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BIOGRAPHY

Susan Walker's practice is primarily focused on the rapidly growing and highly regulated field of healthcare law. In addition to advising clients on administrative and regulatory matters such as fraud and abuse, self-disclosure and compliance, she also consults with hospitals, physicians and other healthcare facilities on operational matters and provides legal assistance concerning a wide range of business transactions.

Susan also has substantial experience counseling management in all aspects of the employer/employee relationship and representing them in litigation in state and federal courts and before regulatory and administrative agencies. Her experience includes reviewing employee handbooks and policy manuals, advising clients on reductions in force, representing employers before the Equal Employment Opportunity Commission and various state human rights agencies, and advising employers on their responsibilities under 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.

Prior to entering private practice, she served as a senior attorney for Williams Communications and The Williams Companies as well as a Judicial Clerk of the Oklahoma Court of Civil Appeals for the Honorable Charles M. Wilson of Oklahoma City and the Honorable William W. Means of Tulsa.

In 1989, Susan was honored by the Oklahoma Bar Association as the co-recipient of the Maurice Merrill Golden Quill Award for Outstanding Bar Journal Article for the article entitled "Reducing Errors and Omissions in Records on Appeal," 60 *Oklahoma Bar Journal* 1884.

REPRESENTATIVE EXPERIENCE

- Counsel healthcare clients regarding fraud and abuse, self-disclosure, medical staff, and regulatory compliance issues
- Counsel employers on all federal and multi-state employment law matters, including hiring, discipline, leaves, accommodations, worker agreements and terminations
- Counsel employers on all federal and multi-state employment law matters, including hiring, discipline, leaves, accommodations, worker agreements and terminations
- Representation of employers regarding reductions in force
- Representation of employers before the Equal Employment Opportunity Commission (EEOC) and various state human rights agencies
- Representation of employers in state wage and hour and unemployment claims

ADMISSIONS

- Oklahoma, 1984
- U.S. District Courts for the Western, Northern and Eastern Districts

EDUCATION

- J.D., University of Oklahoma, 1984 (Phi Delta Phi; Dean's Honor Roll)
- B.A., University of Oklahoma, 1981 (Journalism)

PROFESSIONAL ORGANIZATIONS AND MEMBERSHIPS

- Tulsa County Bar Association
- Oklahoma Bar Association
- Tulsa Area Human Resources Association

CIVIC INVOLVEMENT AND LEADERSHIP

- Operation Aware of Oklahoma, Inc. (Board of Directors)
- Booker T. Washington Foundation for Excellence (Board of Directors)
- YWCA of Tulsa (Volunteer)
- The Foundation for Tulsa Schools (Volunteer)
- Junior League of Tulsa