, policies and handbooks, employment and severance agreements, restrictive covenants, employee discipline and termination, and wage and hour compliance. She provides companies with a full complement of day-to-day employment counsel to fit their business needs.

Ashley has extensive experience designing and conducting comprehensive, effective investigations of employee complaints. She regularly provides management training to clients so that they can better navigate hiring, termination and performance issues, as well as minimize legal liability.

When litigation does occur, Ashley is a persuasive advocate before state and federal courts, arbitrators and administrative agencies across the country against a wide variety of employment claims.

"Ashley does exceptional work. She is highly engaged, strategic, collaborative and thoughtful in her approach and can also work well with difficult opposing counsel."

— Client Feedback, *Chambers USA*
2023

Industry

Food Systems

Services

Labor & Employment

Non-Competes & Restrictive
Covenants

HUSCH BLACKWELL

While she has traditionally advised and defended lawsuits arising out of Colorado, in recent years, she has been called upon by large, multistate employers to respond to claims asserted in more than 20 jurisdictions. Clients feel confident in Ashley's guidance and counsel as she leads them through a stressful, complex process.

Experience

- Acts as a trusted advisor to clients with national operations and thousands of employees across the U.S., as well as to smaller employers locally.
- Has obtained numerous summary judgment rulings to dismiss claims in federal court through briefing and oral argument, including for claims of disability, national origin, ancestry, race, gender and retaliation.
- Has successfully mediated and resolved hundreds of claims brought by employees, including those filed with Equal Employment Opportunity Commission (EEOC) and the Department of Labor (DOL), to clients' satisfaction without incurring high litigation costs associated with trials.
- Routinely submits statements of position to EEOC, DOL, and other administrative agencies to obtain favorable "no probable cause" findings.
- Regularly represents and advises employers and executives in cases involving trade secrets and non-competition agreements, and has prevailed on multiple preliminary injunction hearings regarding these issues.
- Is frequently retained to conduct independent investigations into allegations of discrimination, retaliation, harassment, wage and hour violations, and other misconduct.
- Served as previous firm's internal employment attorney for more than 300 partners and employees in seven offices nationwide.

Recognition

- *The Best Lawyers in America*®, Employment Law - Management, Litigation - Labor and Employment, 2024
- *Chambers USA*, Labor & Employment, 2023 and 2024

Education

- J.D., Southern Methodist University
 - *cum laude*
- B.A., Duke University

Admissions

- Colorado
- Texas
- U.S. District Court, District of Colorado
- U.S. Court of Appeals, Tenth Circuit

Clerkship

- The Hon. Howell Cobb, U.S. District Court, Eastern District of Texas

Community Leadership

- Alumni Admissions Advisory Committee of Duke University, Chair of Denver/Boulder area (2005-present)
- MIT Parents Association volunteer (2019-2023)
- Children's Museum of Denver, Board of Directors (2006-2010)



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