



Kaitlin A. Brown
Shareholder

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kbrown@maddinhauser.com

Practice Groups

Corporate and Business

Employment and Workforce
Management

Education

Washington & Lee University
School of Law
Lexington, Virginia
Juris Doctor, 2011

Washington & Lee University
Lexington, Virginia
BA - Studio Art Honors
magna cum laude, 2005

KATIE BROWN is a shareholder in the firm's Corporate and Employment practice groups. Specializing in employment law, Ms. Brown focuses primarily on counseling employers to take proactive measures to prevent more costly claims of wrongful termination, discrimination, harassment, and improper payment of wages. As a part of that process, she works closely with business owners, managers, and human resources directors to prepare onboarding documents and handbooks, provide on-site training for employees and managers, respond to employee concerns, conduct investigations, manage employee performance, prepare and negotiate severance agreements, respond to agency charges of discrimination and unfair labor practices, manage audits conducted by the Department of Labor, and attend hearings related to claims for unemployment insurance benefits. Ms. Brown has worked with clients in myriad industries, including automotive, corporate, medical, educational, non-profit, and financial fields. She is committed to understanding her clients' businesses with a results-driven approach to provide high-quality legal advice.

Ms. Brown's experiences range from administrative agencies to large firm litigation. At the Michigan Department of Civil Rights, Ms. Brown worked in the Reconsideration Unit, evaluating and deciding appeals of administrative decisions. Her experience in complex insurance, contract, and constitutional cases makes her a skilled advocate who values the benefit of reaching mutually agreeable resolutions and understands the costs and risks associated with litigation. The success of Ms. Brown's practice is driven by her hard-work, active listening, investigative research, and organized analysis. She values professional relationships based on trust, authenticity, and respect.

Ms. Brown has been recognized among *Michigan Lawyers Weekly's* 2016 Up and Coming Lawyers, named a Michigan *Super Lawyers®* Rising Star from 2014 to 2018, received the Women's Bar Association Member of the Year Award in 2017, and was named the 2018 Regeana Myrick Outstanding Young Lawyer by the State Bar of Michigan Young Lawyers Section. The United States District Court for the Eastern District of Michigan also recognized Ms. Brown with a Pro Bono Accomplishment Award. She has provided numerous pro bono services, including handling a prisoner's rights case, volunteering at Homeless Experience Legal Protection and Common Ground's Legal Clinic, and coordinating pro bono activities for the Women's Bar Association.

Ms. Brown is admitted to practice law in the State of Michigan, United States District Court for the Eastern District of Michigan, and in the State of Indiana.

Prior to becoming an attorney, she worked in New York City making documentaries for networks such as National Geographic International, The History Channel, and Discovery Health.

Honors and Awards

Named Regeana Myrick Outstanding Young Lawyer by the State Bar of Michigan Young Lawyers Section

Nominated Fellow of the Oakland County Bar Foundation

Named Rising Star by Michigan *Super Lawyers®* 2014-2018

Women's Bar Association (Oakland County Region of Women Lawyers Association of Michigan) Member of the Year Award, 2017

Michigan Lawyers Weekly's Up and Coming Lawyers, Class of 2016

U.S. District Court for the Eastern District of Michigan, Pro Bono Recognition Award, 2013

John W. Davis Appellate Advocacy Competition, Best Brief nominee, 2009, 2010



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Publications and Presentations

- “Top Tips in Ten Minutes,” written for ICLE for their Partnership subscription. Topic: Complying with the Michigan Paid Medical Leave Act (2019)
- “Employer’s Guide to UIA Tax Filings & Responding to Claims,” presented at Maddin Hauser’s 26th Annual Tax Symposium, (2017)
- Annual Manager & Supervisor Training, PowerPoint for multi-state client to develop leadership skills and promote legal compliance (2017).
- “Employee Handbook Policies: The Importance of Regular Updates and Training,” PowerPoint presentation for Maddin Hauser Roth & Heller Employment Law Symposium (2017).
- “How to Maintain and Protect Confidential Information and Personnel Files,” PowerPoint presentation for American Payroll Association seminar (2017).
- “Encouraging Optimal Performance as Individuals and as a Company,” PowerPoint presentation about employee handbook updates, legal obligations, and company expectations in regard to employee conduct and work rules (2016).
- “A Financial Evaluation of How to Comply with the Wage & Hour Department’s New Overtime Rule” PowerPoint presentation to discuss employee classification and compensation structures (2016).
- “Early Resolution of Employment Law Cases,” Moderator for discussion about how to save clients time and money by obtaining early resolutions to employment law cases (2016).
- “Severance Agreements: Tax and Employment Considerations,” Joint PowerPoint presentation with Marc Wise to evaluate when severance packages are offered, terms to include in the contract, and related tax implications (2016).
- “Pro Bono: Making the Connection,” PowerPoint presentation about how to handle pro bono cases and utilize resources available (2013).
- “Getting Social: Use of Social Media as a Marketing Tool,” PowerPoint presentation to large firm (2013).
- “The EOBR Mandate and its Potential Impact on Safety, Claims Handling, and Underwriting,” co-authored with Timothy Groustra & Jim Rodi, 15 *The Transportation Lawyer* No. 1, 47–52 (2013). Re-published in 30 *Michigan Defense Quarterly* No. 2, 11–16. (2013).
- “Enhancement of Pro Bono Culture in Michigan: A Summary of the State Bar of Michigan’s Pro Bono Workshop,” *State Bar of Michigan Young Lawyers Section’s Newsletter, Inter Alia*, 5–6 (2013).
- “European Court of Human Rights & European Convention for the Protection of Human Rights,” Presentation (2010).
- “Conference Report — The Transnationalization of Legal Cultures,” co-authored with Ronald Bruckmann, 10 *German L. J.* No. 10, 1399 (2009).



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Management

Education

Washington & Lee University
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Juris Doctor, 2011

Washington & Lee University
Lexington, Virginia
BA - Studio Art Honors
magna cum laude, 2005

Community Leadership

Oakland County Bar Association, Chair, Labor & Employment Law Committee, 2017-present (Recipient of OCBA Committee of the Year Award)

Women Lawyers Association of Michigan, Membership Committee, 2017-present

Oakland County Bar Association, Vice Chair, Labor & Employment Law Committee, 2016-2017

Institute for Continuing Legal Education, New Lawyers Advisory Board, 2013-2016

Washington & Lee University's Alumni Association, Detroit Chapter, President, 2013-2017

Representative Cases and Matters

- Advised employees and employers on contractual concerns, disability rights, and claims of wrongful termination, discrimination, harassment, and retaliation.
- Updated and prepared employment policies and procedures, including onboarding documents.
- Conducted management and employee training regarding leadership skills and compliance requirements.
- Investigated sexual harassment complaints, employment disputes, and public safety concerns.
- Negotiated severance agreements for executives.
- Evaluated and revised employment contracts to assure legal compliance and protection of clients.
- Reviewed civil rights charges, including working with investigators, to determine validity of claims.
- Represented employers in investigations conducted by the Equal Employment Opportunity Commission, Michigan Department of Civil Rights, Department of Labor's Wage and Hour Division, and Michigan Wage and Hour Division.
- Successfully protested and appealed claims for unemployment insurance benefits, resulting in denial of benefits.
- Analyzed and handled complex litigation cases by reviewing voluminous records, preparing concise chronologies, conducting discovery/depositions, and resolving cases through case evaluation, facilitation, and dispositive motions.

Professional Memberships

- Oakland County Bar Association
- Women Lawyers Association of Michigan
- State Bar of Michigan
- Omicron Delta Kappa (National Honor Society)





Ronald A. Sollish

Shareholder

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Practice Groups

Corporate and Business

Employment and Workforce
Management

Health Care

Education

University of Detroit
Detroit, Michigan
Juris Doctor, 1988

University of Michigan
Ann Arbor, Michigan
B.G.S., 1985

RONALD A. SOLLISH is a shareholder, executive committee member and Chairman of the firm's Corporate/Employment Practice Group. Mr. Sollish specializes in employment, real estate, partnership, finance, corporate and business law. He is a frequent speaker on legal topics and has spoken to such groups as the Michigan Chamber of Commerce, Michigan Association of Certified Public Accountants, and American Society for Industrial Security.

Mr. Sollish is licensed to practice law in both Michigan and Illinois and is also a member of the American Bar Association, State Bar of Michigan, Illinois Bar Association and Oakland County Bar Association. He graduated from the University of Detroit School of Law where he was the managing editor of the Law Review. Mr. Sollish received his undergraduate degree from the University of Michigan.

Additionally, Mr. Sollish has been continuously selected by his peers for inclusion in the annual edition of **Best Lawyers in America**® since 2013 in the area of employment law-individuals.

Professional Memberships

American Bar Association

State Bar of Michigan

Illinois State Bar Association

Oakland County Bar Association





John MacKenzie

Associate

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Practice Groups

Complex Litigation and Risk Advisory

Employment and Workforce
Management

Real Estate

Education

Thomas M. Cooley Law School
Lansing, Michigan
Juris Doctor, *cum laude*, 2012

Oakland University
Auburn Hills, Michigan
Bachelor of Arts, 2009

JOHN MACKENZIE is a member of Maddin Hauser's Complex Litigation and Risk Advisory, Employment and Workforce Management, and Real Estate Practice Groups. An experienced litigator, Mr. MacKenzie represents clients in commercial litigation, real estate, and insurance matters. He has tried cases to verdict, obtaining favorable results for his clients, and also regularly represents clients in various alternative dispute resolution forums including facilitation and arbitration. Another part of Mr. Mackenzie's practice is assisting businesses with I-9 record compliance and inspections conducted by the Department of Homeland Security.

Mr. MacKenzie graduated *cum laude* from Thomas M. Cooley Law School where he served as the Associate Editor of its Law Review. During law school, Mr. MacKenzie clerked for the Honorable Richard Caretti of Macomb County Circuit Court. He is admitted to practice law in Michigan and is a member of the Macomb County and Oakland County Bar Associations.

Professional Memberships and Bar Admissions

State Bar of Michigan

Macomb County Bar Association

Oakland County Bar Association

United States District Court Eastern District

Articles and Publications

Cold as ICE: Employers Face Stiff Fines for Immigration Document Violations

"Cold as ICE: Employers Face Stiff Fines for Immigration Documents Violations"
published in *Workforce Magazine*, July/August, 2018