



## CAROLYN CAIRNS

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### PRACTICE OVERVIEW:

For over 30 years Carolyn has practiced employment law, litigating and counseling on behalf of both employers and employees, handling a wide range of matters including discrimination, harassment, wage and hour, wrongful termination, employment contracts, non-competes. Carolyn also provides training to employers and other attorneys in employment-related and litigation topics. In addition, approximately one third of her practice is devoted to neutral work, primarily commercial, contract and employment cases, including class actions. Her neutral work includes arbitration, mediation, investigations and fact-finding.

### PRACTICE AREAS:

Employment

Alternative Dispute Resolution

### EDUCATION:

DePaul University School of Law, J.D., *magna cum laude* (1976)

Wheaton College, B.A., *cum laude* (1970)

### ADMITTED TO PRACTICE:

Illinois (1976-2006)

Washington (1980 to date)

U.S. Court of Appeals for the Ninth Circuit (2011)

### REPRESENTATIVE WORK:

Carolyn has represented public and private corporations as well as employees in a wide range of litigation matters, including claims of age discrimination, retaliation, race discrimination, disability discrimination, sex discrimination and sexual harassment, religious discrimination, national origin discrimination, wage and hour violations, contract claims, covenants not to compete, and trade secret violations. These cases have involved both jury and bench trials, arbitrations, and numerous cases advantageously settled on the client's behalf.

### PROFESSIONAL & COMMUNITY ACTIVITIES:

Member, ADR Roundtable

*Stokes Lawrence, P.S.*

Arbitration and mediation panel, American Arbitration Association and the 39.1 panel of arbitrators and mediators for the Western District of Washington

Member, Board of the Endowment for Equal Justice

Past President and Trustee, Federal Bar Association of the Western District of Washington

Past Lawyer Representative and Co-Chair, Ninth Circuit Judicial Conference

Past Chair, Local Rules Committee of the Federal Bar of the Western District

Past Member, ADR Task Force

Past Trustee, King County Bar Association

Past Chair, Labor and Employment Section of the King County Bar Association

Past Chair, Employment Law Section of the Washington State Trial Lawyers' Association

#### **RECENT PUBLICATIONS & SPEAKING ENGAGEMENTS:**

Carolyn is a regular presenter at seminars and employment law institutes, speaking on a wide range of topics, including mediation and arbitration, how to evaluate cases, substantive areas such as disability and sexual harassment law, and trial practice and discovery topics. For the past eighteen years Carolyn has been a co-presenter of the plenary session of the Employment Law Institute, reviewing key cases and trends of the prior year. Carolyn also provides training to employer groups in sexual harassment and other employment-related topics.

#### **RECOGNITION:**

Notable Practitioner in Labor and Employment, Chambers USA (2010)

Washington Super Lawyers<sup>®</sup> (1998-2011)

Top 100 Lawyers, Washington Super Lawyers<sup>®</sup> (2003-2011)

Top 50 Women Lawyers, Washington Super Lawyers<sup>®</sup> (2003-2011)

The Best Lawyers in America<sup>®</sup> in Labor and Employment Law (1989-2012)

AV<sup>®</sup> rated by Martindale-Hubbell Peer Review

#### **BACKGROUND & INTERESTS:**

Prior to joining Stokes Lawrence, Carolyn was a trial attorney and supervisory trial attorney for the U.S. Equal Employment Opportunity Commission in Chicago and Seattle, and was a partner in the firm of Cairns & McKinnon.