

### Panelist Profiles



#### Jaceson Maughan

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**Jaceson Maughan** has been reappointed to serve as the Commissioner for the Utah Labor Commission, a role he has served in since 2016. Before his appointment as Commissioner by Governor Gary Herbert, Jaceson served as Deputy Commissioner and General Counsel for the Labor Commission. Prior to joining the Labor Commission, Jaceson worked as legal counsel for the Department of Workforce Services. He also worked as an Assistant Attorney General with the Utah Attorney General's Office, where he represented the State of Utah in the recovery of Medicaid funds, condemnation actions, and child support matters.

During his career Jaceson also worked as an associate for the law firms Bostwick & Price, PC, and Olsen, Skoubye, and Nelson, LLC, where his practice focused primarily on construction litigation and workplace health and safety issues. Jaceson began his career with the State of Utah in 1998 as a youth counselor with the Division of Juvenile Justice Services.

Jaceson was raised in Wellsville, Utah. He attended Utah State University, earning an undergraduate and a masters degree in U.S. history. He is a graduate of the S.J. Quinney College of Law at the University of Utah and is a member of the Utah State Bar. He and his wife, Jennifer, live in Clinton, Utah, and are the proud parents of three children.



#### Jason D. Boren

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**Jason D. Boren** is an experienced litigator at both the trial and appellate levels. His litigation practice focuses on complex civil and business litigation disputes involving a wide variety of matters including corporate governance and control, employment, breach of contract, real estate and construction, receivership litigation, intellectual property and false affiliation claims. He also has successfully handled GRAMA appeals and public procurement litigation for the Utah Communications Authority against unsuccessful vendors.

Jason has unique experience with protests under the state procurement code and related litigation of public records requests and decisions. Jason secured a winning outcome on issues of first impression before the Utah Supreme Court.

Jason's employment practice includes representation of employers in actions involving age discrimination, sexual harassment, failure to accommodate, trade secrets, retaliation, FMLA, breach of non-solicitation, noncompetition and non-disclosure agreements, wrongful discharge, employment tort claims, including claims for defamation and emotional distress, and employee benefits and disputes arising under ERISA.



#### Jessica G. Federico

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**Jessica Federico** is dedicated to providing advice to public and private employers who are navigating the challenging and ever-changing landscape of labor and employment law. She counsels employers on defense of discrimination claims, wage and hour disputes, employee termination, internal I-9 audits, and restrictive covenants.

Prior to law school Jessica worked for several legal services providers in the Twin Cities, assisting immigrants in removal defense, family based immigration, and humanitarian relief.

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#### **Mark R. Gaylord**

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**Mark R. Gaylord** is the Managing Partner of the Salt Lake City office, where he also leads Ballard Spahr’s litigation practice. He focuses on complex civil litigation, at both the trial and appellate levels in federal and state courts throughout the United States, with an emphasis on corporate business litigation, land use and development disputes, and construction matters.

Mark also handles complex matters in a variety of other areas, including environmental matters, creditor and bankruptcy matters, and business governance disputes. He represents private and public companies in business disputes as well as real estate developers and municipalities relating to land use decisions.



#### **Jacqueline Mabatah**

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**Jacqueline Mabatah** is an associate in the Litigation Department. While in law school, Jacqueline served an internship with the Criminal Division of the U.S. Department of Justice (DOJ), where she conducted factual, regulatory, and legal research for multiple DOJ fraud and bribery investigations. Prior to law school, Jacqueline interned at the White House during the Obama administration, where she reviewed and analyzed the effects of national HIV/AIDS intervention efforts.



#### **Mary M. O'Brien**

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**Mary O'Brien** provides clients with strategic counsel and advice as they navigate through an ever-changing, always complex business environment. Her practical approach to business issues is an outgrowth of her upbringing in a family of business owners. Mary learned early that employees are a company's greatest asset and that perspective shapes the advice she gives her clients each day.

Whether she is handling a contract issue, a discrimination complaint, a trade secret concern or a shareholder/employee dispute, Mary helps clients develop a strategy for an efficient, effective solution. Proactive employment practices help businesses avoid costly and time-consuming legal issues. Writing straightforward policies, clear contracts, and providing training to employees and management are a few of the steps. Mary takes to help clients minimize risk. With the increased emphasis on diversity and sustainability, Mary works with clients to develop Environmental, Social and Governance (“ESG”) programs and she also provides training on diversity, inclusion, and implicit bias.

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#### **Jacey Skinner**

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**Jacey Skinner** has held a variety of senior leadership roles in Utah state government. Before joining Ballard Spahr, served as General Counsel to Utah Gov. Gary Herbert from 2013 to 2017. In that role, she negotiated legislation, oversaw the Governor's legislative review and bill signing, coordinated litigation with the Attorney General's Office, advised the Governor, his cabinet, and the Lieutenant Governor on legal, policy, and ethical issues, and oversaw Gov. Herbert's judicial appointment process. She also served as the Deputy State Court Administrator for the State of Utah, where she facilitated policy development and managed relations with the state legislature, executive branch agencies, the Utah Judicial Council, and the Utah Supreme Court.

Her experience includes serving as Director of the Utah Sentencing Commission and President of the National Association of Sentencing Commissions, where she oversaw sentencing guidelines, assisted with judicial appointments, and advised the legislature, judiciary, and Governor's Office on sentencing policy. Jacey was a Deputy District Attorney from 2003 to 2009 at the Salt Lake County District Attorney's office, where she tried both felony and juvenile cases and oversaw policy development and advocacy as Vice Chair of the Statewide Association of Prosecutors Legislative Action Committee.



#### **Steven W. Suflas**

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**Steven W. Suflas** is a nationally recognized thought leader on labor and employment issues and the former Managing Partner of the Firm's Denver and New Jersey offices.

On a national basis, he represents management in all phases of labor and employment matters — from counseling and strategic guidance to collective bargaining, appearances before regulatory agencies, and litigation before courts and administrative agencies. He works closely with employers — both large and small, national, regional, and local — in responding to the daily challenges of the workplace.

Steve is known for his litigation work, defending companies in federal and state courts nationwide in both individual and class action lawsuits. He has first chair jury trial experience and has argued cases before federal and state appellate courts.

He also has decades of experience litigating unfair labor practice and representation cases before the National Labor Relations Board. Steve has represented management at scores of union negotiations and labor arbitrations.

On the compliance side, Steve works with employers to devise strategies that preserve the efficiency and productivity of their workforces. He assists in designing, implementing, and enforcing corporate human resources and compensation policies, and developing corporate-wide labor relations strategies. He handles traditional labor law issues, such as wage and hour investigations, and counsels on compliance with state and federal law.