

BARRAN LIEBMAN^{LLP}

A T T O R N E Y S

Employment | Labor | Benefits | Higher Education
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Anthony Kuchulis focuses his practice on representing employers and management in employment litigation. Anthony also regularly advises on employment law issues, including compliance with state and local rules and ordinances, representation before board and regulatory agencies, and when necessary, defending or litigating claims through trial. Foremost in all of his work is understanding his clients and their concerns so that he can quickly address issues and potential exposure, while ensuring that his clients have the information they need to arrive at informed decisions based on specific circumstances, culture, and business needs. Anthony has over a decade of trial experience representing employers and businesses with advice and litigation support. Anthony began his career with a clerkship at the Department of Justice and also tried cases with the Clackamas County and Deschutes County District Attorneys' offices. Anthony now uses his

experience to guarantee that his clients receive the best possible results from an efficient, bottom line focused advocate.

Anthony graduated with honors from Lewis and Clark Law School. While in school, he served two years as an editor for the *Lewis and Clark Law Review* and was inducted into the Cornelius Honor Society in recognition of his scholarship, leadership, and contributions to the community. In his law practice, Anthony has represented numerous clients of all sizes and from every part of the Northwest. He is committed to helping businesses address the daily challenge of compliance and responding to claims, while not losing sight of the underlying key: that you have a company to run. Anthony's dedication to his clients has been recognized by Oregon Super Lawyers Magazine, which has designated him as a "Rising Star" for six consecutive years; an achievement reserved for the top 2.5% of attorneys under 40.

In addition to his legal practice, Anthony is a founding member of the Portland, Oregon "Men Go Red" chapter of the American Heart Association, which raises funds and awareness for women's heart health issues. Anthony has also been a Rotary past President, Homeowners Association past President, and an Executive Committee Member for the Oregon State Bar New Lawyers Division, which helps new attorneys transition from school to practice.

Anthony is admitted to practice in Oregon, Washington, U.S. District Court for the District of Oregon, and U.S. District Court for the Western District of Washington.

Areas of Practice

Class Actions
Complex Employment-Related Commercial Litigation
Corporate Directors and Officers Liability Defense
Employee Handbooks

Areas of Practice (continued)

Employment Law Advice & Litigation
 Higher Education Representation
 Non-Competition Agreements and Departing Employee Disputes
 Pay Equity
 Professional Malpractice Defense (E&O)

Representative Matters

Very favorably resolved class action and discrimination claims against a promotions company.
 Successfully defended global shipping company in Federal District Court and at a subsequent National Labor Relations Board (NLRB) hearing in King County Washington.
 Helped large multi-national client avoid trial by winning summary judgment on a number of protected leave and ethnic discrimination claims brought by former employee.
 Investigated, defended and achieved highly favorable outcomes for Oregon transportation companies relating to safety and retaliation claims.
 Represented high profile college with respect to novel Title IX claims brought by former student.
 Represented a major logging company against claims after violation of employer liability law statute
 Successfully investigated and defended retaliation claims arising from alleged WISHA and OSHA violations for a large national corporation's Washington operations.
 Significant experience as lead attorney for numerous depositions, mediations, arbitrations, and trials.

Honors

Lewis & Clark Law School: Mentor of the Year (2016)
Oregon Super Lawyers Magazine: Rising Star (2013, 2014, 2015, 2016, 2017, 2018)
 Oregon State Bar: Oregon New Lawyers Division Member Services Award (2014)

Professional Experience & Affiliations

Oregon State Bar: Uniform Civil Jury Instructions Committee, Member (2017-present)
 Oregon New Lawyers Division, Executive Committee (2010-present)
 American Bar Association Tort Trial & Insurance Practice Section: TIPS Now! Fellow (2017-2018)
 Labor and Employment Committee, Vice-Chair (2017-present); Dispute Resolution General Committee, Vice-Chair (2017-present); Outreach to Young Lawyers Standing Committee, Member (2017-present); Ethics and Professionalism Standing Committee, Member (2017-present)
 Multnomah Bar Association: Member (2009-present)
 Oregon Association of Defense Counsel: Member (2009-2016)
 J.R. Campbell Inns of Court: President (2012-2013); Member (2009-2015)
 Redmond Rotary International Club: President (2013-2014); Member (2009-2015)
 Westview Villas Homeowners Association: President (2013-2014); Board Member (2011-2014)

Civic Activities

Lewis & Clark Law School: Moot Court Judge (2017)
 American Heart Association Men Go Red Portland Chapter: Chair (2017-present); Founding Board Member (2016-present)
 Portland City Boxing: Fitness Instructor (2016-present)
 Redmond Hospice: Camp Sunrise Counselor (2011-2014)
 Big Brother, Big Sister: Mentor (2006-2012)

Representative Presentations

- Oregon State Bar Business Law Section Annual CLE: “The Economics of MeToo: Good Policies are Good Business,” Presenter (11/2/18)
- BOLI’s 34th Annual Employment Law Conference: “Case Law Update: Everything You Need to Know,” Presenter (11/1/18)
- Mulch & Soil Council Conference: “Sexual Harassment Culture Shift: Why Traditional Trainings & Policies Don’t Work – And What Does,” Presenter (10/4/18)
- Barran Liebman Annual Seminar: “Next Generation Insect Repellent: 5 Surprisingly Easy Steps to Avoid the Sexual Harassment Bug,” Presenter (9/27/18)
- Northwest Energy Efficiency Alliance (NEEA): “Everything You Say Is Sexual Harassment & 9 Other Myths,” Presenter (9/17/18; 9/24/18; 9/26/18)
- Oregon State Bar Oregon New Lawyers Division (ONLD) CLE: “Perjury Trap: Preparing Clients for Depositions,” Presenter (9/14/18)
- Rotary Club of Portland: “Sexual Harassment Culture Shift: Why Traditional Trainings and Policies Don’t Work – And What Does,” Presenter (8/28/18)
- Barran Liebman Interactive Pay Equity Roundtable: “Oregon’s Equity Laws,” Co-Presenter (7/23/18; 7/24/18; 8/14/18)
- Yamhill County HR Association: “Let’s Rethink Harassment Training: Five Big Mistakes Companies Make Over & Over Again,” Presenter (6/14/18)
- Oregon State Bar Oregon New Lawyers Division (ONLD) CLE: “Everything You Say Is Sexual Harassment & 9 Other Myths,” Presenter (6/2/18)
- Mid-Willamette Valley SHRM Meeting: “Sexual Harassment Culture Shift: Traditional Training Doesn’t Work, But This Does,” Presenter (4/24/18)
- Barran Liebman Bend Seminar Series: “Sexual Harassment Culture Shift: Traditional Training Doesn’t Work, But This Does,” Presenter (4/13/18)
- Labor & Employment Relations Association (LERA) Panel: “Workplace Sexual Harassment Laws & Prevention in the #MeToo Era,” Presenter (3/23/18)
- Barran Liebman Food for Thought Breakfast Seminar: “Sexual Harassment Culture Shift: Traditional Training Doesn’t Work, But This Does,” Presenter (3/6/18)
- CHO Group Executive Workshop: “Sexual Harassment Culture Shift: Your Business, Your People, Your Leadership,” Presenter (2/28/18)
- Oregon State Bar Oregon New Lawyers Division (ONLD) CLE: “Why Sexual Harassment Training Doesn’t Work: And What Does,” Presenter (1/9/18)
- Oregon State Bar CLE: “Get Proactive! How to Address & Prevent Sexual Harassment in the Workplace,” Presenter (1/17/18)
- Oregon Seed Association Mid-Winter Meeting: “Good Lessons From All Those Public Apologies,” Presenter (1/16/18)
- Oregon Paralegal Association Annual Convention: “Case Law Update: Veterans’ Weekend Edition,” Presenter (11/11/17)
- BOLI’s 33rd Annual Employment Law Conference: “Labor & Employment Law Update,” Presenter (11/6/17)
- Oregon School Personnel Association - TSPC-ODE Workshop: “Oregon’s New Pay Equity Law: Taking a Closer Look,” Presenter (10/30/17)
- TPD Webinar: “Why Employers Need to Care about Equal Pay,” Presenter (10/18/17)
- Oregon New Lawyer Division: Featured Presenter at Lew & Clark Law School (10/10/17)
- Barran Liebman LLP Annual Seminar: “The View From Yonder Mountain (Case Law Update),” Presenter (10/5/17)

Representative Presentations (continued)

- Association of Corporate Counsel CLE Meeting: “Oregon’s New Pay Equity Law,” Presenter (9/14/17)
- Portland Metro Payroll Association Meeting: “What Payroll Executives Need to Know About Pay Equity,” Presenter (7/19/17)
- Barran Liebman Food for Thought Breakfast Seminar: “Game Changers: Legislative Updates,” Presenter (7/11/17)
- Barran Liebman Bend Seminar Series: “Oregon’s Pay Equity Act of 2017: Best Practices Guide for Employers,” Presenter (6/9/17)
- Super Saturday Oregon State Bar Conference: “Networking: How to Distinguish Yourself from the Pack,” Presenter (6/3/17)
- Forest Resources Association: “Employment and Labor Issues Affecting our Industry,” Presenter (5/18/17)
- OSWAHCR Meeting: “Legal Update,” Presenter (4/13/17)
- 2017 NW EEO Annual Employment Law Update: “Employment Law Update,” Presenter (3/7/17)
- Executive HR Conference: “The Shifting Sands of Employment Law: What CHROs Need to Know Today for Tomorrow,” Presenter (3/10/17)
- PHRMA November Luncheon: “Recent Changes and Emerging Trends in Employment Law,” Presenter (11/16/16)
- BOLI’s 32nd Annual Employment Law Conference: “Case Law Update,” Presenter (11/23/16)
- Oregon Paralegal Association Annual Convention: “Employment Law Trends,” Presenter (11/5/16)
- Oregon State Bar – Becoming an Experienced Litigator CLE: “Document Discovery for the Digital Age,” Presenter (11/1/16)
- Barran Liebman Annual Latino Seminar: “Changes in Overtime: New Regulations to Impact Millions of Workers,” Presenter (10/25/16)
- Barran Liebman Annual Seminar: “Unusual Roadside Attractions: Case Law Update,” Presenter (10/6/16)
- Northwest EEO: “Labor & Employment Law Update,” Presenter (1/12/16)
- Oregon Paralegal Association: “Labor & Employment Law Update,” Presenter (11/18/15)
- BOLI’s 31st Annual Employment Law Conference: “Labor & Employment Law Update,” Presenter (11/2/15)
- Barran Liebman’s 2nd Annual Latino Employment Law Seminar: “Up in Smoke: Navigating Marijuana & the Workplace,” Presenter (10/28/15)
- Oregon Association of Defense Counsel 2015 Annual Convention: “Mad Money: Civil Procedure & Summary Judgment on Causation,” Presenter (6/20/15)

Representative Publications

- “Top Five Employment Compliance Issues for 2019,” *Cascade Business News*, December 20, 2018
- “Sexual Harassment Training and Policies Only Go So Far,” *Law Practice Today*, May 14, 2018
- “Sexual Harassment Culture Shift: Traditional Training & Policies Have Failed Us,” *Cascade Business News*, March 21, 2018
- “3 Essential Steps for an Effective Sexual Harassment Culture Shift,” *Portland Business Journal*, March 1, 2018
- “Employers Take Note: Part of New Pay Equity Act to Take Effect Today,” Barran Liebman Electronic Alert, October 6, 2017
- “Federal Regulations for Employers Changing at a Rapid Rate,” *Daily Journal of Commerce*, July 28, 2017

Representative Publications (continued)

- “Recent Legal Developments,” *Oregon Civil Rights Newsletter*, June 2017
- “Governor Signs Sweeping Pay Equity Law,” Barran Liebman Electronic Alert, June 1, 2017
- “The Latest Trend in Lawsuits Against Employers: Stressed Out Employees,” *TIPS Committee News*, Spring 2017
- “Recent Updates,” *Oregon Civil Rights Newsletter*, April 2017
- “Don’t Get Caught in the Independent Contractor Trap,” *Cascade Business News*, February 15, 2017
- “Recent Updates,” *Oregon Civil Rights Newsletter*, December 2016
- “Lessons Learned From Inappropriate ‘Locker-Room Banter,’” *Daily Journal of Commerce*, October 26, 2016
- “Recent Updates,” *Oregon Civil Rights Newsletter*, September 2016
- “The Latest Trend in Lawsuits Against Employers: Stressed-Out Employees,” *Cascade Business News*, July 20, 2016
- “Recent Updates,” *Oregon Civil Rights Newsletter*, June 2016
- “New OSHA Rule for Tracking Workplace Injuries Finalized,” Barran Liebman Electronic Alert, May 16, 2016
- “Prepare Now for Oregon’s Ban-The-Box Law,” *Daily Journal of Commerce*, September 30, 2015
- “Recent Decisions,” *Oregon Civil Rights Newsletter*, September 2015
- “DOL Aims to Crack Down on Employer Misclassification of Employees,” Barran Liebman Electronic Alert, July 15, 2015
- “Recreational Marijuana & Work: Past Policies Won’t Go ‘Up in Smoke,’” *Cascade Business News*, June 17, 2015
- “Update your FMLA Forms! DOL Publishes New FMLA Forms Referencing Genetic Testing,” Barran Liebman Electronic Alert, June 3, 2015

Admitted to Practice

Oregon
U.S. District Court, District of Oregon
U.S. District Court, Western District of Washington
Washington

Academics

Lewis & Clark Law School (J.D., *with honors*, 2008)
University of Oregon (B.A., 2005)