



## Shawna Ruetz

### SENIOR COUNSEL

DENVER, CO

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### OVERVIEW

Shawna is an experienced litigator with an inside perspective on human resources who understands employer needs in the courtroom and in everyday advice and counseling.

Shawna represents clients before administrative agencies and in all aspects of employment litigation in both federal and state courts. She regularly handles complex employment matters such as:

- Allegations of discrimination and retaliation
- Wage and hour disputes
- Restrictive covenants and trade secrets
- Class and collective actions
- Disability accommodations

She has also managed investigations and responded to administrative complaints, including before the Equal Employment Opportunity Commission and the Colorado Civil Rights Division. In addition, Shawna provides regular counsel on routine labor and employment matters, including employment agreements, employee handbooks, franchisor operations, restrictive covenants, reductions in force, sick leave, performance management and various company policies.

Shawna began her career not as an attorney, but as a human resource professional with a graduate degree in industrial-organizational psychology. As a human

### Industry

Healthcare

### Services

Cannabis

Employment Class & Collective Actions

Employment Litigation Defense

Healthcare Labor & Employment and Immigration

HR Consultation & Training

Labor & Employment

Non-Competes & Restrictive Covenants

## HUSCH BLACKWELL

resource professional, she worked closely with human resource leaders and employment attorneys. As an attorney, Shawna utilizes that experience to counsel clients on day-to-day employment matters and work closely with employers throughout the legal process.

### Experience

- Obtained favorable settlement on behalf of a franchisor in a federal collective action brought by several franchisees alleging wage and hour misclassification and violations.
- Successfully mediated and settled a large complex class action involving allegations of fraudulent transactions and negligence.
- Advised clients with national and international operations as well as small local employers on day-to-day employment matters.
- Routinely obtains findings of "no probable cause" for employers based on the submission of position statements to the Equal Employment Opportunity Commission and the Colorado Civil Rights Division.
- Attained dismissal of state action brought against a hospital involving wrongful termination in violation of public policy and whistleblower claims.
- Defended to resolution claims of discrimination, retaliation, and wage and hour violations against a variety of employers.
- Negotiated favorable terms on behalf of employers for employment and independent contractor agreements.

### Recognition

- Best Lawyers: Ones to Watch, Labor and Employment Law - Management, 2023 and 2024

## Education

- J.D., University of Denver Sturm College of Law
  - *Denver University Law Review*
  - Workplace Law Certificate
- M.A., University of Colorado Denver
  - Industrial/Organizational Psychology
- B.A., University of Nevada, Reno

## Admissions

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



2024 Best Lawyers Ones to Watch