



Kimberley Dempster

Of Counsel

Denver

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Service Focus

- Litigation and Trials
- Counseling and Advice
- Employment Discrimination and Harassment
- Employee Leaves and Accommodations

Overview

Kimberley Dempster is a trusted advisor and seasoned litigator with over twenty years of management-side employment law experience. She defends employers in a wide range of matters, including discrimination, harassment, retaliation, breach of contract, and employment-related torts in federal and state courts and administrative agencies. Additionally, Kimberley provides prompt and practical advice to employers navigating sensitive legal issues. She advises on matters related to federal laws, including the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), Title VII, and the Fair Labor Standards Act (FLSA), and on matters related to state and local employment laws. Kimberley provides day-to-day counsel related to hiring, leaves of absence, employee relations, employee discipline, and termination. In addition, she conducts and advises on workplace investigations, provides employment support on corporate transactions, and drafts workplace agreements and policies.

Kimberley's vast experience includes working as both in-house and outside counsel. Immediately prior to joining Fisher Phillips, Kimberley was in-house counsel for a diversified midstream energy company where she provided day-to-day advice, monitored legal developments and ensured compliance, reviewed employment policies and procedures, and managed litigation. Kimberley's in-house experience also includes roles as employment counsel for a Philadelphia-based global media and technology company and a Denver-based healthcare company. Her law firm experience includes attorney roles in the labor and employment groups of the largest Colorado-based law firm

and a global AmLaw 25 firm. Kimberley's diverse experience allows her to recognize both the legal and business needs of the companies she represents.

Credentials

Education

- J.D., University of Denver Sturm College of Law
- B.A., Christopher Newport University

Bar Admissions

- Colorado

Court Admissions

- U.S. District Court for the District of Colorado
- U.S. Court of Appeals for the Tenth Circuit

Recognitions

- Recognized in *The Best Lawyers in America* (2021-2022)
- Recognized in *Chambers USA Guide* (2022)

Affiliations

Professional Activities

- Gubernatorial Appointee, Colorado State Personnel Board
- Member, National Asian Pacific American Bar Association
- Member, Asian Pacific American Bar Association of Colorado