



→ Jaemie L. Paraon

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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

Articles

Labor & Employment Law Blog

- "No Blanket Immunity Under the "Ministerial Exemption" for Religious Employers Under California Wage and Hour Law—Insights from *Lorenzo v. San Francisco Zen Center*," January 5, 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
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