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BIOGRAPHY

Sharolyn Whiting-Ralston is a trial lawyer whose practice is primarily focused on labor and employment law and general civil and business litigation. She represents employers in all phases of labor and employment law, including litigation before state and federal courts, regulatory and administrative agencies, and arbitration panels. Her experience includes advising clients on such issues as drug and alcohol testing, employee handbook and policy development, wage and hour matters, workplace safety and reductions in force as well as litigation avoidance and compliance with other federal and state laws. In addition to her representation of employers in labor and employment matters, she represents clients in general civil and business litigation matters including construction disputes and complex commercial litigation.

Sharolyn has been a featured guest speaker at various training events and employment seminars, including a national audio conference, and has been a contributing author to the *Oklahoma Employment Law Letter*.

Her achievements have earned her inclusion in *Oklahoma Super Lawyers'* list of "Oklahoma Rising Stars" (employment and labor, business/corporate, environmental litigation), which recognizes the state's top up-and-coming attorneys.

Sharolyn earned her bachelor's degree from Oklahoma State University in 1992 and graduated with highest honors from the University of Tulsa College of Law in 2006. Prior to embarking on a legal career, she worked as a commodity trader and product manager for Georgia-Pacific Corporation and as a director of marketing and product manager for a regional wholesale building materials distributor.

REPRESENTATIVE EXPERIENCE

- Obtained summary judgment in the Western District of Oklahoma on constructive discharge claim for publicly traded oil and gas company.
- Obtained summary judgment in the Northern District of Oklahoma for national retailer on claims of discrimination, hostile work environment and retaliation based upon race and gender.
- Obtained summary judgment for national retailer on an Family and Medical Leave Act (FMLA) retaliation claim.
- Successfully defended national pipeline company against a breach of employment contract claim in the Northern District of Oklahoma.
- Obtained summary judgment on constructive discharge claim in the Western District of Oklahoma for a publicly traded oil and gas company.
- Obtained summary judgment in the Western District of Oklahoma on constructive discharge claim for national retailer and assisted in remainder of the case that culminated in a jury verdict for our client.

- Prevailed on a motion to dismiss a Section 1983 discrimination claim against a governmental supervisor in his individual capacity.
- Successfully defended national retailer in an Occupational Safety and Health Act retaliation claim.

ADMISSIONS

- Oklahoma, 2006
- U.S. District Courts for the Western, Northern and Eastern Districts of Oklahoma

EDUCATION

- J.D., with highest honors, University of Tulsa, 2006; Order of the *Curule* Chair; Articles Research Editor, *Tulsa Law Review*; Student Ambassador
- B.S., Oklahoma State University, 1992

PROFESSIONAL ORGANIZATIONS AND MEMBERSHIPS

- Tulsa County Bar Association
- Oklahoma Bar Association

CIVIC INVOLVEMENT AND LEADERSHIP

- Tulsa Lawyers for Children (Pro Bono Attorney)
- Gateway Foundation (Board of Directors)
- Campfire USA – Green Country Council (Board of Directors)