HUSCH BLACKWELL



Keith K. Ybanez

PARTNER

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OVERVIEW

Keith is a problem solver who serves as both a counselor to and advocate for firm clients in labor and employment matters.

In addition to his work representing clients in complex labor and employment disputes, Keith also has extensive civil litigation experience in all stages and forums, representing clients before administrative bodies, at arbitration, and in federal and state courts. He also provides day-to-day counsel on employment matters to help clients avoid controversy, mitigate risk and resolve disputes without resorting to litigation. While Keith has a broad background in commercial litigation, he chose to focus his practice on labor and employment because of the opportunities the area presented to offer preventative counsel outside of the courtroom.

Originally drawn to law by his passion for problem solving, Keith sees litigation as a mental chess match, working backward from the desired outcome. His career is also an excellent fit for his lifelong love of reading and writing, which translates readily into legal research and drafting briefs. Cases are often won or lost not in court but at the briefing or pleading stage, and Keith understands the importance of crafting strong written arguments.

Keith is a pragmatic practitioner who keeps his focus on providing effective legal counsel to clients that is tailored to their organizations' needs and practices. Clients value his easy approachability and his dedication to giving them the advice that is truly best for them and for their business.

Industry

Financial Services & Capital Markets

Services

Employment Class & Collective Actions

Employment Litigation Defense

HR Consultation & Training

Labor & Employment

Litigation & Alternative Dispute Resolution

Pay Equity

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Experience

- Served as counsel to KEY Investment Partners and its affiliates in the acquisition of Dixie Elixirs and Mary's Medicinals brands and related assets out of receivership.
- Provided case strategy, analysis and advice regarding federal and state employment discrimination matters, including matters arising under Title VII and the Americans with Disabilities Act (ADA).
- Represented clients in employment practices liability, commercial disputes, professional liability, securities arbitration, shareholder/partnership disputes, insurance coverage and general liability matters, including early-stage matters before administrative bodies and advanced-stage litigation.
- Conducted investigations related to complaints for unreasonable accommodations, discrimination, FMLA interference and wrongful terminations.
- Defended clients at all stages of state and federal litigation, including conducting initial investigations, formulating defense and resolution strategies, managing discovery and e-discovery, drafting and arguing substantive motions, taking depositions of fact and expert witnesses, and serving as first chair at arbitration.
- During a secondment with a global insurance company, assisted with litigation and claims oversight, reviewed and drafted vendor contracts and acquisition agreements, drafted corporate governance documents, and prepared regulatory compliance guidelines for domestic and international entities.

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Recognition

- *Best Lawyers: Ones to Watch® in America*
  - Commercial Litigation, 2021–2025
  - Construction Law, 2023-2025
  - Insurance Law, 2021–2025
- Super Lawyers
  - Rising Star, 2019–2022, 2024-2026

Education

- J.D., Pepperdine University School of Law
  - *Pepperdine Law Review*, Production Editor
  - International Law and Comparative Law Certificate
- B.A., La Sierra University
  - *cum laude*

Admissions

- Colorado
- Illinois
- U.S. District Court, District of Colorado
- U.S. District Court for the Northern District of Illinois
- U.S. District Court, Western District of Arkansas

Community Leadership

- Colorado Golf Association, Board Member 2023-Present

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2025 Pro Bono Contributor

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