



Jessica N. Wimsatt

Associate

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Focus Areas

Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Occupational Safety and Health
Workplace Violence Prevention and Crisis Response
Hiring, Performance Management and Termination
Wage and Hour

Overview

Led by her lifelong passion for people and problem-solving, Jessica N. Wimsatt has exclusively devoted her career to labor and employment law since 2015.

Jessica defends employers against claims of discrimination, harassment, and retaliation in both Kentucky state and federal courts and administrative agencies. She proudly partners with executives and human resources, rendering employment advice running the gamut, including discrimination investigations, wage and hour compliance, HR best practices, and diversity, equity, and inclusion initiatives. She also has extensive experience with federal and state Occupational Safety and Health plans and regularly appears before the Kentucky Occupational Safety and Health Review Commission to defend against OSHA citations and penalties.

Jessica's practical workforce experience, understanding of the plaintiff's bar, and unrelenting drive for creative, data-driven solutions position her to deliver effective and efficient litigation strategies while offering sound advice to mitigate risk. She is dedicated to reducing employers' litigation and compliance burdens with passionate delivery of measurable, demonstrable results through trusted partnership with her clients.

Before practicing law, Jessica worked in the distribution and logistics industry for seven years, where she implemented and managed process engineering performance analytics for a global healthcare logistics company, applying lean and six sigma principles to promote efficiency, productivity, and safety. She began her legal career representing plaintiffs in a wide range of employment and civil rights matters throughout the Commonwealth, including accommodations, wage and hour/exemption classifications, and discrimination, harassment, and retaliation litigation.

Professional and Community Affiliations

- Steering Committee Member, Diversity, Equity, and Inclusion, Northern Kentucky Chamber of Commerce, 2022-present
- Steering Committee Member, Regional Youth Leadership, Northern Kentucky Chamber of Commerce, 2021-present
- Member, Employer Legal Strategies Subcommittee, Northern Kentucky Chamber of Commerce, 2022
- Member, Northern Kentucky Chamber of Commerce, 2021-present
- Member, Employer Legal Strategies Subcommittee, Northern Kentucky Chamber of Commerce, 2022-2023
- Member, Kentucky Chamber of Commerce, 2021-present
- Member, National LGBTQ+ Bar Association, 2021-present
- Vice Chair, LGBT Interests Group, Cincinnati Bar Association, 2021
- Secretary, LGBT Interests Group, Cincinnati Bar Association, 2017-2020
- Member, Kentucky Bar Association
- Member, American Bar Association
- Member, Northern Kentucky Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2024
- Named, Rising Star in Employment Law, *Super Lawyers*, 2021-2023
- Member, *Leadership Kentucky*, Class of 2021

Education

J.D., University of Kentucky College of Law, 2018

B.A., Northern Kentucky University, 2013, *cum laude*

Bar Admissions

Kentucky

Courts

U.S. Court of Appeals, 6th Circuit
Kentucky Supreme Court
U.S. District Court, Eastern District of Kentucky
U.S. District Court, Western District of Kentucky

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Looking Ahead to 2022 in Employment Law

The Lane Report

February 23, 2022

Speaking Engagements

OSHA & Workplace Safety: What's Been Done and What's To Come?

Kentucky Association of Corporate Counsel Annual Employment Law Update, Lexington, KY

October 20, 2022

Building an Inclusive Work Culture

Northern Kentucky Chamber of Commerce Second Annual DE&I Summit, Erlanger, KY

June 9, 2023

FMLA, ADA, and GINA Updates for 2023

Kentucky Chamber of Commerce 35th Annual HR Update, Lexington, KY

May 12, 2023

Old Problems, New Solutions: Updates in Workplace Harassment Law

Kentucky Chamber of Commerce 35th Annual HR Update, Lexington, KY

May 12, 2023

Calculating Overtime for Hourly Workers

Kentucky Chamber of Commerce Annual Wage & Hour Update, Lexington, KY

March 22, 2023

Second Chance Hiring Practices and Legalities for Employers to Know

Northern Kentucky Chamber of Commerce IDEA Summit (Inclusion, Diversity & Equity Advancement), Erlanger, KY

June 10, 2022

What's New for 2022: Developments in Workplace Harassment Law

Kentucky Chamber of Commerce Annual HR Update, Lexington, KY

May 4, 2022

Sexual Harassment and Acceptable Use in the Workplace

Client Training Presentation, Cincinnati, OH

February 10, 2017