ANN (CHRIS) DOZIER THOMAS

Chris D. Thomas Consulting, PLLC
Redmond, WA. 2005 to the present.
Employment Law Consulting, Investigations, and Training. Principal of legal consulting firm primarily acting as outside counsel for government and corporate management to investigate, evaluate, and advise on legal challenges arising in the workplace. Cases have involved various kinds of discrimination claims, claims of union contract violations, and general workplace policy reviews. Also provide review and counseling to private parties on new employment contracts, severance packages, non-compete and non-disclosure agreements, and retirement issues. Recent courtroom experience has involved unemployment compensation issues, foreclosures, and a contentious divorce case.

Seattle City Attorney's Office, Employment Law Section
Seattle, WA. 2002 to 2005.
Employment Attorney. Handled employment cases in state and federal court, arbitration cases, administrative law cases, settlement agreements, and mediation. Responsible for advising clients on all aspects of employment law, including drafting policies and other personnel related documents. Responsible for ensuring City's compliance with the Health Insurance and Portability and Accountability Act (HIPAA) at all levels, including drafting of all contracts, notices, and policies and providing training. Have presented employment related CLE courses on behalf of the City, both inside and outside of the City.

Thomas Bikes, Inc. d/b/a Sammamish Valley Cycle
Redmond, WA. 1999- 06/2010.
Co-owner and CEO. Duties initially included; negotiating for, purchasing, and developing a successful retail operation. Besides daily responsibilities, was responsible for all labor relations, keeping current with all legal employment requirements, payroll and tax preparation, sales, and marketing.

U.S. Department of Justice / Civil Rights Division/ Office of Special Counsel for Immigration Related Unfair Employment Practices
Washington, DC. 1987- 1990.
Trial Attorney. Handled all aspects of employment litigation from investigating complaints to settlement to filing court cases, including taking depositions, filing subpoenas, filing motions, conducting trials, brief writing, and appeals work. Drafted statutory interpretation, regulatory commentaries and represented the DOJ through public speaking engagements. Received Award for Outstanding Service to the DOJ.

United States District Judge Joel F. Dubina (Currently Chief Justice of the 11th Circuit Court of Appeals)
Montgomery, AL. Jan.1985-1987.
Law Clerk. Drafted opinions for the court on published and unpublished cases assigned and on decisions on motions. Legal writing and research. Provided courtroom assistance on all evidentiary and procedural matters. (Clerk to US Magistrate, 1985-86).

Other Legal Experience
Alabama Attorney General's Office, Civil Division, Montgomery, AL. Summer and Fall Associate. (1984)
Gray, Espy & Nettles, Tuscaloosa, AL. Summer Associate. (1983)
Vinson & Elkins, Houston, TX. Summer Associate.(1982)

EDUCATION

University of Alabama School of Law. J.D. 1984
Law and Psychology Review: Business Manager (1983-84); staff (1982-83). Instructor, first year course in appellate advocacy. Selected to John A. Campbell Moot Court Board based on performance in moot court competition. *The Column* (law school newspaper): Business Manager (1983-84); staff (1982-83). Association of Women in the Law: Vice-President. Worked for the Alabama Law Institute, a research service for the legislature; analyzed and drafted changes to proposed *Alabama Computer Crime Control Act;* edited handbook *Alabama's Probate System*. (1984).

Oxford University, Jesus College. Summer 1981
English Speaking Union Scholarship Scholar. Project: Study of Political and Socio-Economic Structure of Great Britain.

Vanderbilt University. B.A. 1981 (English and History)
Minor in French. Staff writer for Vanderbilt's annual symposium magazine. *The Vanderbilt Hustler* (school newspaper); advertising staff. Member: French Honor Society; Student Body Association Publicity Committee.

Bar Associations: Washington, Massachusetts, District of Columbia, Alabama

Community Associations: Redmond Pedestrian and Bicycling Advisory Committee (2005- present), Evergreen Hospital and Healthcare Foundation Board (1997-2001), Morristown Women's Home Board (1992-1995), American Heart Association (Morristown, NJ Chapter) Board (1992-1995).

References:
Tom Carr, Former Seattle City Attorney
Jean Boler, Former Employment Section Leader, Seattle City Attorney's Office
Marilyn Sherron, Former Employment Section Leader, Seattle City Attorney's Office
Other references available upon request.