HUSCH BLACKWELL

Jennifer Ralph

SENIOR ASSOCIATE

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OVERVIEW

Jennifer integrates a deep understanding of employment law and litigation with a passion for creating productive and compliant workplaces.

Jennifer helps a wide range of clients solve their toughest labor and employment law challenges. She represents clients in litigation and dispute resolution, provides day-to-day counseling to employers, and advises clients during state and federal agency investigations. Her experience covers the areas of law most needed in managing the contemporary workplace, including wage and hour disputes, allegations of discrimination and retaliation, workplace harassment allegations, noncompete agreements, USERRA compliance and alleged violations, whistleblower claims, and the protection of employees' personal data.

Jennifer is well acquainted with all phases of employment litigation. She has handled a variety of pre-trial tasks, including discovery and depositions, and has drafted, briefed and argued motions in court. In addition to her litigation skills, Jennifer enjoys counseling clients well before disputes arise in order to create workplaces that are productive and compliant with applicable state and federal law.

Industries

Manufacturing
Technology
Transportation

Services

Employment Litigation Defense
Labor & Employment
Staffing, Recruiting, and Workforce Solutions

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Experience

- Drafted position statements in opposition to charges of discrimination involving allegations of age discrimination, disability discrimination, sex discrimination, and retaliation.
- Counseled employer through U.S. Department of Labor wage and hour audit, which resulted in no fines to the employer.
- Assisted in drafting motion to dismiss which resulted in the dismissal with prejudice of a class action complaint alleging multiple USERRA violations.
- Assisted in drafting memorandum in support of motion for summary judgment, which resulted in the dismissal of a wrongful termination action alleging the employee was terminated in retaliation for exercising his rights under the Illinois Workers' Compensation Act.

Recognition

- *Best Lawyers: Ones to Watch® in America*
  - Labor and Employment Law - Management, 2024-2027
- *Illinois Super Lawyers*, Rising Star, 2025 and 2026

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Education

- J.D., University of Nebraska College of Law
  - Highest Distinction
  - Order of the Coif
  - *Nebraska Law Review* candidate member and executive editor
  - CALI Award recipient: Criminal Law, Individual Income Tax, Wills & Trusts, Federal Courts
  - concentrated study in human resources law
- B.A., University of Kansas
  - History
  - With Distinction

Admissions

- Illinois
- Nebraska
- U.S. District Court, Northern District of Illinois
- U.S. District Court, District of Nebraska

Best Lawyers: Ones to Watch® in America

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