

Kaitlyn E. Trizna

Associate

Overview

Kaitlyn focuses her practice on complex workplace and labor issues and general corporate governance. She provides outside counsel and support to clients on a wide range of employment matters, including:

- Hiring, disciplining, and terminating employees
- Worker misclassification
- Wage and hour disputes
- Discrimination and harassment allegations
- Leave and accommodation requests
- Non-compete, non-solicitation, and confidentiality agreements
- Drafting and implementing corporate policies and procedures
- Workplace investigations and management training
- Contract review and negotiation

Kaitlyn previously served as in-house counsel with a technology-driven start-up, providing advice and strategic guidance regarding both legal and HR operations. In this capacity, Kaitlyn handled everything from insurance, funding, investor relations, and employee recruitment and retention, to payroll, business development, compliance, and accounting.

Experience

- Guided a start-up company through a joint misclassification audit with the IRS and Colorado Department of Labor and Employment that resulted in a favorable resolution and avoidance of multiple six-figure fines.
- Helped a small business successfully challenge a fraudulent claim with the Colorado Division of Unemployment Insurance to secure a positive administrative judgement for the client.
- Defended a woman-owned business against a pregnancy discrimination charge filed with the Colorado Civil Rights Division and Equal Employment Opportunity Commission.
- Counseled an emerging growth company on how to properly investigate and respond to a sexual harassment complaint from an employee against the company's key strategic financial partner.



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Practices

Labor & Employment Relations

Honors & Recognitions

While pursuing her law degree, Kaitlyn was honored with the Certificate of Merit awards in Advanced Writing, International Criminal Justice, Defending Battered Women, and Torts.

Professional Activities

- Member, Corporate Legal Operations Consortium, 2016-present
- Member, Larimer County Women's Bar Association, 2015-present
- Member, Colorado State Bar Association, 2014-present
- Member, Illinois State Bar Association, 2013-present

Education

- Western Michigan University Cooley Law School, Juris Doctor (J.D.), *cum laude*, International Law concentration, 2012; Student Bar Association; Moot Court; Disaster Relief Legal Aid Society
- The College of William and Mary-Marshall Wythe Law School, 2010; Semester study abroad in Spain
- University of Illinois at Chicago, Bachelor of Arts (B.A.), Communication, *cum laude*, 2008; High Distinction, minored in Sociology; 2008; Volunteer, Hurricane Katrina Disaster Relief; Member, Liberal Arts and Sciences Dean's Student Advisory Council

Admissions

- Illinois
- Colorado

Community Involvement

- EIT Mentor, Defy Ventures, 2018
- Film Festival Volunteer, Telluride Mountainfilm, 2016
- Therapeutic Arts Volunteer, Global Alliance for Africa, 2010

Related News

EVENT

May 21, 2019
31st Annual Labor & Employment Relations Law Seminar

EVENT

May 14 - May 17
Michael Best Attorney's present at Boulder Startup Week

NEWS

August 20, 2018
Michael Best Expands with Combination of Modus Law