



Jessica Brown

SENIOR ASSOCIATE

THE LINK VIRTUAL

PHOENIX, AZ*

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OVERVIEW

Jessica focuses her practice on labor and employment law, partnering with clients to create and maintain productive workforces.

Jessica works with clients to improve employee morale, reduce turnover, and minimize the risk of litigation. While Jessica advises employers on compliance with a range of state and federal employment laws, she is particularly experienced in guiding clients through the ADA accommodation process, FMLA leave, employee discipline issues, drug testing policies, and maintaining a workplace free of discrimination and harassment.

When litigation occurs, Jessica aims to resolve disputes through mediation and arbitration when feasible but also has experience defending clients in federal and state court. Jessica has handled both individual and class action lawsuits involving allegations of:

- Race, age, gender, and disability discrimination
- Breach of restrictive covenants and confidentiality agreements
- Sexual harassment
- Violations of Title VII, ADEA, ADA, FMLA, and related state laws
- Wage and hour violations
- Wrongful termination and unpaid wages
- Violations of state medical marijuana laws

Industry

Financial Services & Capital Markets

Service

Labor & Employment

Jessica represents a broad spectrum of clients including construction companies, hospital systems, manufacturing companies, private schools, health care providers, international banks, pharmaceutical companies, small businesses, global retailers, and automobile dealerships. Jessica is known for developing meaningful partnerships with clients and dedicates herself to understanding each client's unique needs.

Experience

PRIVATE WEALTH

- Drafts trust and estate planning documents, including wills, revocable and irrevocable trusts, financial and medical powers of attorney, living wills, healthcare directives, life insurance trusts, intentionally defective grantor trusts, generation-skipping transfer trusts, and asset protection trusts.
- Coordinates and conducts family meetings for high-net-worth families and their advisors.
- Designs and implements coordinated estate plans for multi-generational families.
- Counsels clients on strategies for protecting family assets from divorce, liability exposure, and credit claims through entity and trust selection and administration.
- Utilizes asset protection trusts, irrevocable trusts, limited liability entities, prenuptial agreements, and insurance planning to maximize protection of family and business assets.

LABOR & EMPLOYMENT

- Defended construction company against discrimination claim alleging violations of the ADA and Title VII.
- Defended grocery store chain in hybrid collective and class action alleging violations of the FLSA and state wage and hour laws.
- Advised healthcare company regarding compliance with state laws pertaining to sick pay and paid time off policies.
- Defended hospital against discrimination claim alleging violations of ADEA and Title VII.
- Defended Arizona resort against claims of sexual harassment and disability discrimination.

Experience

- Represented medical practice in suit against former employee for breach of restrictive covenant.
- Defended individual and class action lawsuits arising out of alleged violations of federal and state labor and employment laws, including Title VII, ADEA, ADA, FMLA, FLSA and state counterparts.

COMMERCIAL LITIGATION

- While representing insurer in complex multi-party litigation involving financial fraud, successfully amended complaint to add LLCs as defendants through use of alter ego doctrine to enable insurer to access \$6M in real estate.
- Represented executive and original shareholder of corporation in multi-million dollar buy-out; defended executive against claims of financial fraud.
- Represented software company in connection with breach of commercial contract and services agreement.
- Negotiated settlements in cases involving failure to disclose material information in commercial and real estate transactions.
- Represented automobile dealerships in cases involving breach of commercial contracts.

Recognition

- Best Lawyers: Ones to Watch, Litigation - Antitrust, Litigation - Labor and Employment, 2024

Education

- J.D., George Mason University Antonin Scalia Law School
 - *Civil Rights Law Journal*, Notes Editor
- B.A., Mary Baldwin University
 - English Language and Literature/Letters
 - *summa cum laude*
 - Phi Beta Kappa

Admissions

- Arizona
- Maryland
- New Mexico

Community Leadership

- Lifewell, Board of Directors, Secretary of the Board, Executive Committee, 2020—present

*Contact Jessica to set up an in-person consultation by appointment in the Phoenix office.



2024 Best Lawyers Ones to
Watch