



Principal, Phoenix

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Monica M. Ryden is a principal in the Phoenix, Arizona, office of Jackson Lewis P.C. Monica's litigation practice includes single plaintiff and class action litigation involving wage and hour, discrimination, harassment, and other employment law claims.

## Practices

- Class Actions and Complex Litigation
- Disability, Leave and Health Management
- Hospitality
- Litigation
- Manufacturing
- Restaurants
- Retail
- Wage and Hour
- Hotels

## Education

- Arizona State University Sandra Day O'Connor College of Law, J.D. 2005
- Arizona State University, B.A. 1999

## Admitted to Practice

- Arizona - D. Ariz. 2006
- Arizona 2005

With a solid understanding of the issues and trends impacting client's businesses, Monica also provides advice and counsel to employers of all sizes on issues such as employee handbooks and workplace policies, non-compete agreements, wage and hour compliance, employee discipline, internal complaints and investigations, disability and leave management, and other issues. Monica not only is a capable, technical attorney, but she also brings high emotional intelligence to her clients—for example, showing compassion to clients' employees, listening to clients' needs and adjusting strategy, and finding solutions in highly sensitive contexts.

Monica has significant experience in lawsuits involving business torts and commercial transactions, including breach of contract, interference claims, and negligent hiring. She sees the value of herself as a litigator not necessarily as helping a client win in court, but rather to win in court when that is right for the client, and instead to avoid court when that is right for the client. She starts by letting the client define what success is and then proceeding from that.

Monica's trial experience includes having served as second chair in multiple bench trials in the U.S. District Court for the District of Arizona and the Arizona Superior Court. She has also served as first and second chair in several arbitrations. In one arbitration, Monica obtained a million-dollar award on a counterclaim for a national manufacturer. While attending law school, Monica was an extern with the EEOC Phoenix District Office.

## Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law - Management" (2020-present)
- *Super Lawyers*®, "Rising Stars" (2012-2018)

## Pro Bono and Community Involvement

- Arizona Women Lawyers Association, Former Board Member
- Barrett, The Honors College, Former Alumni Board Member
- Esperanca, Board Member
- Hispanic National Bar Association, Mentoring Program, Volunteer
- Los Abogados Hispanic Bar Association, Former Board Member
- State Bar of Arizona, Legal Writing Program, Volunteer