



## Janae Ruppert

### Of Counsel

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**Janae provides clients comprehensive, practical counsel on a range of employment law matters.**

#### PRACTICES

Employment and Labor  
Discrimination and Harassment  
Employment Litigation  
Trade Secrets and Non-Competes  
Wage and Hour  
Disabilities and Leaves

#### INDUSTRIES

Mining  
Healthcare

#### EDUCATION

University of Wyoming College of Law,  
J.D., 2010  
Defender Aid Program, Student Director  
University of Wyoming, B.A., 2006

#### BAR ADMISSIONS

Colorado  
Wyoming

Janae helps companies protect their business interests in hiring and employment decisions. Clients turn to Janae for sound counsel on employee mentoring, management relations, and personnel policy development. She also counsels and defends employers facing a broad array of employment-related claims, such as discrimination, retaliation, harassment, as well as worker's compensation claims. Janae draws on her experience to identify opportunities and develop strategies to help guide clients through negotiations, mediations, arbitrations, litigation, bench trials, and jury trials.

Prior to joining Holland & Hart, Janae served as the VP of Attorney Practice and Regional Managing attorney in two prominent legal collection firms. This provided Janae extensive litigation experience at state and federal levels. Janae was responsible for managing states in the Rocky Mountain region and the Pacific Northwest, directly managing 15-20 attorneys and support staff at any given time.

#### EXPERIENCE

##### Employment Litigation

- Class / Collective Actions
- Discrimination, Harassment, and Retaliation (federal / state / local law)
- Breach of Contract
- Employment-related Torts
- Defamation
- Wrongful Discharge / Whistleblower

##### HR Counseling, Compliance, and Risk Management

- Accommodations, Disabilities, Leaves
- Employment Policies, Handbooks, and Manuals
- Executive Compensation and Employment Contracts
- Employment / Severance Agreements
- Employee Misconduct
- Hiring, Discipline, Performance Evaluations, and Terminations

- Internal Investigations
- Pay Practices and Independent Contractors
- Policy Violations

### **Unfair Competition**

- Noncompete and Restrictive Covenant Agreements
- Trade Secret Protection / Enforcement

### **Wage and Hour Compliance**

- Audits
- Contractor Classification
- Policies and Procedures
- Response to Government Investigations

## **PUBLICATIONS**

"DOL Issues Final Rule Increasing Salary Limits for Overtime Exemptions – Now What?," *Employment Law Update*, April 29, 2024

"Employment: North America, USA Wyoming 2023," *Lexology Getting the Deal Through*, September 29, 2023

"The Latest on the Wyoming Legislature's Employment Proposals," *Employers' Lawyers Blog*, January 17, 2023

## **BLOG POSTS**

"The Significance of Pay Transparency: A Persistent Legislative Trend and Its Relevance for Employers," *Employers' Lawyers Blog*, June 26, 2024

"Restrictions On Intermittent FMLA Leave," *Employers' Lawyers Blog*, June 24, 2024

"DOL Issues Final Rule Increasing Salary Limits for Overtime Exemptions – Now What?," *Employers' Lawyers Blog*, April 29, 2024

"What Happens When ADA Accommodations Miss the Mark," *Employers' Lawyers Blog*, December 19, 2023

"The Latest on the Wyoming Legislature's Employment Proposals," *Employers' Lawyers Blog*, January 17, 2023

## **SPEAKING ENGAGEMENTS**

"Protections for Pregnant Workers," *Frontier Human Resources Association Legislative Update*, May 16, 2023