

**ORDINANCE/RESOLUTION REQUEST**

Please email requests to the Mayor's Legislative Team  
at [MileHighOrdinance@DenverGov.org](mailto:MileHighOrdinance@DenverGov.org) by 3:00pm on **Monday**.

*\*All fields must be completed.\**

*Incomplete request forms will be returned to sender which may cause a delay in processing.*

**Date of Request: April 3, 2014**

Please mark one:       Bill Request                      or                       Resolution Request

1. Has your agency submitted this request in the last 12 months?

Yes                       No

If yes, please explain:

2. **Title:** *(Include a concise, one sentence description – please include name of company or contractor and contract control number - that clearly indicates the type of request: grant acceptance, contract execution, amendment, municipal code change, supplemental request, etc.)*

To approve the Mayoral appointment of Gina Casias to the Career Service Board for a term effective immediately and expiring September 16, 2017 OR until a successor is duly appointed.

3. **Requesting Agency:** Anthony Aragon

4. **Contact Person:** *(With actual knowledge of proposed ordinance/resolution.)*

- **Name:** Anthony Aragon
- **Phone:** 720-865-9032
- **Email:** [anthony.aragon@denvergov.org](mailto:anthony.aragon@denvergov.org)

5. **Contact Person:** *(With actual knowledge of proposed ordinance/resolution who will present the item at Mayor-Council and who will be available for first and second reading, if necessary.)*

- **Name:** Anthony Aragon
- **Phone:** 720-865-9032
- **Email:** [anthony.aragon@denvergov.org](mailto:anthony.aragon@denvergov.org)

6. **General description of proposed ordinance including contract scope of work if applicable:**

[Insert general description here.]

**\*\*Please complete the following fields:** *(Incomplete fields may result in a delay in processing. If a field is not applicable, please enter N/A for that field – please do not leave blank.)*

- a. **Contract Control Number:**
- b. **Duration:** Term effective immediately and expiring September 16, 2017
- c. **Location:**
- d. **Affected Council District:**
- e. **Benefits:**
- f. **Costs:**

7. **Is there any controversy surrounding this ordinance?** *(Groups or individuals who may have concerns about it?)* **Please explain.**

[Start typing here.]

*To be completed by Mayor's Legislative Team:*

SIRE Tracking Number: \_\_\_\_\_

Date Entered: \_\_\_\_\_

# Gina Casias

Senior Corporate Counsel: HR, Employment, and Compliance

gina.casias@centurylink.com

---

## Summary

As an experienced Labor and Employment Attorney, I provide pragmatic solutions to difficult employment issues, including executive level, corporate wide advice and risk mitigation analysis, litigation and claims management, corporate compliance issues, and complex wage and hour issues. Working for an international, regulated, partly unionized, Fortune 200 company with 50,000 employees creates unique and difficult employment issues. I use a common sense approach in explaining employment risks to executive and management employees, and am considered a trusted advisor and coach for employee relations issues. As a seasoned EEO and compliance subject matter expert, I mentor and lead investigators on compliance investigations and regularly negotiate and resolve disputes at the lowest level practical.

---

## Experience

### **Senior Corporate Counsel at CenturyLink (formerly Qwest)**

October 1997 - Present (16 years 7 months)

- # Provide legal advice to senior leadership team on a variety of international, federal and state employment laws by proactively identify litigation trends and develop strategies to address risk.
- # Develop training for and provide legal advice on corporate ethics and compliance policies.
- # Implemented and managed Corporate Wage & Hour Compliance program including policies, procedures, training, investigation, and risk assessment.
- # Guide and mentor compliance investigators and HR on investigations.
- # Represented corporation in over 200 administrative cases before federal and state agencies (EEOC, DOL, NLRB) with 98% favorable outcome and with less than 8% escalating to litigation.
- # Managed outside counsel costs by effectively managing rates, discovery, and allocation of work.
- # Review, negotiate and draft numerous various employment agreements including: sales compensation, non-compete, confidential information, retention, relocation, severance, settlement, and arbitration.
- # Conduct due diligence reviews on mergers and acquisitions; guide transactional attorneys on employment related commercial contract terms.

*4 recommendations available upon request*

### **Law Clerk at Denver District Juvenile Court**

March 1996 - October 1997 (1 year 8 months)

Researched and drafted memorandum to the court and court decisions regarding criminal, civil procedure, and juvenile law issues. Managed court docket and supervised trials. Reviewed and approved appointed counsel bills.

### **Intern at Colorado State Office of the Public Defender**

January 1995 - August 1995 (8 months)

Represented indigent clients in all phases of the criminal adjudicatory process including: bond hearings, pretrial evidentiary motions, jury trials, and sentencing. Researched and briefed various criminal and constitutional law issues.

---

## Organizations

### **Association of Corporate Counsel**

Board Member

December 2011 to Present

### **National Hispanic Bar Association**

Employment Law Committee

January 2014 to Present

---

## Skills & Expertise

**Employment Law**

**Wage and Hour**

**Litigation Management**

**Compliance**

**Dispute Resolution**

**Employee Relations**

**Risk Management**

**FMLA**

**Legal Compliance**

**Internal Investigations**

**EEO Investigations**

**International Law**

**Mediation**

**Litigation**

**Training**

**Legal Writing**

---

## Education

### **University of Colorado School of Law**

Juris Doctorate, 1993 - 1995

Activities and Societies: Class of 1996 Council, Secretary; Latino Law Students Association, Secretary

### **University of Colorado Boulder**

BS, International Business and Marketing, 1989 - 1993

Activities and Societies: Hispanic Business Student Association

---