MASLONLLP



MELISSA MURO LAMERE

Partner
Chair of Labor & Employment Group

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By Appointment Only:
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OVERVIEW

Melissa Muro LaMere is an employment and business litigation attorney licensed to practice in California, Minnesota, and Arizona. She has extensive experience helping clients protect and grow their business in a competitive marketplace.

Working out of both California and Maslon's primary office in Minneapolis, Melissa focuses her practice on the full spectrum of employment counseling and litigation matters in addition to business disputes involving non-competition and non-solicitation agreements, trade secrets, business contracts and torts, and unfair competition and trade practices. Melissa also maintains a robust employment investigations practice. Her clients include multinational corporations, small businesses, and individuals, and she often serves as a trusted advisor in a wide variety of litigation matters in state and federal trial and appellate courts, arbitration, and mediation.

Melissa previously served on the board of the Minnesota Infinity Project, an organization focused on gender disparity on the bench throughout the Eighth Circuit, and on the board of the Minnesota Hispanic Bar Association, for which she also served as the co-chair of the Judicial Endorsements Committee. In 2019, Melissa was appointed by Minnesota Governor Walz and Minnesota Lieutenant Governor Flanagan to the Commission on Judicial Selection.

Before becoming an attorney, Melissa held various positions in the office of U.S. Senator Amy Klobuchar.

SELECTED EXPERIENCE

- Represented national construction materials distributor in restrictive covenant dispute with former employee in California.
- Represented health insurance company and its executive in noncompete dispute with former employer.
- Represented healthcare client in dispute with former employee alleging disability discrimination, retaliation, and failure to accommodate claims.

AREAS OF PRACTICE

Labor & Employment
- Counseling Employers
- Defending Employers

Litigation
- Business Litigation
- Employment Litigation
- Tort & Product Liability

BAR ADMISSIONS

California

Minnesota

Arizona

U.S. District Court
- California, C.D.
- Minnesota

U.S. Court of Appeals
- First Circuit
- Eighth Circuit

EDUCATION

University of Minnesota Law School
J.D., *cum laude*, 2012

University of Minnesota, Twin Cities
B.A., 2009
Economics with quantitative emphasis

- Extensive experience defending business clients before EEOC and state agency in response to allegations of discrimination from current and former employees.
- Represented American medical device company in its defense of allegations of trade secrets misappropriation, tortious interference with a contract, civil conspiracy, and copyright infringement.
- Represented American medical device company in the Eight Circuit Court of Appeals, arguing for affirmation of a District Court ruling involving whether an executed offer letter, employee agreement, and repayment agreement comprised a single contract, such that the forum clause in employee agreement governed disputes arising out of or related to any of the three documents.
- Represented individual in the State of Minnesota Court of Appeals regarding a trial court's decision to suppress evidence against a criminal defendant based on law enforcement officers' failure to provide him with a Miranda warning during custodial interrogation.
- Represented computer consulting company in its pursuit of a temporary restraining order barring a former employee from further breaching restrictive covenants by soliciting client's customers and employees on behalf of new employer.
- Represented computer consulting company in its defense of a non-compete dispute related to forum selection clause in employment agreement.
- Represented 17 amici curiae in case involving application of the Single Subject and Title Clause of Minnesota Constitution.
- Represented a significant American manufacturer of paint and coatings in its pursuit to remand a non-compete dispute to state court, in a case involving forum selection clause in defendant's employment agreement, and whether it constituted a "clear and unequivocal" waiver of his right to remove to federal court.
- Represented multi-strategy platform hedge fund in its defense of a trade secret/non-compete dispute involving stock trading.
- Utilized extensive subject-matter knowledge to assist firm client teams with several disputes related to noncompete agreements on behalf of a major medical device manufacturer client.
- Represented and conducted extensive discovery for a client in a matter involving former employees misappropriating confidential information for the benefit of their new employer.

LEADERSHIP & COMMUNITY

- State Bar of California: Member
- State Bar of Arizona: Member
- Federal Bar Association – Minnesota Chapter: Member
- Minnesota State Bar Association: Member
- Leadership Council on Legal Diversity: Fellow 2026
- Minnesota Commission on Judicial Selection: Fourth Judicial District Member 2019-2023
- Hispanic National Bar Association: Region XVIII Deputy 2024-Present; Latina Executive Leadership Program 2024-2025; Latina Commission 2019-2020
- Minnesota Hispanic Bar Association: Board Member 2013-2019; Judicial Endorsements Committee, Co-Chair 2017-2019; Treasurer 2015-2017; Secretary 2013-2014
- Minnesota Infinity Project: Board Member 2016-2023
- ABA Death Penalty Representation Project: Pro Bono Attorney Volunteer 2018
- American Civil Liberties Union of Minnesota: Pro Bono Attorney Volunteer 2012-2023
- Latino Legal Experience: Pro Bono Attorney Volunteer 2016

SELECTED HONORS

- **Selected for inclusion in Best Lawyers: Ones to Watch,** 2021-2026 *(These awards recognize attorneys, who are earlier in their careers, for outstanding professional excellence in private practice in the United States.*)

- **Leaders of Influence: Labor & Employment Attorneys**, *Los Angeles Business Journal,* 2024
- **Recognized as a Labor and Employment Star by Benchmark Litigation,** 2023-2025
- **Notable Leader in DEI**, *Twin Cities Business,* 2022
- **POWER 30: Employment Law**, *Minnesota Lawyer,* 2021-2022
- **Recognized on Minnesota Rising Stars list as part of the Super Lawyers® selection process**, 2019-2022 *(Minnesota Rising Stars is a designation given to only 2.5% of Minnesota attorneys each year, based on a selection process that includes the recommendation of peers in the legal profession.)*
- **Top Lawyer Under 40**, Hispanic National Bar Association, 2019
- **Diversity and Inclusion Award**, *Minnesota Lawyer*, 2019

SELECTED PRESENTATIONS

- "The In-House Counsel's Guide to Noncompetes and Other Restrictive Covenants," panelist, Association of Corporate Counsel Minnesota, 2026
- "Field Guide to Noncompetes and Other Restrictive Covenants: Navigating a Shifting Enforcement Landscape," co-presenter, Upper Midwest Employment Law Institute, Minnesota CLE, 2026
- "Field Guide to Noncompetes and Other Restrictive Covenants: Navigating a Shifting Enforcement Landscape," co-presenter, Federal Bar Association, 2025
- "Navigating Employment Law Issues in Grocery Retail," co-presenter, INFRA Annual Conference, 2025
- "DEI 2025: Navigating Corporate DEI Program Compliance in Light of Recent Federal Action," Hispanic National Bar Association Corporate Counsel Division Charla Series, 2025
- "Building Inclusive Boards," panelist, Breaking Barriers Luncheon and Industry Panel, ACG Los Angeles, 2025
- "Settling Disputes Through Early Mediation," co-presenter, Minnesota State Bar Association, 2023
- Melissa Muro LaMere and Bill Pentelovitch Present Sessions on Restrictive Employment Covenants for Minnesota CLE Seminar
- Melissa Muro LaMere, Jevon Bindman, and Carly Johnson Present at Seminar on the New *Minnesota Litigation Forms Deskbook*
- Maslon Partners Steve Schleicher, Stephanie Laws, and Melissa Muro LaMere to Present at the Trial Network's In-House and Outside Counsel: In Sync and In Person National Conference
- "Settling Disputes Through Early Mediation: A Framework for Success," co-presenter, Association of Corporate Counsel, 2021
- "Top 10 Practical Tips for Minimizing and Resolving Workplace Disputes," co-presenter, Problem Employees, Minnesota CLE, 2021
- "When Cultural Differences Are the 'Problem'" co-presenter, Problem Employees, Minnesota CLE, 2021
- Problem Employees Seminar, co-chair, Minnesota CLE, 2021
- "Putting the Pieces Together: How to Solve the Most Challenging Workplace Puzzles Facing Employers this Spring," Spring Employment Law Update, Advent Talent Group, 2021
- "Business Disputes: Noncompetition Agreements – The 'Reasonable' Restraint of Trade," webcast, Minnesota CLE, 2020
- "2018 Cybersecurity Year in Review: Technological and Legal Highlights," 2019
- "Professional Ethics & the Multi-Jurisdictional Client," 2018
- "The Interplay Between Noncompete Agreements and Trade Secrets Law: Protecting the Assets that Drive Your Business," Contracts in Context II, ACC Minnesota, 2017

SELECTED PUBLICATIONS

- Quoted in "Minnesota's new meal and rest break law takes effect Jan. 1," *Minnesota Lawyer*, 2025
- Quoted in "New state law says more job posting must include pay," *Finance & Commerce*, 2025
- "Commencing the Action," co-author, *Minnesota Litigation Forms Deskbook*, Minnesota CLE, 2022

- "5 Tips for Settling Disputes Through Early Mediation," *Bench & Bar*, 2021
- "Noncompetition Agreements: The 'Reasonable' Restraint of Trade," co-author, *Business Disputes: Claims & Remedies Deskbook*, Minnesota CLE, 2021
- Chapter 5 "Noncompetition Agreements: The 'Reasonable' Restraint of Trade," co-author, *Business Disputes: Claims and Remedies Deskbook*, Minnesota CLE (2nd ed. 2015), updated 2019