



## Ashley R. Thronson

SHAREHOLDER

Minneapolis

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### Services

Employment, Labor & Benefits

Employment & Labor Litigation

Litigation

Class Action/Wage & Hour Litigation

Non-Competes

Trade Secrets

Workers' Compensation & OSHA

**Ashley represents clients in employment, labor and business-tort litigation. She also assists employers with legal compliance and issues related to employment contracts.**

Ashley's practice focuses on employment law and litigation, as well as business torts and contract issues stemming from employment and shareholder relationships. She has experience representing both businesses and individuals and has litigated a wide variety of workplace issues, including wage and hour disputes; harassment, discrimination and whistleblower issues; misappropriation of confidential information; and breaches of employment-related contracts and fiduciary duties. She has advocated for her clients in state and federal court, in front of administrative agencies and at alternative dispute resolution proceedings.

Prior to joining Fredrikson, Ashley practiced law at a boutique employment law firm in Minneapolis. While obtaining her J.D. from the University of Minnesota Law School, she represented tenants in the Hennepin County Housing Court as a certified student attorney. She has also worked as a legal intern at the Equal Employment Opportunity Commission and served as a judicial extern for the Honorable Ann D. Montgomery of the U.S. District Court for the District of Minnesota.

## Credentials

### Education

- University of Minnesota Law School, J.D., 2013, *magna cum laude*
- University of Wisconsin-La Crosse, B.S., 2010, *summa cum laude*

### Admissions

- Minnesota, 2014
- Wisconsin, 2013
- U.S. District Court for the District of Minnesota, 2014
- U.S. District Court for the District of North Dakota, 2016

- U.S. District Court for the District of Colorado, 2019
- U.S. District Court for the Eastern District of Wisconsin, 2019
- U.S. District Court for the Western District of Wisconsin, 2013

### Clerkships

- Judicial Extern, Honorable Ann D. Montgomery, U.S. District Court for the District of Minnesota, 2011

## Recognition

- *Best Lawyers: Ones to Watch*, Litigation-Labor and Employment, 2022-2024
- *Minnesota Super Lawyers Rising Star*, Employment Litigation: Defense, 2018-2023
- North Star Lawyer, Minnesota State Bar Association, 2017, 2019-2021

## Civic & Professional

### Professional Activities

- Minnesota Women Lawyers
- Minnesota Bar Association, Labor and Employment Law Section
- Hennepin County Bar Association
- Women's Business Development Center Advocates and Advisory Committee

## News

Firm News | 08.17.2023

Fredrikson Attorneys Recognized in The Best Lawyers in America© 2024

Firm News | 07.17.2023

Fredrikson Attorneys Named 2023 Minnesota Super Lawyers and Rising Stars

Article | 08.18.2022

Fredrikson & Byron Attorneys Recognized in The Best Lawyers in America© 2023

Firm News | 06.16.2022

Fredrikson & Byron Attorneys Recognized as North Star Lawyers

Firm News | 08.31.2021  
Fredrikson & Byron Announces New Shareholders

## **Speaking Engagements**

Event | October 24 & 26, 2023  
Fredrikson's 39th Annual Employment & Labor Law Seminar

Event | November 2022  
Employment and Labor Law Webinar Series 2022

Event | 10.18.2022  
Fredrikson & Byron's 38th Annual Employment & Labor Law Seminar

Event | 06.14.2016  
New DOL Salary Requirements for Exempt Employees

## **Legal Updates**

Legal Update | 08.31.2022  
Ask an Employment Lawyer: Should I Have My Employee Sign a Non-Compete Agreement?

Legal Update | 06.01.2022  
Success Strategies for Remote Work in the Post-Pandemic Era

Legal Update | 06.09.2020  
Question of the Day: OSHA Reporting

Legal Update | 04.27.2020  
Employment Question of the Day: April 27, 2020

Legal Update | 04.09.2020  
Employment Question of the Day: April 9, 2020

Legal Update | 04.06.2020  
Employment Question of the Day: April 6, 2020

Legal Update | 09.03.2019  
New and Updated Wage and Hour Requirements Take Effect for Employers in Minnesota

Legal Update | 12.01.2017  
The Minimum Wage Hike Initiatives

Legal Update | 07.07.2017

Minneapolis Passes \$15 an Hour Minimum Wage Ordinance

Legal Update | 06.01.2017

Vetoed Preemption Bill Means Minneapolis and St. Paul Sick Leave Ordinances Go Into Effect July 1 as Planned

Legal Update | 01.24.2017

Court Rejects Preliminary Challenge to Minneapolis Sick Leave Ordinance but Limits its Reach

Legal Update | 09.08.2016

St. Paul Passes Paid Sick and Safe Time Ordinance

Legal Update | 06.08.2016

New OSHA Injury-Reporting Rule May Require Employers to Revise Policies on Injury-Related Discipline, Post-Accident Drug Testing & Safety Incentive Programs

Legal Update | 05.16.2016

A Human Resources Investigation May Toll the Statute of Limitations Under the Minnesota Human Rights Act

## Publications & Presentations

Co-Presenter, *The Future of Whistleblower Claims and Lessons Learned from COVID-19 Litigation*, Fredrikson & Byron's Annual Employment & Labor Law Seminar, On-Demand Webinar, October 2021

Co-Presenter, *COVID-19 Wage and Hour Dilemmas*, Fredrikson & Byron's Annual Employment & Labor Law Seminar, October 27, 2020

Co-Presenter, *Top Five Wage and Hour Developments that Will Affect Your Business in 2020*, Fredrikson & Byron's 35th Annual Employment & Labor Law Seminar, November 7, 2019

Co-Presenter, *The 'Smoking Gun': Texts and Social Media*, Fredrikson & Byron's 35th Annual Employment & Labor Law Seminar, November 7, 2019

Presenter, *Contracting 101*, Women's Business Development Center, October 2, 2019

"MN I Gotta Do What?," *HR Simple Blog*, July 8, 2019

Presenter, *FLSA 101: An Introduction to the Federal Fair Labor Standards Act*, Inn of Court, March 27, 2019

Co-Presenter, *Best Practices for Hiring*, Fredrikson & Byron's Employment and Labor Law Webinar Series, December 5, 2018

Co-Presenter, *Best Practices for Hiring*, Fredrikson & Byron's 34th Annual Employment & Labor Law Seminar, November 1, 2018

Presenter, *Hiring and Managing Employees and Independent Contractors*, Neighborhood Development Center, June 19, 2018

Co-Presenter, *Accommodation Challenges and Solutions*, Fredrikson & Byron's 33<sup>rd</sup> Annual Employment & Labor Law Seminar, November 3, 2017

Co-Presenter, *Paid Leave: How to Remain Compliant and Competitive in 2017*, Fredrikson & Byron Paid Leave Compliance Seminar, February 23, 2017

Co-Presenter, *Employee Absences, Restrictions and Accommodations*, Fredrikson & Byron Employment Law Topics Webinar Series, December 13, 2016

Co-Presenter, *Employee Absences, Restrictions and Accommodations*, Fredrikson & Byron's 32nd Annual Employment & Labor Law Seminar, October 26, 2016

Co-Presenter, *Employees vs. Independent Contractor: What's the Difference and Why Does it Matter?*, Technical Tools of the Trade, 2015

Co-Author, "Beyond the Minimum Wage: How the FLSA's Broad Social and Economic Protections Support Its Application to Workers Who Earn a Substantial Income," *ABA Journal of Labor and Employment*, Summer 2015

Co-Author, *Summary Guide to Sexual Harassment Law*, Minnesota Continuing Legal Education, July 2012