



MESHACH Y. RHOADES

PARTNER

Denver, CO

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Meshach Rhoades is a partner in the firm's Litigation practice group. She is an experienced litigator and trusted advisor to senior management in all facets of complex commercial and regulatory litigation. Meshach has litigated a variety of cases regarding contracts, intellectual property, business torts, real estate, class actions, finance and banking litigation, and labor and employment in state and federal courts nationwide. Her clients include Fortune 100 companies, government agencies, municipalities, and closely held businesses.

In addition, she serves as co-chair of the firm's Inclusion Committee. Meshach's ongoing commitment to diversity is demonstrated through her own involvement with local and national organizations including the Center for Legal Inclusiveness, Leadership Council on Legal Diversity and Colorado Hispanic Bar Association. In her role as co-chair, she works alongside firm leaders to drive inclusion programming and initiatives, and support various affinity organizations firmwide.

Agribusiness and Food

Meshach assists businesses in enforcement actions to ensure compliance with the Food and Drug Administration, the Federal Trade Commission, the United States Department of Agriculture and other regulatory bodies. Meshach has extensive experience with federal and state dairy, energy drink and juice regulations. She counsels clients on product distribution, safety and risk management, labeling and general supply chain issues. Meshach serves as lead counsel for a multinational client on dairy regulation compliance in all 50 states.

Regulatory Litigation

Meshach represents corporate clients in class action, single-plaintiff, regulatory proceedings and complex regulatory litigation. She is currently class action counsel defending litigation for a financial services entity involving challenges to contract terms compliance, RESPA and TILA. She is also class action counsel defending antitrust claims. She has also defended clients in administrative enforcement proceedings and investigations.

Meshach has significant regulatory experience with administrative agencies and public utility commissions throughout the country. She has represented telecommunications and energy companies before federal and state courts and administrative bodies regarding rates, right-of-way, cable landing licenses, VoIP and cloud computing.

Employment and Labor Litigation

Meshach represents large corporate employers in class action and single-plaintiff litigation involving internal investigations, employee terminations, ADA accommodation,

SERVICES AND INDUSTRIES

Agribusiness and Food
Antitrust and Trade Practices
White-Collar Criminal Defense and Government Investigations
Employment and Labor
Financial Services
Franchising and Distribution
Intellectual Property Litigation
Internal Investigations and Regulatory Compliance Litigation
Outside General Counsel
Higher Education
Energy and Utilities

ADMISSIONS

Colorado
U.S. Supreme Court

FLSA, discrimination and harassment issues and wage and hour matters. She has tried employment cases in federal and state courts and handled complex arbitrations.

EDUCATION

- University of Colorado School of Law at Boulder (J.D., 2004)
 - Academic Diversity Scholarship Recipient
- Regis University (B.A., *summa cum laude*, 2001)
 - Political Science and Communication Arts
 - Ranked First in Class; Dean's List (4 years)

PROFESSIONAL ACTIVITIES

- Center for Legal Inclusiveness (Immediate Past Chair)
- Colorado Hispanic Bar Association (Past President)
- Denver Bar Association Board of Directors (Past Member)
- Diversity in the Legal Profession Committee of the Colorado and Denver Bar Association (Past Chair)
- Colorado General Counsel Group Advisor Program (2015-2017)
- Colorado Center on Law & Policy (Past Board Member)
- University of Colorado Law School Alumni Board (Past Member)
- Colorado Coalition for the Homeless (Former Board Member and Volunteer Attorney)
- HNBA/Association of Corporate Counsel 2010 Executive Leadership Training
- Florence Crittenton Services Hispanic Advisory Council
- Colorado Supreme Court Justice Monica Marquez "Dream Team" (Chair)
- Corporate Counsel Women of Color
- Alfred J. Arraj Inn of Court
- HNBA Noticias Editorial Board
- Armstrong Teasdale Inclusion Committee (Co-Chair), Women's Inclusion Network Committee (Member)

CHARITABLE AND CIVIC INVOLVEMENT

- Latinas First Foundation (Co-Founder)
- American Heart Association (Board of Directors)
- Go Red for Women! Campaign (Chair)
- Hispanic National Bar Association (Former National Finance Director)
- 2014 Hispanic National Bar Association Annual Convention (Co-Chair)
- Colorado Counts! Committee (Gubernatorial Appointee)
- Colorado Department of Corrections (Gubernatorial Appointee)

- Denver Latino Commission (Mayoral Appointee)

ACCOLADES

- *The Best Lawyers in America*®; Food and Beverage Law (2017-present)
- Top Lawyer Under 40, Hispanic National Bar Association (2019)
- University of Colorado Law School Dean Edward C. King “Making a Difference” (2019)
- Denver Business Journal's Outstanding Women in Business Winner (2018)
- Colorado Women's Bar Association Raising the Bar Award (2018)
- Girl Scouts Colorado Women of Distinction Award (2018)
- Latino Leaders Magazine "Top Latino Lawyers" (2017)
- Law Week Colorado "Top Women Lawyers" (2017)
- Colorado Women's Chamber of Commerce Top 25 Most Powerful Woman Honoree (2017)
- 2015 University of Colorado Kalpana Chawla Outstanding Recent Alumni Award
- 2015 German Marshall Memorial Foundation Fellowship
- Denver Business Journal "Forty Under 40" (2012)
- Law Week Colorado "Compleat Lawyer" (2012)
- Colorado Hispanic Bar Association New Lawyer of the Year (2007)
- Colorado Bar Association Foundation Bar Fellow
- Leadership Council on Legal Diversity Selected Fellow
- Qwest Legal Department Diversity Committee Leadership Award (2009)
- Bernbaum, Weinshienk & Eason Scholarship Recipient
- Board Member and Associate Editor, Colorado Journal of Environmental Law and Policy
- Rocky Mountain Athletic Conference/Phillips 66 Academic All-American
- Rocky Mountain Athletic All-Conference
- Phillips 66 Student Athlete of the Year
- Regis University Student Athlete of the Year
- Regis University Female Athlete of the Year
- Regis University Crest Club Alumni Female Student Athlete of the Year
- Full Athletic Scholarship (Women's Basketball)
- USA Today Academic All-American
- Basketball Congress International All-American

BACKGROUND

Prior to joining the firm, Meshach was in-house counsel for a Fortune 200 company where she spearheaded issues relating to real estate, network and finance/facility cost

negotiation and litigation.

EXPERIENCE

Defended National Chip Brand on California Proposition 65 Claims

Served as regulatory counsel for nationwide chip brand, focusing on compliance with California's Safe Drinking Water and Toxic Enforcement Act (Proposition 65). Defended both filed and threatened Proposition 65 claims.

Complete Dismissal of Claims Against Former Government Employee

Won complete dismissal of claims against former government employee in Colorado state district court case challenging public bidding process.

Counsel on Compliance, Labeling for National Ice Cream Brand

Provided counsel to a multinational ice cream company on an ongoing basis with regard to regulatory compliance and product labeling issues.

Counsel on Food and Regulatory Issues for Grocery Chain

Provided counsel to national grocery store chain on ongoing regulatory and food-related matters, including food safety standards.

Dismissal of Bribery, RICO Lawsuit

Obtained an order in Denver District Court dismissing a bribery and RICO lawsuit brought against former employees of a major metropolitan airport. The Court dismissed the claims for lack of jurisdiction under the Colorado Governmental Immunity Act.

Favorable Settlement and Dispute Resolution for Hospitality Industry Client

Successfully prosecuted claim for declaratory relief in U.S. District Court for the District of Colorado on behalf of business owner regarding a multimillion-dollar loan contract, resulting in favorable settlement for client and resolution of disputed loan terms.

National Dairy Counsel for Global Beverage Company

Served as nationwide dairy counsel for a global beverage company, specifically focusing on distribution regulations and agreements. On an ongoing basis, Armstrong Teasdale attorneys regularly support product launches, including product analysis, label review, distribution guidance and dairy regulation compliance for various product lines including juices, sodas and carbonated beverages, flavored waters and energy drinks.

Outside General Counsel for Regional Food Delivery Service, Restaurant

Served as outside general counsel to a regional food delivery service, handling matters from the company's inception on an ongoing basis, including start-up growth, funding, trademark and marketing needs.

Outside General Counsel for Regional Food Delivery Service, Restaurant

Served as outside general counsel to a regional food delivery service, handling matters from the company's inception on an ongoing basis, including trademark and marketing needs. Provided counsel regarding the establishment of a brick-and-mortar restaurant location.

Promotional, Advertising Work for Dairy Brand

Assisted a major dairy brand on an ongoing basis in nationwide promotional and advertising matters, including couponing and associated regulations and requirements.

Regulatory Counsel for Animal Feed, Nutrition Product Manufacturer

Provided counsel to a manufacturer of animal feed and other health and nutrition products regarding label compliance and regulation domestically and abroad.

Regulatory, Labeling Work for Bottled Water Brands

Handled regulatory compliance and product labeling matters on an ongoing basis for a global beverage company's bottled mineral water brands.

Represented Marijuana Business Owner in Dispute

Represented an executive and owner of several marijuana cultivation and dispensary businesses in successfully resolving a wide-ranging business dispute with the co-owners of his businesses and negotiating favorable buy-out terms for his ownership interests in the various companies.

Trademark Counsel for Microbrewery

Assisted a regional microbrewery client with trademark, marketing and regulatory issues.

Resolution of Employee Complaint to State Labor Commissioner

Resolved an employee complaint for a client with the Office of the Nevada Labor Commissioner, in which an employee alleged violations of multiple crucial state employee statutes. The office closed the file on the complaint in less than 48 hours after receiving our response.

Regulatory Compliance Work for White-Label Iced Coffee Product

Provided counsel to a global beverage company in its launch of a white-label iced coffee product for a multinational quick serve chain. This included ensuring regulatory compliance of its product formula with FDA, USDA and various state regulatory structures.

Supported Nationwide Launch of Flavored Milk Product

Hired to support the launch of a flavored ultra-filtered, lower sugar milk aimed at tweens and young adults. Supported the nationwide launch, which happened in two phases, and provided counsel related to compliance, product distribution, market and research analysis, safety and risk management, labeling and advertising.

Civil, Criminal Regulatory Charges Dropped for Global Beverage Company in Dairy Product Launch

Served as lead counsel to a global beverage company in advance of their first-ever endeavor in the dairy market. Less than four months before the nationwide launch of the dairy brand, an administrative agency delivered distressing news indicating that the new brand had violated regulations and faced both civil and criminal charges. After just one month of discussions and negotiations, the department agreed to drop all charges.

THOUGHT LEADERSHIP

February 12, 2016

EEOC and DOL Actions on Wages - The Total Picture