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## EDUCATION

Juris Doctor, Louisiana State University  
Baton Rouge, Louisiana, May 1994

Bachelor of Science in Business Administration, Finance and Real Estate,  
University of Missouri, Columbia, Missouri, May 1991

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## PROFESSIONAL EXPERIENCE

### Consulting

Employment Practices Solutions, Inc.

*Consultant*

October 1999 - present

Consultant for HR consulting group that assists employers with the prevention of employment law claims.

Significant experience in the following areas:

- Conducting investigations related to internal complaints of harassment and discrimination (including extensive witness interviews, drafting of internal written reports, and working with both in-house and outside counsel)
- Conducting live multimedia interactive training sessions for management and employers both in the U.S. and abroad (on sexual and other harassment, discrimination, diversity and conflict management)
- Drafting teaching materials for use in seminars (including the creation of PowerPoint presentations)
- Human Resources Audits of employment practices and policies for clients

### Legal

Thomas L. Case & Associates, Dallas, Texas

*Associate*

*September 1994 to October 1999*

Associate attorney in a civil litigation firm specializing in employment law in state and federal court, with an emphasis in cases involving claims of sexual harassment, sexual discrimination, racial harassment, age discrimination, disability discrimination, Texas Worker's Compensation retaliation, Texas Whistleblower's Act, Sabine Pilot, and common law claims accompanying claims for wrongful termination

Significant experience in the following areas:

- Litigation management from case inception through settlement and/or judgment/appeal
- Experience working with in-house counsel at Fortune 500 company
- Successful representation of both employers and plaintiffs
- Responding to requests for information from the EEOC (gathering responsive documents and drafting position statements)

- All aspects of discovery (including drafting/responding/objection to written discovery, investigation, taking/defending depositions, and coordination with expert witnesses and review of expert reports)
  - Heavy motion and drafting practice (including complaints/petitions, answers, affidavits, summary judgment, trial pleadings, compel, and appellate briefs)
  - Jury trial experience (State and Federal), and extensive hearing experience
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## LICENSE/CERTIFICATIONS

Admitted to practice law in Texas, November 1994

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## MEMBERSHIPS

Member of State Bar of Texas (Rachelle Marie Berlin, 00790299), Dallas Bar Association (Labor & Employment Section), Dallas Human Resources Association, and Attorneys Serving the Community  
Employment Law Instructor, Southeastern Paralegal Institute, Dallas, Texas, Fall 2000

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## PUBLICATIONS

Author, "Beyond the Hype: Quality Anti-Harassment Training Delivers Results," published in Employment Practices Solutions E-Newsletter, July 2016

Author, "Neither Friend Nor Foe: Educating Managers on Maintaining Balanced Relationships With Employees," published in Employment Practices Solutions E-Newsletter, May 2014

Author, "Parental Leave for School-Related Activities: A Continuing Trend Picks Up Steam," published in Employment Practices Solutions E-Newsletter, September 2009

Author, "Title VII in '07: Test Your Knowledge of How the Latest Development Impact Your Workplace," published in Employment Practices Solutions E-Newsletter, July 2007

Author, "Soundbytes for Supervisors: Lessons Learned in the Recent Past," published in Employment Practices Solutions EmploymentSource E-Newsletter, October 2005

Author, "Employment Relations Training... *How to Limit, Not Create, Liability*," Employment Law Strategist, Law Journal Newsletters, November, 2004.

Author, "Limiting, Not Creating Liability in Employment Relations Training," EmploymentSource Newsletter, May 2004.

Author, "Time for a Tune-Up? A Human Resources Audit Can Save You Time & Money," EmploymentSource Newsletter, May 2001; also published on Mentorshiponline.com, December 2003.

Contributing Author, "Texas Q& A," Texas Lawyer, December 2002.

Author, "When Good Employees Go Bad... Get Them Back on Track with One-on-One Training," EmploymentSource Newsletter, August 2002; HR.com, September 13, 2002.

Author, "A Cross Cultural Training Challenge-Can You Say 'Quid Pro Quo' in Bangla?" EmploymentSource Newsletter, March 2002

Author, "Accommodating Religious Beliefs in the Workplace: What Employers Need to Know," EmploymentSource Newsletter, November 2001; HR.com, January 7, 2002.

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## PRESENTATIONS

Speaker - When Personal Lives Intersect With the Workplace, September 21, 2011, Frost Insurance Seminar.

Panelist on Diversity Panel, Brazos Valley Human Resources Management Association, College Station, Texas, June 3, 2004.

The Art Institute of Dallas, Culinary Arts Program, Dallas, Texas, "Diversity in the Kitchen," July 22, 2004 and January 29, 2004.

North Texas Private Investigators Association, Dallas, Texas, "Sexual Harassment Investigations in the Workplace," January 7, 2004.

Roundtable Facilitator on Conducting Investigations, Fort Worth Human Resources Management Association, November 22, 2003.

Society for Human Resource Management HR Southwest, Human Resources Conference and Exposition, Fort Worth, Texas, "Praying for an Answer: Accommodating Workplace Religious Beliefs," October 8, 2003.

Society for Human Resource Management HR Southwest, Human Resources Conference and Exposition, Fort Worth, Texas, "Fast Track Roadmap of Recent Employee Relations Trends," October 23, 2002.

Lower Valley SHRM 4<sup>th</sup> Annual Conference, Becoming the Employer of Choice, Brownsville, Texas, "Rock, Paper, Scissors-FMLA, ADA, Workers Compensation," October 11, 2002.

Dallas Bar Association Labor and Employment Section Luncheon, Dallas, Texas, "Praying For An Answer: An Update on Accommodating Religious Beliefs in the Workplace," September 16, 2002.

Society for Human Resource Management HR Southwest, Human Resources Conference and Exposition, Fort Worth, Texas, "Investi-GREATion Navigation: Minimizing Risk in Handling Harassment Complaints," October 2001.

Lorman Education Services Strategies for Effective Recordkeeping Seminar, Austin, Texas, "Recordkeeping-An Overview" and "EEO Recordkeeping," May 2, 2001.

Numerous workplace discrimination/sexual harassment prevention seminars throughout the country and internationally, including sexual harassment prevention training to local employees of a United States-based company in Dhaka, Bangladesh, March 2000.

Denton Human Resources Association, Denton Texas, "Browbeating the Naysayers: Diversity Makes \$\$s and Sense," October 2000.

Society for Human Resource Management HR Southwest, Human Resources Conference and Exposition, Fort Worth, Texas, "The Seven Deadly Sins that Can Cost You Your Assets," October 2000.

Center for Nonprofit Management, Dallas, Texas, "Preventing and Responding to Complaints of Sexual Harassment in the Not for Profit Workplace," January 1999.