

KATIE HUDMAN

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PROFESSIONAL EXPERIENCE:

Adjunct Professor, Fall 2022

Utah State University, Department of Management

- Instruct in-person course, “*The Legal and Ethical Environment of Business*”

Research Associate, Dec 2021 – Present

Utah Women and Leadership Project

- Oversee research team on multi-state legal research projects such as state sexual harassment laws, e.g., identifying topics to research, setting timelines and assignments, leading status meetings, addressing questions, and reviewing and editing findings
- Draft executive summaries for multi-state legal research projects, making public policy and legislative solution recommendations on issues such as state sexual harassment laws

Employment Law Attorney and Training Director/Manager, April 2004 to September 2021

Employers Council/Mountain States Employers Council, Salt Lake City, UT

- **Employment Law Attorney**, April 2004 to September 2021
 - Advised company executives, managers, and HR professionals at several hundred companies orally and by email on specific company situations covering the entire employee life cycle from hiring to termination
 - Prepared and presented two to six trainings monthly at both public forums (80 to 200 attendees) and forums at particular companies (10 to 30 attendees) on employment law, HR, and management topics (**See sampling of presentation topics, page 3**)
 - Presented in-person live, virtual live, and virtual pre-recorded trainings
 - Presented at conferences for organizations such as Utah Safety Council, Utah Non-Profit Association, and Cache County Chamber of Commerce
 - Led Council’s monthly HR Generalist Roundtable and Benefits Roundtable
 - Reviewed employee handbooks/policies
 - Drafted employment forms, checklists, policies, white papers, education articles, and employment-related documents (e.g., severance agreements)
 - Assisted companies with internal investigations and administrative investigations/claims
- **Training Director/Manager**, 2006 to 2010 and 2014 to 2018
 - Training revenue accounted for 25-30% of Council’s gross income; Revenue increased 100% over tenure in this role
 - Set and executed strategic training plan
 - Set training budgets and marketing plans; monitored/gap planned to meet targets
 - Developed systems and procedures to improve efficiency and better capture revenue
 - Developed new training revenue lines from the ground up and expanded existing training revenue lines to achieve additional revenue
 - Developed training content and prepared marketing materials
 - Trained new training staff
 - Identified / vetted / managed vendor relationships

Associate, May 1999 to November 1999, November 2000 to May 2004

Kirton & McConkie, Salt Lake City, UT

- Practiced primarily in areas of employment law and general civil litigation
- Researched and advised employers regarding various employment-related issues; drafted employment and termination contracts; drafted and reviewed employment policies; and trained client’s HR employees
- Investigated claims of discrimination and represented employers before administrative agencies
- Drafted and argued motions, took depositions, and represented clients at court hearings

- Assisted attorneys and clients on many other matters including those involving property law, the UCC, tax delinquency, immigration, international data privacy, international corporate formation, and wrongful death/catastrophic injury liability

Law Clerk,

Justice Christine M. Durham - Utah Supreme Court, November 1999 to November 2000

Kirton & McConkie & Prince Yeates & Geldzahler - Salt Lake City, UT, May 1998 to August 1998

Office of Legislative Research and General Counsel - Salt Lake City, UT, May 1997 to April 1998

LICENSES / CERTIFICATIONS / RECOGNITIONS:

- Licensed and admitted to practice law in Utah
- Lawyer of the Year - Utah State Bar, Labor and Employment Law Section, 2020
- Legal Elite in Labor and Employment - Utah Business Magazine, Multiple Years
- Senior Professional in Human Resources (SPHR) certification from HR Certification Institute
- Professional in Human Resources (PHR) certification from HR Certification Institute
- Supervisory Skills Program Certificate of Completion from Employers Council
- Fundamentals of HR Management Certificate of Completion from Employers Council

EDUCATION:

Juris Doctor Degree, May 1999

University of Utah College of Law, Salt Lake City, UT

- Order of the Coif
- Utah Law Review, Note & Comment Editor and Staff Member
- Legal Writing and Civil Procedure Tutor
- Student Teacher of Law-Related Class, West High School
- Internship at Utah Legal Services

Bachelor of Science Degree, Political Science, June 1996

Weber State University, Ogden, UT

- *Summa cum laude* graduate
- Legal Studies and Communications Minors
- Mock Trial Team, National Competition
- Political Science Outstanding Achievement Award
- Developed and completed numerous undergraduate research projects related to major classes or associated with intensive research and writing requirements of the University Honors Program, including: *Total Incorporation or Selective Incorporation of the Bill of Rights, No-Fault Divorce Laws: Effects on the Divorce Process, Students' Rights to a Free Press, Pornography and the First Amendment, Employment and Women's Voting Patterns, and Proposed Ways to Balance the U.S. Budget*

COMMUNITY INVOLVEMENT:

CLE Committee Co-Chair and Committee Member, 2019 to present

Women Lawyers of Utah

Section Chair & Officer, August 2004 to August 2008

Utah State Bar, Labor & Employment Law Section

Volunteer with Various Entities

Boy Scouts of America, Committee Chair

Davis County Schools, Classroom Parent Helper and Math Tutor

The Church of Jesus Christ of Latter-day Saints, Adult Teacher, Youth Teacher, Music Leader, Children's Organization President and Counselor

SAMPLING OF PRESENTATION TOPICS

The following is a sampling of topics I have prepared presentations on and delivered to Company Executives, Managers, and HR Professionals. I have presented for various time lengths on these topics, ranging from as short as 30 minutes to as long as full days.

EMPLOYMENT LAW TOPICS:

- At-will employment
- ADA
- ADEA
- COVID-related laws
- Equal Pay Act / Title VII Pay Discrimination / Gender Pay Gap
- Drug & Alcohol Testing / Medical Marijuana laws
- FCRA
- FLSA
- FMLA
- GINA
- I-9
- Independent Contractor laws
- NLRA (Concerted Protected Activity)
- OSHA
- Title VII
- Unemployment laws
- USERRA
- Utah Employment laws
- Workers Compensation laws

HR/MANAGEMENT TOPICS:

- Interviewing / Hiring
- New Employee Orientations / Onboarding
- Employee Handbooks
- Performance Reviews
- Employee Discipline
- Employee Documentation
- Attendance Management
- Confidentiality Practices
- Internal Investigations
- Keys to Effective Leadership
- Terminations
- HRCI Exam Prep Classes