HUSCH BLACKWELL



Ashley W. Jordaan

PARTNER

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OVERVIEW

Employers rely on Ashley to provide practical advice in all aspects of labor and employment matters, from day-to-day counseling to complex litigation, to minimize risk and achieve their business objectives.

Ashley regularly advises large, multistate companies and small businesses alike on all aspects of the employer-employee relationship to minimize and manage their legal risks. She provides clients with a full complement of day-to-day employment counsel to fit their business needs and strategizes to find practical and effective solutions to workplace issues. Her experience includes areas such as restrictive covenants, trade secrets, wage and hour compliance, employment and severance agreements, layoffs, employee discipline and termination, retaliation, and discrimination.

When disputes escalate and litigation arises, Ashley is a persuasive advocate before state and federal courts, arbitrators, and administrative agencies against a wide variety of employment claims. Ashley has represented employers in more than 20 jurisdictions across the country. She has extensive experience

> *"Ashley Jordaan excels in preparedness and subject matter expertise. She is responsive and goes above and beyond to accommodate clients' business deliverables and schedules."*
>
> — Chambers USA 2024

Industry

Financial Services & Capital Markets

Services

Class Action Defense
Employment Class & Collective Actions
Employment Litigation Defense
HR Consultation & Training
Labor & Employment
Non-Competes & Restrictive Covenants

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defending against both single plaintiff cases and class and collective actions, including allegations of class-wide wage and hour violations and systemic discrimination. Clients feel confident in Ashley's guidance and counsel as she leads them through a stressful, complex process.

Ashley is often called up to design and conduct comprehensive, effective investigation of employee complaints and sensitive workplace situations. She regularly provides management training to clients so that they can better navigate hiring, termination, and performance issues, as well as minimize legal liability.

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.
- Devotes significant percentage of her practice to defense of class and collective actions involving state and federal wage and hour issues, resulting in favorable resolutions.
- 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.

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Recognition

- *The Best Lawyers in America®*
  - Employment Law - Management, 2024-2027
  - Litigation - Labor and Employment, 2024-2027
- *Chambers USA*, Labor & Employment, 2023-2026

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

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Community Leadership

- Alumni Admissions Advisory Committee of Duke University, Chair of Denver/Boulder area (2005-present)
- Make-A-Wish Colorado, Board of Directors (2025-present), Wishmakers Council (2024-2025)
- Project Safeguard Foundation, Board of Directors (2021-2024)
- Children's Museum of Denver, Board of Directors (2006-2010)



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