

## KIMBERLY A. ROSS

**Partner** / Chicago, St. Louis, Minneapolis  
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### **Kimberly Ross concentrates her legal practice on defending and counseling management in employment law matters.**

Kimberly's experience includes harassment and discrimination claims under Title VII and the Illinois Human Rights Act (race, national origin, gender/sex, religion), the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA), non-compete agreements, whistleblower claims, negligent hiring, supervision and retention, and retaliatory discharge. Kimberly is licensed to practice law in Illinois, Minnesota, Missouri, and Michigan.

Kimberly is a recognized authority in employment law, conducting seminars, providing training and authoring articles on proper employment practices including hiring, effective discipline and discharge, performing investigations, maintaining personnel files and properly classifying employees under the FLSA. She is also well-versed in reviewing and drafting employee handbooks, employment policies, employment contracts, and severance agreements. Kimberly also co-chairs the Legislative Committee of the Illinois Defense Counsel and continually monitors legislative activities as they relate to new employment laws and changes to existing employment laws, advocating for changes and submitting objections during the legislative process when the proposed language would cause harm to employers.

### **Representative Experience**

- » Obtained summary judgment in an age discrimination lawsuit filed by a 61-year-old risk management employee who claimed failure to promote due to age.
- » Obtained summary judgment in an ADEA lawsuit filed by a terminated warehouse employee against a large food manufacturer and distributor.
- » Obtained dismissal of a retaliatory discharge lawsuit in which the plaintiff alleged her healthcare employer terminated her for taking time off after contracting COVID-

### **EDUCATION**

- » DePaul University College of Law (J.D., 1996)
- » University of Michigan (B.A., 1992)

### **BAR ADMISSIONS**

- » Illinois
- » Missouri
- » Minnesota
- » Michigan

### **COURT ADMISSIONS**

- » U.S. Court of Appeals for the Seventh Circuit
- » U.S. Court of Appeals for the Eighth Circuit
- » U.S. District Court for the Northern District of Illinois (Trial Bar)
- » U.S. District Court for the Northern District of Illinois
- » U.S. District Court for the Central District of Illinois
- » U.S. District Court for the Southern District of Illinois
- » U.S. District Court for the Northern District of Indiana
- » U.S. District Court for the Eastern District of Missouri
- » U.S. District Court for the Western District of Missouri
- » U.S. District Court for the Eastern District of Michigan

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- » Successfully won on appeal in the Eighth Circuit an attempt to overturn the granting of summary judgment in favor of a hotel in a federal court lawsuit that alleged race and national origin discrimination and retaliation.
  - » Successfully won on appeal in Minnesota an attempt to overturn summary judgment in a lawsuit that alleged disability discrimination, defamation, and retaliation.
  - » Filed an Amicus brief in the Appellate Court of Illinois on behalf of the Chicago Transit Authority in support of its position in an obesity discrimination matter.
  - » Obtained summary judgment in a sexual harassment lawsuit filed by a female employee of an automobile dealership
  - » Obtained summary judgment in an ADA lawsuit filed by a terminated automobile technician at an auto dealership
  - » Obtained dismissal of an ADEA, national origin and race discrimination lawsuit filed by a terminated employee at an auto dealership
  - » Successfully won a motion to bar a plaintiff's lost wage claim (\$140K) (including attorney's fees for the necessity of the motion) when the plaintiff violated a court order by refusing to execute a tax authorization after testifying that she did not know if she filed tax returns in the relevant years. Ultimately ended with the plaintiff dismissing her entire case after catching her in multiple lies under oath, and later, proving that she tried to manufacture evidence.
- » U.S. District Court for the Western District of Michigan
  - » U.S. District Court for the District of Minnesota

## Honors & Awards

- » AV® Preeminent Peer Review Rated by Martindale-Hubbell
- » 2025 Distinguished Member Award, Illinois Defense Counsel
- » "500 Leading U.S. Corporate Employment Lawyers," *LawDragon* (2020-2024)
- » Meritorious Service Award from the Illinois Association of Defense Trial Counsel; 2008

## Memberships

- » American Bar Association
- » Decalogue Society of Lawyers (DSL)
- » Defense Research Institute (DRI)
- » Illinois Association of Defense Trial Counsel (IADTC), Board

of Directors

- » Lakeview East Chamber of Commerce
- » National Association of Dealer Counsel (NADC)

## News & Insights

- » SourceBook - Editor, FordHarrison's Labor & Employment Law Sourcebook, Employment Litigation Causes of Action
- » August 20, 2025 - 2025 Amendments to Illinois Human Rights Act: Fact Finding Conferences No Longer Mandatory; Employers to Face New Civil Penalties
- » August 18, 2025 - Illinois Employment Law Changes for 2025-2026
- » July 22, 2025 - "4 Illinois Bills That Employment Attys Should Keep An Eye On," Law360
- » January 28, 2025 - Illinois One Day Rest in Seven Act and Meal Break Law: How Employers can Protect Themselves

## Events

- » March 01, 2023 - Illinois New Mandatory Paid Leave Law | Now Is the Time to Prepare - Complimentary Webinar
- » May 25, 2022 - Piercing Through the Weighty Issues in Appearance Discrimination - Complimentary Webinar
- » May 11, 2022 - "Don't Judge a Book by Its Cover: Appearance Discrimination," 2022 DRI Employment & Labor Law Seminar
- » March 10, 2022 - New Illinois Employment Laws Webinar - Presented by the Lakeview East Chamber of Commerce
- » October 26, 2020 - "The Dealership Workplace of the 2020's: Handling Diversity, Appearance, and Hiring Issues in an Ever-Evolving World" - NADC Fall Virtual Conference

## Offices

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