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BIOGRAPHY

Heidi Brasher concentrates her practice primarily on administrative, operational and compliance matters affecting industries which are subject to state and federal government regulation. Her clients include oil and natural gas producers, midstream energy companies, manufacturers and distributors, waste disposal companies, businesses engaged in the transportation of commercial and consumer products, and healthcare providers and facilities. As part of Heidi's environmental, health and safety (EHS), compliance, manufacturing and transportation practice within these industries, she assists clients with a variety of issues, including internal audits, environmental audits, responses to civil investigative demands (CIDs), records management, and agency jurisdictional and regulatory matters.

Within her healthcare regulatory compliance practice, she assists clients with internal audits and investigations, governmental agency investigations and inquiries, and litigation involving such issues as alleged Medicare and Medicaid fraud and abuse, billing procedures, and privacy and security matters.

A portion of Heidi's practice is devoted to representing clients in general civil litigation, including those involving complex commercial litigation matters, and to representing management exclusively in all aspects of labor and employment law, including state and federal litigation matters. As part of her employment counseling practice, she advises employers on a wide range of issues, including hiring, discipline and terminations, policies and procedures, employee handbook development, drug and alcohol testing, and compliance with the Title VII of the Civil Rights Act, Age Discrimination in Employment Act, Americans with Disabilities Act, Family Medical Leave Act, National Labor Relations Act and Fair Labor Standards Act. She also counsels employers on business immigration issues and assists businesses and nonprofit corporations obtain employment visas, both temporary and permanent, for international employees.

In addition to her private practice with McAfee & Taft, Heidi provides *pro bono* legal advice and assistance to deployed and deploying military servicemen and women and veterans through the Oklahoma Bar Association's Oklahoma Lawyers for America's Heroes program.

Heidi's achievements have earned her inclusion in *Oklahoma Super Lawyers'* list of "Oklahoma Rising Stars" (employment and labor, civil litigation defense, construction litigation), which recognizes the state's top up-and-coming attorneys.

Heidi earned a bachelor's degree in psychology from the University of Kentucky and a Juris Doctor, with honors, from Oklahoma City University School of Law. While pursuing her law degree, Heidi studied at the Institute on International Law in Buenos Aires, Argentina, for one summer, worked as a legal clerk in the Oklahoma City municipal counselor's office, and served as an intern to Oklahoma County Special District Judge Lisa Hammond. She also holds a certificate from the Interdisciplinary Training Program in Child Abuse and Neglect from the University of Oklahoma College of Medicine.

Prior to joining McAfee & Taft, Heidi served as a judicial law clerk for the Honorable Steven P. Shreder, U.S. Magistrate Judge for the Eastern District of Oklahoma.

REPRESENTATIVE EXPERIENCE

- Assisted healthcare facility with internal investigation and subsequent disclosure to the Office of Inspector General (OIG) and favorable settlement result in the area of Medicare fraud and abuse, civil monetary penalties laws and the federal False Claims Act.
- Assisted national health system with audit of compliance issues regarding patient level of care status determinations, identifying areas for process improvement.
- Assisted healthcare facility with Department of Justice (DOJ) inquiry regarding level of care determinations associated with a particular medical device.
- Assisted health system with internal investigation regarding data loss and potential release of protected health information (PHI).
- Assisted in defense of health systems in putative class actions regarding various issues, including billing, PHI, security, privacy and data loss.
- Provided regulatory advice to oil, gas, pipeline, manufacturing, transportation and waste disposal companies regarding various federal and state regulatory requirements, pending legislation, and best practices for reporting and compliance.
- Assisted pipeline company with response to Civil Investigative Demand (CID)
- Assisted clients with environmental audits
- Assisted pipeline company with records management program
- Assisted businesses with licensing agreements
- Assisted various employers who have employees also serving in the military with applicable laws regulating employment during and after deployment, including the Uniformed Services Employment and Reemployment Rights Act (USERRA).
- Assisted employers with Equal Employment Opportunity Commission (EEOC) charges and Department of Labor (DOL) wage claims.
- Counsel business clients on business immigration issues and assist in obtaining permanent and temporary visas for international employees.

ADMISSIONS

- Oklahoma, 2007
- U.S. District Courts for the Western, Northern and Eastern Districts of Oklahoma
- U.S. Court of Appeals for the Tenth Circuit

EDUCATION

- J.D., *cum laude*, Oklahoma City University, 2007 (Merit Scholar)
- B.A., University of Kentucky, 1998 (Psychology)

PROFESSIONAL ORGANIZATIONS AND MEMBERSHIPS

- Tulsa County Bar Association
- Oklahoma Bar Association
- Federal Bar Association

CIVIC INVOLVEMENT AND LEADERSHIP

- Oklahoma Layers for America's Heroes (Volunteer Lawyer)
- The Exchange Club (Past Secretary and Executive Board Member)
- Leadership Broken Arrow (Class of 2012)