

COLLEEN MEYERS REA

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Summary of Qualifications

- ◆ Partner at Ford & Harrison LLP, with trial practice focused on employment and labor law litigation.
- ◆ Partner at Stromberg Cleveland Crawford & Schmidt, P.C., with trial practice focused on employment and labor law litigation.
- ◆ Corporate Counsel at U S WEST, Inc., responsible for employment law litigation in fourteen states.
- ◆ Substantial first-chair jury and bench trial experience in state and federal courts.
- ◆ In-house experience supervising in-house attorneys and staff and hiring and managing outside counsel.
- ◆ Previous trial attorney positions in private practice and as a state and county prosecutor, including major felony and organized crime and racketeering cases.
- ◆ Extensive experience training, supervising and evaluating attorneys, paralegals and staff, and conducting client seminars on litigation and risk management topics.
- ◆ Admitted to practice in Colorado and Arizona.

Education

<i>Legal</i>	University of California, Berkeley (Boalt Hall School of Law) J.D. awarded May 1980 Writing requirement satisfied with High Honors
<i>Undergraduate</i>	University of California, Irvine B.A. awarded, <i>Magna Cum Laude</i> , in Social Ecology, June 1977
<i>Honors</i>	<i>Phi Beta Kappa</i> , University of California, Irvine Regents Scholar , University of California
<i>Training</i>	CDR Associates, Boulder, Colorado Completed extensive mediator training program, September 2004

Professional Experience

5/05 to present

Ford & Harrison LLP
Denver, CO
Partner

- ◆ Civil trial practice at national labor and employment law firm emphasizes employment and labor law litigation and advice.
- ◆ Supervise and evaluate associate attorneys, paralegals and staff.
- ◆ Train attorneys, locally and nationally, on development of litigation and trial skills.
- ◆ Prepare case status reports and litigation risk analyses.
- ◆ Assist clients in developing and implementing improved litigation, employment and labor practices and policies.
- ◆ Represent clients in arbitrations, mediations and settlement conferences before judges, governmental agencies and private mediators.
- ◆ Advise clients on day-to-day employment and labor law issues.
- ◆ Investigate sexual harassment, discrimination, disability accommodation, workplace violence and other job misconduct issues.
- ◆ Present seminars for attorneys and clients on employment law and labor law topics.
- ◆ Utilize alternative dispute resolution to assist clients in minimizing liability risk exposure, legal fees and expenses.
- ◆ Handle sensitive client information and manage litigation-related media interactions to protect clients' interests, image and proprietary data.

8/99 to 5/05

Stromberg Cleveland Crawford & Schmidt, P.C.
Denver, Colorado
Shareholder

- ◆ Civil trial practice focused on employment law litigation, including first-chair jury and bench trials.
- ◆ Supervised associate attorneys, paralegals and staff.
- ◆ Served as firm's in-house human resources attorney.
- ◆ Provided comprehensive litigation and trial skills training to firm's associate attorneys.
- ◆ Represented clients in arbitrations, mediations and settlement conferences.
- ◆ Advised clients on day-to-day employment law issues.
- ◆ Assisted clients in developing and implementing improved litigation, risk management, employment and labor practices and policies.
- ◆ Conducted seminars for businesses and attorneys on various employment law and litigation topics.
- ◆ Handled litigation-related media interactions to protect the interests, image and proprietary data of clients.
- ◆ Used alternative dispute resolution to minimize client legal fees, expenses and liability risk exposure.

4/99 to 8/99

**Denver City Attorney's Office
Assistant City Attorney**

- ◆ Represented city departments and agencies in employment law cases in state and federal courts, including first-chair jury trials and administrative hearings.
- ◆ Provided legal advice on employment law issues.
- ◆ Handled sensitive client information and managed media interactions to protect City's interests, image and proprietary data.

10/98 to 4/99

**Timmins & Associates
Denver, Colorado
Associate Attorney**

- ◆ Civil trial practice emphasized real estate and employment law litigation and advice.

11/97 to 9/98

**Colleen M. Rea, Attorney at Law
Evergreen, Colorado
Private practice**

- ◆ Private practice focused on civil litigation, including employment law cases.
- ◆ Drafted and revised employment and business contracts and documents.
- ◆ Provided day-to-day legal advice on employment law and litigation matters.

9/94 to 10/97

**U S WEST, Inc.
Denver, Colorado
Corporate Counsel in U S WEST Law Department**

- ◆ Promoted and relocated to Denver.
- ◆ Managed a national portfolio of employment law claims and litigation.
- ◆ Served as first-chair counsel for jury trials and arbitrations throughout the company's fourteen-state jurisdiction.
- ◆ Selected, managed, evaluated and audited outside counsel, local counsel and other vendors of legal services in multiple jurisdictions.
- ◆ Developed case strategies and prepared litigation risk analyses that assessed liability risk exposure, likely outcomes, and anticipated attorneys' fees and costs for all employment law claims and cases.
- ◆ Developed and implemented a company-wide computer database to track and manage attorneys' fees, costs, risk exposure and outcomes for all pending employment law claims and litigation.
- ◆ Supervised, trained and evaluated all in-house labor and employment law attorneys, paralegals and staff.
- ◆ Conducted seminars on employment law topics.

- ◆ Handled sensitive company information and managed litigation-related media interactions to protect company's interests, image and proprietary data.
- ◆ Provided day-to-day legal advice on employment law matters.
- ◆ Utilized arbitration and mediation, where appropriate.

11/93 to 9/94

U S WEST, Inc.

Phoenix, Arizona

Senior Attorney in U S WEST Law Department

- ◆ Responsible for all U S WEST civil litigation and claims in Arizona, including commercial, tort and employment law matters.
- ◆ Served as first-chair counsel for jury trials and arbitrations within Arizona.
- ◆ Developed case strategies and prepared litigation risk analyses.
- ◆ Supervised, trained and evaluated all in-house litigation attorneys located outside the State of Colorado.
- ◆ Conducted seminars on litigation, risk management and employment law topics.
- ◆ Handled sensitive company information and managed Arizona litigation-related media interactions.
- ◆ Provided day-to-day legal advice on all Arizona litigation and claims.
- ◆ Utilized arbitration and mediation, where appropriate.

10/91 to 11/93

Surrano & Massey

Phoenix, Arizona

Associate Attorney

- ◆ Civil trial practice emphasized employment law cases.
- ◆ Served as first-chair counsel for jury trials.
- ◆ Served as outside counsel for State of Arizona on employment law matters.

5/89 to 9/91

Gust, Rosenfeld & Henderson

Phoenix, Arizona

Associate Attorney

- ◆ Civil litigation, including commercial, tort, employment law, water rights and eminent domain cases.
- ◆ Served as outside counsel for State of Arizona on employment law matters.

6/88 to 5/89

Maricopa County Attorney's Office, Criminal Trial Division

Phoenix, Arizona

Deputy County Attorney

- ◆ Felony criminal prosecutions, including attempted murder, aggravated assault, possession/sale of controlled substances, burglary, theft and fraud.

1/82 to 5/88

**Office of the Arizona Attorney General, Financial Fraud Division,
Organized Crime and Racketeering Section
Phoenix, Arizona
Assistant Attorney General**

- ◆ Civil trial practice involving cases brought pursuant to the Arizona Racketeering Act, including predicate offenses of securities fraud, trafficking in stolen property or drugs, theft, gambling and scheme and artifice to defraud.

6/80 to 12/81

**O'Connor, Cavanagh, Anderson, Westover, Killingsworth &
Beshears
Phoenix, Arizona
Associate Attorney**

- ◆ Civil litigation, including commercial and tort cases and domestic relations matters.

Professional Memberships and Activities

State and Federal Practice

Member of State Bar of Colorado (December 1994)

Member of State Bar of Arizona (October 1980)

Admitted to practice before the Tenth Circuit (May 1997) and Ninth Circuit (October 1986) Courts of Appeals and the United States District Courts for the Districts of Colorado (January 1995) and Arizona (October 1980)

Bar Activities

Judge for Hoffman Trial Advocacy Competition (1998-2002, 2004, 2005, 2006, 2007, 2009)

Co-chair of Colorado Bar Association Court Reform Committee (1999-2001)

Member, Colorado Bar Association Court Liaison Committee (2002 - 2004)

Member, Colorado Bar Association Court Reform Committee (1997 - 1998)

Member, Denver Bar Association Alternative Dispute Resolution Committee (1997 - 2000)

Member, Colorado Bar Association Multi-Disciplinary Task Force (1999 - 2001)

Member, Arizona State Bar Civil Practice and Procedure Committee (1986 - 1992)

Member, Maricopa County Superior Court Judges' Civil Study Committee (1988 - 1991)

Member, United States District Court Advisory Committee on Arbitration (1994)

Teaching and Publications

Seminar, "Impact of the 2009 Amendments to the Americans with Disabilities Act" (Denver and Phoenix, 2009)

Presentation for annual conference of OPERA America, "Public Accommodations Issues Facing the Performing Arts" (Denver, 2008)

Seminar, "Making or Breaking a Trial: How to be an Effective Witness" (Denver, 2007)

Seminar, "Best Practices to Follow in the Termination Process" (Denver, 2007)

Seminar, "Employer Documentation in Defending an Employment Case" (Denver, 2006)

Presentations for annual conference of National Association of Physician Recruiters, “Recent Developments in Employment Law” and “The Fair Credit Reporting Act” (Denver, 2004)
Seminar, “The Bermuda Triangle of Employment Law: the ADA, Workers' Compensation and the Family and Medical Leave Act” (Denver, 2004)
Seminar, “Wolves at the Door: Responding to Demands for Evidence by the Legal System” (Denver, 2003)
Presentation at Colorado Judicial Conference on litigation statistics (Vail, 2002)
Seminar for Perspectives on Depression Conference, “The Americans with Disabilities Act and Depression: What Every Employer Needs to Know” (Denver, 2001)
Seminar, “Provider Groups: Breaking Up Is Hard To Do” (Denver, 2000)
Numerous U S WEST seminars, e.g.: “How to Avoid Litigation,” “Off-duty Misconduct Issues in the Workplace,” “How to Deal with Workplace Violence,” and “The Employment Law Trial: A Case Study” (Phoenix and Denver, 1994 - 1997)
Seminar, “Employment and Labor Law in Arizona” (Phoenix, 1991 - 1993)
Seminar, “H.O.T. Personnel Issues” (Tempe and Tucson, Arizona 1992)
Co-author of “Manual for Processing Mandatory Arbitration Cases in Maricopa County” (1991)

Community Activities

Member of Denver Zoo Corporate Committee, Denver, Colorado, the Denver Zoo’s fundraising and special event development committee (August 2008-2009)
Member of Board of Directors, Jefferson Center for Mental Health, Wheat Ridge, Colorado, a non-profit community mental health center (2005-2009)
Chair of the Public Policy Committee, Jefferson Center for Mental Health, Wheat Ridge, Colorado (2007-present)
Member of Blue Spruce Kiwanis Club, Evergreen, Colorado, a community service group that assists local children, the disabled, the elderly and the disadvantaged (1997 - 2003)
Member of Phoenix Substance Abuse Commission, Phoenix, Arizona, a committee appointed by the Mayor of Phoenix to implement methods to reduce and prevent substance abuse in Phoenix (1992 - 1994)
Corporate Officer and Director of the New Foundation, Phoenix, Arizona, a non-profit facility for the treatment of emotionally disabled and abused adolescents (1986 - 1989)
Member of Adolescent Pregnancy & Parenthood Advisory Committee, Phoenix, Arizona, a committee appointed by the State Board of Education to study the educational needs of pregnant teens and teen parents (1986 - 1987)