

Kent D. Enwright

Experience

Kaiser Permanente. May 2007 – present.

Human Resources Consultant. Provides counseling to supervisors on all employee relations and employment matters including union contracts, company policies and regulatory issues. Other duties include training, team facilitation, mediation and other forms of problem solving within a culture of compliance, ethics and integrity.

Self-Employed Attorney/Mediator/Arbitrator. January 2007 – May 2007.

Attorney. Representation and counseling for clients on employment and business law issues. Mediation and arbitration services.

Colorado Mediators and Arbitrators. June 2006 – present.

Mediator and Arbitrator. Provide mediation and arbitration services to individuals and businesses that are engaged in conflict.

Culter Law Office. September 2006 – January 2007

Attorney. Duties included advising and representing clients in all issues related to employment law and human resources issues as well as business formation and transactional.

Self-Employed Attorney. May 2006 – September, 2006.

Attorney. Representation and counseling for clients on employment and business law issues. Mediation and conciliation services.

Mountain States Employers Council, Inc. May 2000 – May, 2006.

Attorney. Duties included consulting/advising members with specific employment law questions on a daily basis, including the issues of workers' compensation, return to work, termination, retaliation, the ADA, FMLA, FLSA, OSHA, and other employment related laws. Other duties include creating and teaching courses on workers' compensation, and alternative dispute resolution, mediation, negotiation, risk management and representing employers in administrative hearings and labor arbitrations. Additional duties involve the creation and review of employment contracts, policies and procedures, and EEO position statements. In addition I completed investigation of workplace complaints and mediation/facilitation of employee disputes.

Additional work included giving presentations to associations and business organizations on the topics of employment law, workers' compensation and conflict resolution.

Kaplan College f/k/a Denver Career College. January 2004 – May 2008.

Adjunct Instructor. Instructed paralegal students on the basics of employment law. Developed class presentations, materials and achievement measures for the class.

Iowa Workforce Development, Des Moines, Iowa. August 1994 – April 2000.

Deputy Worker's Compensation Commissioner/Administrative Law Judge. Duties/Accomplishments included presiding over worker's compensation contested case evidentiary hearings, governed by standard trial practices, ruling on objections,

examining evidence and writing decisions on each assigned case. Also required were the writing of rulings and orders on pretrial motions and facilitating alternative dispute resolution conferences.

Administrative Law Judge. Duties/Accomplishments included presiding over unemployment appeal hearings, questioning witnesses, ruling on objections, and writing decisions in approximately thirty appeal hearings each week. Each hearing was required to be in compliance with the due process prerequisites of fairness and impartiality required by federal and state law.

Grand View College, Des Moines, Iowa/William Penn College, West Des Moines, Iowa. January 1996 – April 2000.

Adjunct Instructor. Developed class plans, lectures, assignments, exams and presented materials to classes ranging in size from four students to thirty students in the areas of business law, societal law and conflict resolution. Created a curriculum in employment law to instruct students on the basic laws and rules that govern the behavior of employers and employees in the work place.

Golden Circle Business Center, Des Moines Area Community College, Ankeny, Iowa, September 1995 – February 1996.

Presenter/Consultant. Co-creator of a seminar for small business owners/managers on employment law topics. Seminar was also presented to the management employees of a small private employer as a private management training seminar.

Iowa Civil Rights Commission, Des Moines, Iowa. December 1994 – April 2000.

Part-time Volunteer Mediator. Duties/Accomplishments include scheduling, coordinating and mediating employment discrimination and public accommodation complaints prior to the beginning of a formal investigation by the commission. Served on the mediation advisory committee to plan and implement training for other mediators. Presented various seminar topics and facilitating small group discussions. Assisted in the creation of a best practice manual designed to provide guidance to other mediators.

Received an award from Governor Terry Branstad in 1997 for the volunteer work performed for the commission.

Polk County Restorative Justice Center, Des Moines, Iowa. July 1996 – April 2000.

Part-time Mediator. Duties/Accomplishments include mediating disputes between parties referred to the program by the Polk County Attorneys Office and other agencies and organizations. Most disputes revolve around personal, domestic or neighborhood conflicts.

**Accelerated Bureau of Collections, Inc.
Englewood, Colorado, January 1991 - August 1994.**

Senior Legal Counsel. Duties/accomplishments included working extensively with several branches of both state and federal government to ensure company compliance

with the rules and regulations for all phases of the corporate environment. Completed internal employee investigations and managed outside litigation counsel. The areas of concentration included operations, wage and hour, labor, civil rights/discrimination, sexual harassment, unemployment and worker's compensation.

Drafted a progressive corporate handbook to improve employee relations and reduce the high costs of employee turnover.

Attorney, Altoona Iowa, June 1988 – January 1991.

Self employed in general practice. Duties/Accomplishments included practice in many areas of law including but not limited to: employment law, worker's compensation, personal injury, medical malpractice, product liability, divorce and contract law.

Education

Drake University Law School, Des Moines, Iowa, Doctor of Jurisprudence
May 14, 1988.

University of Iowa, Iowa City, Iowa, Bachelor of Arts
May 18, 1985.

National Judicial College, Reno, Nevada, 40 hour Certificate in Civil Mediation
June 1998.

Professional Licensure/Certification

Lawyer, State of Iowa Bar, June 17, 1988. (currently inactive)

Lawyer, State of Colorado Bar, May 18, 1991.

Senior Professional in Human Resources (SPHR), January 11, 2008.

Professional Associations

Colorado Bar Association, Past Chair, Alternative Dispute Resolution Section; Labor and Employment Section

Colorado Human Resources Association

Society of Human Resources.

Arbitrator for the Better Business Autoline Program

Community Involvement

Co-President, Wheat Ridge Summer Swim Team 2005-2006

Marathon Coach, Denver Fit 2001- Present