

# Snell & Wilmer

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## Jessica Van Ranken

Associate | Phoenix

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### Main Bio

Jessica Van Ranken's practice is concentrated in labor and employment law. She represents and counsels clients on compliance with state and federal employment laws, including Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the Arizona Civil Rights Act (ACRA), the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), and paid sick time and vacation law compliance.

Jessica represents clients in employment-based litigation involving a range of issues, including restrictive covenants, paid sick time, wage and hour, breach of contract, and other related areas. She also assists clients in response to charges of workplace discrimination, harassment, and retaliation before state and federal agencies. Jessica drafts and reviews employee handbooks and policies, affirmative action plans, and employment-based agreements, including non-compete and non-solicitation agreements, confidentiality agreements, severance agreements, and independent contractor agreements.

Jessica is also a member of the firm's immigration practice group and has experience assisting with Form I-9 compliance and obtaining employment-based visas.

### Representative Experience

- Representing employers before the U.S. Equal Employment Opportunity Commission and Arizona Civil Rights Commission against discrimination and retaliation charges, including conducting investigations, drafting position statements, and participating in mediation
- Representing employers in wage and hour litigation
- Drafting employment agreements, policies, and handbooks for employers
- Drafting restrictive covenants, including non-competition, non-solicitation, and confidentiality agreements in the employment setting

### Education

- The Ohio State University Moritz College of Law (J.D., *cum laude*)
  - Ohio State Law Journal, Chief Managing Editor
  - Moot Court Governing Board, Executive Justice of Lawyering Skills
  - LL.M. Legal Writing Fellow
  - Dennis B. Eastman Memorial Law Journal Award

- John J. Adams Memorial Award
- Dean's Scholar Award Recipient
- CALI Award for Seminar: Labor and the Constitution
- Kansas State University (B.S., Political Science)
  - Minor in Business
  - Student Body President, Student Governing Association
  - Blue Key Senior Honorary
  - Dean of Student Life Outstanding Graduating Senior Award

## Professional Memberships & Activities

- State Bar of Arizona
- American Immigration Lawyers Association

## Representative Presentations & Publications

- "2023 Employment Law Update: Best Hiring Practices: Labor and Employment Laws," Presenter, Better Business Bureau Empower Entrepreneur Program (May 4, 2023)
- "AZ Employment Law Update," Presenter, Arizona Medical Group Management Association (April 14, 2023)
- "[Tis the Season for H1-B Visas: The FY2021 Cap Lottery is Almost Here!](#)," Co-Author, Snell & Wilmer Legal Alert (February 7, 2023)
- "Human Resources Best Practices," Co-Presenter, 2023 Employment Law Tool Kit (January 25, 2023)
- "Hot Topics in Wage and Hour Law," Presenter, Arizona Total Rewards Association (November 3, 2022)
- "[Fair Labor Standards Act Update: Recent Federal Court Decisions Signal Potential Trend Against Requiring Judicial Approval of FLSA Settlements](#)," Co-Author, Snell & Wilmer Labor and Employment Law Blog (August 18, 2022)
- "Human Resources Legal Update," Presenter, Arizona Total Rewards Association (February 3, 2022)
- "[CMS Revises Enforcement Guidance—Again](#)," Co-Author, Snell & Wilmer Legal Alert (January 19, 2022)
- "[Supreme Court Gives the OK to CMS Vaccine Mandate](#)," Co-Author, Snell & Wilmer Legal Alert (January 13, 2022)
- "[The American Rescue Plan Act: How the New Legislation Affects Employers](#)," Co-Author, Snell & Wilmer Legal Alert (March 16, 2021)
- "[The PRO Act's Potential Effect on Employers](#)," Co-Author, Snell & Wilmer Legal Alert (March 15, 2021)

## Professional Recognition & Awards

- Highest Score on October 2020 Arizona Bar Exam

## Community Involvement

- UMOM New Day Centers, Young Professionals Board (2024-Present)

- Florence Immigration & Refugee Rights Project, Pro Bono Attorney

## **Previous Professional Experience**

- Snell & Wilmer L.L.P., Summer Associate (2019)
- Supreme Court of Ohio, Dispute Resolution Section Extern (2019)
- The Ohio State University Moritz College of Law, Research Assistant to Professor Martha Chamallas (2018-2019)
- U.S. Department of Education Washington, D.C., Legal Intern, Office of the General Counsel (2018)

## **Bar Admissions**

- Arizona

## **Court Admissions**

- Supreme Court of Arizona
- United States District Court, District of Arizona