



CURRICULUM VITAE

Denise Kay, Esq., SPHR
Senior Consultant/Shareholder

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EDUCATION

Georgia State University College of Law, Atlanta, GA

J.D., *cum laude*

Activities/Accomplishments:

- **Georgia State University Law Review**
Managing Editor 1998-99 academic year
Student-written note: *Toward Normalization: Recent Interpretation of the Americans with Disabilities Act's Integration Clause*
Published article: *Georgia's Charter Schools Act of 1998*
- **Phi Delta Phi Legal Fraternity**
Magister 1989-99 academic year; Member 1997-99
Responsible for reviving the fraternity at Georgia State and transitioning to an Honors/Academic Fraternal Chapter
- **Certified Mediator**
Qualified as a registered neutral in the State of Georgia
- **Transnational Comparative Dispute Resolution Program**
Studied at Johannes Kepler University in Linz, Austria for the 1997 summer term
- **CALI Award** (Book Award) for excellent achievement in the study of Alternative Dispute Resolution

La Roche College, Pittsburgh, PA

Master's credit

Coursework towards a Masters of Science Degree in Human Resource Management
GPA 4.0/4.0 (completed one-third of degree requirements before relocating to Atlanta)

Penn State University, State College, PA

B.A.

MAJOR: General Arts and Sciences

MINOR: Psychology

Emphasis: Industrial Psychology and Organizational Communication

PROFESSIONAL EXPERIENCE

Consulting

Employment Practices Solutions, Inc., Coppell, TX

Independent Contractor / Senior Consultant

December 2000 – present

Employment consulting firm assisting employers in preventing and correcting employment practices complaints while maintaining positive employee relations. Conduct: (1) group training on a wide variety of employment related issues; (2) independent investigations of harassment, discrimination, and other employee complaints; (3) expert witness consulting

and testimony; (4) one-on-one sensitivity counseling; (5) policy and procedure manual review and development; (6) compliance audits; and (7) mediation/ADR services.

Colorado Bar Association, Denver, CO

Presenter/Trainer

Fall 2003 -- present

Colorado Bar Association ***Domestic Violence: Make It Your Business campaign***, a project of the Colorado Bar Association, funded by a grant from the Colorado Attorney General's Office.

DeVry University, Keller Graduate School of Management, Denver, CO

Instructor

October 2003 -- present

Course instructor for Graduate-level courses: Employment Law, Legal, Political & Ethical Issues in Business, and Negotiation Skills courses

Legal

Little Mendelson, P.C., Denver, CO

Associate Attorney

August 1999 – September 2000

Nation's largest labor and employment firm; Specialized in management defense litigation of all forms of employment and labor disputes including federal Title VII, ADA, and FMLA cases, as well as employment contract, affirmative action, workplace violence, employment policies, and dispute resolution issues.

Clerk for the Honorable Judge Marvin Shoob, Atlanta, GA

Law Clerk / Extern in the Federal District Court for the Northern District of Georgia

January – May 1999

Troutman Sanders LLP, Atlanta, GA

Summer Associate/ Clerk

May – July 1998

Clerked in multiple practice areas focusing on employment law, labor law, litigation, and ADR.

Ogletree, Deakins, Nash, Smoak & Stewart, P.C., Atlanta, GA

July – August 1998

Clerked for specialized labor and employment law firm.

Georgia Advocacy Office, Atlanta, GA

Legal Extern

August – December 1997

A private, non-profit organization, designated by the Governor of Georgia as the agency to implement protection and advocacy legislation and services for individuals with developmental disabilities and mental illness. Participated in litigation and other administrative, legislative, and advocacy matters affecting individuals with disabilities in the areas of education, mental health, elder law, housing, benefits, insurance, employment, and civil rights.

Coopers & Lybrand L.L.P. (now known as "PricewaterhouseCoopers")

Human Resource Regional Manager / Human Resource Client Consultant

May 1994 - August 1996

*Human Resource Advisory Practice, Atlanta, GA
and Summer 1997*

Consultant to client organizations on human resource policy/procedure development, regulatory/compliance issues, process redesign, risk/control analysis, succession planning, and performance management;

Regional Human Resource Manager for HRA's east coast internal human resource function including oversight for compensation, operational/financial analysis, employee relations, professional development, performance management, and recruiting for 8 offices;

Project Manager for human resource consulting projects with responsibilities for project planning, budgeting, client relationship management, staff supervision, engagement billing, and new business development. Led the consulting practice's **National Quality Initiative** and managed the Client Satisfaction/Surveying program

Strategic Planner reporting directly to the National Chief Operating Partner on Partner/Principal matters, strategic planning, and firm-wide management/policy issues.

Senior Personnel Associate, Pittsburgh, PA

July 1991- May 1994

Personnel Associate, Pittsburgh, PA

January 1990 - July 1991

Responsible for staff management; training and development, operational analysis, recruiting, and performance management.

LICENSE/CERTIFICATIONS

License - Licensed attorney in the State of Colorado, 1999

Registered in the Federal District Court for the District of Colorado

Certification - Senior Professional in Human Resources (SPHR) since 1996

Awarded from the Human Resource Certification Institute affiliated with the Society for Human Resource Management

Mediator - qualified in principles of mediation through The Consortium on Negotiation and Conflict Resolution in conjunction with the Georgia State University College of Law

MEMBERSHIPS

National Society for Human Resource Management (SHRM)

Colorado Human Resource Association (CHRA)

Colorado State SHRM Council Board Member – 2004-2005 Professional Development Chairperson

SHRM Colorado State Council –

Conference Chair for the 2005 Colorado State SHRM Conference

Program Chairperson for the 2003 Colorado State SHRM Conference

American Bar Association

Colorado Bar Association

PUBLICATIONS

1. *Cutting Costs: Should Personnel Be the First To Go?*, co-authored with EPS Attorneys, published in Employment Practices Solutions, Inc. E-Newsletter, February 2003.
2. *Musings of HR Experts*, co-authored with Laurie Jones, Esq., SPHR and Stephanie Davis, Esq., published in Employment Practices Solutions, Inc. E-Newsletter, December 2003.
3. *Employer's Guide: Workforce Strategies in a Down Economy, Special Supplement*, co-authored with EPS Attorneys, published by Aspen Publishing, 2003.
4. *Call Your Next Witness: The HR Professional on the Witness Stand – Part 2*, co-authored with Stephanie Davis, Esq., published on the HR.com website as a feature article on the Labor Relations site in August 2003.
5. *Call Your Next Witness: The HR Professional on the Witness Stand – Part 2*, co-authored with Stephanie Davis, Esq., published in Employment Practices Solutions, Inc. E-Newsletter, May 2003.

6. *Don't Get Left Behind. Has Your Organization Introduced Arbitration of Employment-Related Disputes?*, published in Employment Practices Solutions E-Newsletter, May 2001.
 7. *Don't Get Left Behind. Has Your Organization Introduced Arbitration of Employment-Related Disputes?*, published on the HR.com website as a feature article on the Labor Relations site in October 2001.
 8. Cited in *OSHA's New Ergonomic Regulations...15 Minutes of Fame*, by Mark J. McAndrew and Alison J Lezak, published on DCBA Brief Online, Journal of the DuPage County Bar Association, April 2001.
 9. *OSHA's Final Ergonomics Standard: A Heavy Load for Employers*, published in Employment Practices Solutions E-Newsletter, Dec. 2000.
 10. *Employment Law: Punitive-Damages Awards for Intentional Discrimination by Employers Can Be Many Times the Compensatory Award*, co-authored with Franklin A. Nachman and Michael L. Salamon of Littler Mendelson, P.C., published in the Colorado Journal, p. 10, Dec. 1, 1999.
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PRESENTATIONS

Panelist, EPS RealSolutions® Podcast, *"Maximum Impact Training Initiatives: Why, What, When Who and How,"* May 2015

Presenter, **Boulder Area Human Resource Association**, monthly chapter meeting, on the topic of *"Liability for the HR Professional,"* November 2004.

Presenter, **American Corporate Council Association – Colorado Chapter**, monthly meeting, on the topic of *"Legal, Ethical, and Organizational Responsibilities Regarding Domestic Violence in the Workplace,"* November 2004.

Presenter, **National Human Resource Association – Denver Chapter**, bi-monthly employment law updates.

Presenter, Colorado University at Denver's SHRM Student Chapter Meeting, on the topic of *"Seven Costly Sins That Can Cost Your Company It's Assets,"* April 2003.

Presenter, Colorado Safety Association, **Rocky Mountain Health and Safety Conference**, on the topic of *"Managing Difficult Employee Situations: Does Your Workplace Violence Prevention Program Stand Up to the Test?"* held in Denver, Colorado, April 28, 2003.

Facilitator/Presenter, University of Iowa, Center for Disabilities and Development's Employment Policy Group's **National Employer Conference, No Risk, No Reward: Moving Outside Your Comfort Zone to the Outer Limits**, on the topic of *"Caught in the Act: Employment Rights – Who Has Them?"* held in Des Moines, Iowa, June 2002.

Presenter & Developer, Employment Practices Solutions, Inc.'s, **Best Practices in Employee Relations Series** on the topic of *Conducting Effective, Legal Workplace Investigations*, held in Denver, Colorado, Apr. 2002.

Presenter, Employment Practices Solutions, Inc.'s, **Best Practices in Employee Relations Series** on the topics of

- **Preventing Workplace Discrimination and Harassment**
 - **Managing Employee Complaints and Workplace Conflict**
- Held in Denver and Boulder, Colorado, Aug. 2001.

Presenter, Littler Mendelson, P.C.'s, annual **"Employer Seminar"** in Denver, Colorado, on the topics of:

- **How to Employ Foreign Talent and Comply with Federal Immigration Law**, with Anton F. Mertens, Esq., Oct. 1999
- **Discrimination Law: Practical Guideposts for Successful Entry into the New Century of Business**, with Franklin A. Nachman, Esq., Oct. 1999
- **Employee Leaves: Untangling the Complex Web of Leave Laws**, with Franklin A. Nachman, Esq., Oct. 1999

Presenter, American Society of Women Accountants – International Management Association's **1999 Rocky Mountain Area Conference** on the topic of *Violence in the Workplace: Legal Perspectives Concerning Evaluation of Employees*, **with Dennis J. Baarlaer, Esq., Sept. 1999.**

Developer, Littler Mendelson's presentation on the EEOC's ADA Guidelines on the Interactive Process Relevant to the Determination of Reasonable Accommodation, Sept. 2000.