

## → Jaemie L. Paraon

### Associate

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Jaemie Paraon is an associate in the Labor and Employment Practice Group in the firm's Los Angeles office.

### Areas of Practice

Jaemie's practice encompasses a broad spectrum of employment litigation, including claims involving discrimination, retaliation, harassment, and wage and hour violations. She has extensive experience defending employers in individual and class action cases under federal and California law—including actions brought under the Fair Labor Standards Act and the California Private Attorneys General Act. Jaemie has successfully obtained summary judgment and adjudication of claims for her clients.

In addition to her litigation practice, Jaemie provides day-to-day employment law counseling to help clients proactively manage risk and maintain compliance with federal, state, and local employment laws. She advises clients on developing workplace policies, managing employee discipline and terminations, and preparing arbitration and severance agreements. Jaemie also leads workplace investigations and conducts compliance audits.

Before joining Sheppard Mullin, Jaemie practiced employment law at a national firm in Los Angeles, where she represented employers in complex wage and hour class and collective actions and a wide range of workplace disputes.

### Honors

- Ones to Watch: Insurance Law, *Best Lawyers in America*, 2025-2026
- Ones to Watch: Litigation – Labor & Employment, *Best Lawyers in America*, 2026

### Practices

Discrimination, Harassment, and Retaliation

Employee Hiring/Discipline/Termination

Employment Agreements

Handbooks and Personnel Policies

Harassment Investigation and Training

Labor and Employment  
Labor and Employment Litigation  
Wage and Hour Class Actions  
Wage and Hour Regulations  
Wrongful Termination

## Industries

Construction  
Education  
Entertainment, Technology and Advertising  
Financial Services  
Food and Beverage  
Healthcare  
Hospitality  
Insurance  
Life Sciences  
Retail, Fashion & Beauty  
Transportation

## Education

J.D., Notre Dame Law School, 2021, *cum laude*  
B.A., University of California, Berkeley, 2015, Distinction in General Scholarship

## Admissions

California