



Our March 8th council presentation will feature Kristen Brightmire with Doerner, Saunders, Daniel and Anderson and Dan Smolen with Smolen, Smolen, and Roytman. They will present:

“How to Avoid the Pitfalls of Retaliation”

Everyone knows that you cannot fire someone for filing a claim of discrimination. But today’s cases involve much more subtle forms of retaliation and many more cases going to a jury verdict. In this interactive session, you will hear Dan Smolen, a plaintiff’s attorney, and Kristen Brightmire, an employer’s attorney; discuss the pitfalls they’ve seen. They will discuss specific scenarios and case studies so you come away with a flavor as to the types of activities that are protected by law as well as the types of employer actions that are often seen as retaliatory. They will discuss ways to minimize your risk of being sued for retaliation in the workplace. We hope to see you there.

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Biographies



Ms. Brightmire began her practice at Doerner Saunders in 1990 representing employers in a myriad of labor and employment matters. In 2002, she left to join one of her clients, CITGO Petroleum Corporation, as in-house counsel responsible for its employment, labor, and employee benefits legal matters. She remained with CITGO until its relocation of its corporate offices to Houston. Ms. Brightmire returned her labor and employment practice to Doerner Saunders and now heads the firm's Employment Law Practice Group.

Ms. Brightmire has substantial legal experience in the labor and employment area, representing employers in every aspect of the practice. In non-litigation matters, Ms. Brightmire has counseled numerous clients as to employee-related matters as well as drafted and reviewed policies, handbooks, employment contracts, severance programs, severance agreements, and relocation programs. She has also represented her clients at every step of the litigation process from the administrative agency through trial and appeal.



Mr. Smolen is a native to the Tulsa community. He received his Bachelor of Arts degree in political science from the University of Tulsa. He then attended the University Of Tulsa School Of Law where he was a legal research and writing assistant to Professor Ray Yasser, focusing exclusively on Title IX discrimination claims. Mr. Smolen graduated from the University Of Tulsa School Of Law with highest honors in 2003. Upon graduation from law school, Mr. Smolen was an associate attorney with the law firm of Norman Wohlgemuth Chandler & Dowdell, where his practice was focused primarily on employment related issues.

Mr. Smolen is a founding partner of Smolen, Smolen & Roytman, PLLC. since 2005, Mr. Smolen has focused his practice of law to the areas of employment discrimination and tort litigation. Mr. Smolen exclusively represents plaintiffs in individual as well as class based claims.

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Program Dates for 2011

March 8, 2011	Tuesday
April 12, 2011	Tuesday
May 10, 2011	Tuesday
June 14, 2011	Tuesday

8:30am-10:00am
Doubletree Hotel-Downtown
616 W. Seventh Street
Tulsa, Oklahoma 74127

The Tulsa Area Employer Council is an educational forum sponsored by the Oklahoma Employment Security Commission. Guests are welcome and no charge is involved.

Each program qualifies for 1 point per program toward IPMA-CP and IPMA-CS recertification in the HR professional development category through the International Public Management Association for Human Resources (IPMA-HR). For more information please visit the IPMA-HR homepage at: www.ipma-hr.org.



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Kristen Brightmire and Dan Smolen

“The Pitfalls of Retaliation”

Tuesday March 8th, 2011
8:30am-10:00am

Doubletree Hotel-Downtown
616 W. Seventh Street
Tulsa, Oklahoma 74127

Please fax RSVP to: Tulsa Area Employer Council 918.796.1313 or email to ronald.julian@oesc.state.ok.us or kennetha.ray@oesc.state.ok.us

Name: _____

Company: _____

Telephone: _____ **Fax:** _____

Email Address: _____

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