



## LINDSAY ROSE

Of Counsel

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Labor & Employment

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Denver

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### **LINDSAY ROSE**

Lindsay Rose is a Colorado Springs-based business attorney who focuses her practice on employment law and contract law primarily in the construction industry. With a background spanning litigation, trial work, corporate counsel, and public sector service, Lindsay delivers practical, solutions-driven guidance to help employers and businesses minimize legal risk while maximizing operational and financial success. Licensed to practice in Colorado and Texas, she is known as a trusted advisor and strategic partner to companies in the construction sector and beyond.

#### **Employment Law Counsel for Colorado and Texas Employers**

Lindsay's employment law practice centers on advising employers on day-to-day compliance with state and federal labor laws. She counsels on employee discipline, accommodations, wage and hour compliance, workplace policies, and worker classification, including independent contractor issues. She also drafts and negotiates employment, severance, and restrictive covenant agreements tailored to her clients' unique needs. When workplace issues arise, Lindsay assists with internal investigations and audits, and has represented employers in state and federal courts, as well as before agencies such as the Equal Employment Opportunity Commission (EEOC), the Colorado Civil Rights Division, and the Colorado Department of Labor and Employment.

#### **Construction Industry Contract Law**

In her contract practice, Lindsay helps construction businesses protect their interests and achieve their goals through strategically drafted and negotiated agreements. She has extensive experience in contract enforcement and resolving disputes involving payment, liens, trust fund violations, bond recovery, defect claims, and delay claims. By combining deep industry knowledge with a proactive legal approach, Lindsay ensures her clients' contracts are both legally sound and business-focused.

#### **Outside General Counsel Services**

In her general counsel practice, Lindsay draws on years of advising executives, senior leadership teams, board members, council members, and other governing authorities as corporate and in-house counsel to provide practical, business-first legal support to companies in Colorado and beyond. She brings practical insight to complex policy, strategy, and operational decision-

making. Acting as an extension of her clients' leadership teams, Lindsay offers responsive, integrated counsel across corporate governance, employment, compliance, and day-to-day operational issues. Her approach emphasizes proactive risk management, clarity, and efficiency—empowering organizations to navigate challenges, streamline legal functions, and stay positioned for long-term growth.

### **Community Roots & Personal Interests**

A Colorado Springs native, Lindsay enjoys giving back to the community she calls home. Outside the office, she stays active outdoors with her young son and enjoys learning, cooking, traveling, and watching live sports.

### **EDUCATION**

- J.D., Texas Tech University School of Law, *summa cum laude*
- B.B.A., Texas Tech University, *summa cum laude*

### **AREAS OF PRACTICE**

- Labor & Employment
- Construction Law
- Business & Finance
- General Counsel Services

### **ARTICLES AND PRESENTATIONS**

- Author, "2025 Colorado Legislative Update," Fennemore Blog, October 14, 2025
- Presenter, "Mechanics' Liens in Colorado: Protecting Your Right to Get Paid," National Women in Roofing Southern Colorado Council, 2025
- Co-Presenter, "Colorado Mechanics' Liens: What You Need to Know," Colorado Roofing Association, 2025
- Presenter, "Labor and Employment Audits," American Subcontractors Association Colorado, Contractor Interchange, 2025
- Co-Presenter, "Emerging Legal Issues Affecting Your Contracts, Insurance, and Employees," American Council of Engineering Companies Colorado, Annual Conference, 2025
- Co-Presenter, "Colorado Mechanics' Liens," American Subcontractors Association Colorado, Subcontractors Legal Edge, 2025
- Co-Presenter, "Legal Updates for Your Business," Colorado Roofing Association, 2024
- Presenter, "Employment Law Considerations for 2024: Overview of Colorado Legal Changes," American Council of Engineering Companies Annual Conference, 2024
- Co-Presenter, "2024 Colorado Legislative Update," El Paso County Roofing Association, 2024
- Co-Presenter, "Employment Law Section: 2024 Employment Law Changes," El Paso County Bar Association Presentation, 2024
- Co-Presenter, "Smoke Gets in Your Eyes: Drug Testing Limitations & Issues," International Municipal Lawyers Association Webinar, 2018

### **PROFESSIONAL AND COMMUNITY ACTIVITIES**

- El Paso County Bar Association, Employment Section, Secretary
- International Municipal Lawyers Association, Personnel Section, Former Co-Chair
- Colorado Bar Association, Member
- State Bar of Texas, Member
- American Inns of Court, Former Member & Team Leader

## **ADMISSIONS**

- Colorado
- Texas
- United States Supreme Court
- U.S. Court of Appeals, 5th Circuit
- U.S. Court of Appeals, 10th Circuit
- U.S. District Court, District of Colorado
- U.S. District Court, Western District of Texas