

SOUND WORKPLACE INVESTIGATIONS LLC

e: karl@soundwpinvestigations.com
c: (253) 686-6722
w: <https://soundwpinvestigations.com>

KARI HANSON
Fostering High-Performing Workplaces

855 Trosper Rd SW #108-180
Tumwater WA 98512

SUMMARY OF EXPERTISE

- *Conducting personnel investigations with particular emphasis on sexual harassment, discrimination, and retaliation.*
- *Overseeing and assisting with sexual harassment investigations conducted by members of a team of employees in the Attorney General's Office who volunteer to conduct these investigations.*
- *Over 20 years' experience practicing employment law.*
- *Training clients and co-workers on conducting investigations.*
- *Building and maintaining positive relationships with clients, colleagues, and stakeholders.*

EMPLOYMENT

Sound Workplace Investigations, LLC., Olympia, WA October 2019 – present
Owner

Our mission is to foster high performing, respectful workplaces by providing the highest quality workplace investigations. We work with a broad range of Washington state employers in both the public and private sectors. We help employers mitigate risk, hold employees accountable, and develop workplace solutions.

Washington State Office of the Attorney General, Olympia, WA June 2003 – October 2019
Senior Counsel, Labor and Personnel Division

Served as lead Labor and Personnel attorney to the Department of Corrections, the Washington State Patrol, and several smaller clients. Provided verbal and written client advice to various state agencies on a wide range of topics including discrimination, labor relations, employee discipline, and various employment laws including Title VII, ADA, WLAD, FLSA, and FMLA. Representing the employer, litigated employee discipline cases, contract disputes, and unfair labor practice charges. Provided training to clients on a variety of legal topics, including sexual harassment.

Law Office of Hugh J. McGavick, Tacoma and Olympia, WA 1996 - 1998
Contract/Associate Attorney 1999 - 2001

Evaluated and screened potential clients; successfully represented clients in employment and civil rights cases from intake through trial, appeal and/or settlement. Analyzed and briefed a variety of complex legal employment law issues.

Rumbaugh, Rideout, & Barnett, Tacoma, WA 1998 - 1999
Associate Attorney

Added employment discrimination practice to firm that emphasized personal injury and worker's compensation cases; evaluated, analyzed and settled numerous small personal injury cases.

Washington State Court of Appeals, Division II, Tacoma, WA
Law Clerk

1994 - 1996

Thoroughly analyzed and researched pending cases, wrote objective memos under weekly deadlines, and helped draft and edit opinions.

EDUCATION AND CREDENTIALS

Seattle University School of Law, Tacoma, WA

J.D., May 1994 (*magna cum laude*)

Law Review Member, 1992-93; Note and Comment Editor, 1993-94

Duke University, Durham, NC

Master of Arts in Teaching

B.A. in English (*cum laude*)

Pierce County Dispute Resolution Center

Mediator Training

Kari Hanson

Sound Workplace Investigations, LLC

Page 2