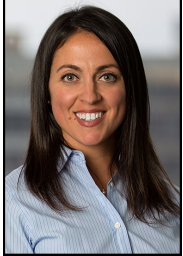


Celeste Mountain Monroe



Shareholder
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206-223-1313 Main

ATTORNEY PROFILE

Celeste M. Monroe is a member of the firm's Employment Relations and Litigation Groups. Her expansive practice includes litigation at the trial court level and on appeal, in state and federal courts throughout the Northwest. Ms. Monroe has successfully handled a wide variety of disputes including those concerning business transactions, insurance coverage, construction/real estate, hospitality, torts and first amendment issues.

Over the past several years, Ms. Monroe's practice has expanded to include a significant number of employer clients for whom she provides employment counseling and litigation services. She advises her clients on all aspects of the employment relationship, including hiring, discipline, and termination, as well as disability accommodation and wage and hour compliance. In addition, Ms. Monroe helps her clients assess and refine their policies and procedures to help avoid future claims by employees. Ms. Monroe has significant experience conducting investigations for public and private employers on a variety of employment-related issues, including claims of harassment, discrimination and retaliation.

Ms. Monroe's client base also includes numerous public school districts and private schools. In addition to counseling these clients on employment related issues, Ms. Monroe advises schools on all aspects of their operations. This includes special education, student discipline, accommodation and critical contracts.

Ms. Monroe earned her law degree from Willamette University College of Law in 2004, where she served as the Symposium Editor for the Willamette Law Review. During law school, Ms. Monroe clerked in the Appellate Division of the Oregon Department of Justice. She received her B.A. in English from Barnard College of Columbia University in 1998. Prior to law school, Ms. Monroe was the Media and

Marketing Manager for a large Northwest diesel-power distributor.

Ms. Monroe is an active member of the Oregon and Washington State Bars. She is also a member of the King County, Pierce County, and Snohomish County Bar Associations. She is admitted to practice in the U.S. District Court for Eastern and Western Districts of Washington as well as the Ninth Circuit Court of Appeals, and participates in the Ninth Circuit Pro Bono program. Ms. Monroe has been repeatedly recognized by Washington Law & Politics magazine as a "Rising Star" – a distinction bestowed on no more than 2.5 percent of lawyers practicing in the state.

Ms. Monroe also plays a critical role in the firm's Employer Partnership Program, which was designed to assist small businesses with their day-to-day employment counseling needs. Additional information about the program is available on the firm's website.

MAJOR AREAS OF PRACTICE

Labor and Employment
School Law
Litigation
Appellate

EDUCATION

B.A., Barnard College/Columbia University, 1998
J.D., Willamette University, College of Law, 2004

ADMITTED TO PRACTICE

Washington State Bar, 2004
Oregon State Bar, 2010
U.S. District Court, Western District of Washington, 2008
U.S. District Court, Eastern District of Washington, 2007
U.S. Court of Appeals, Ninth Circuit, 2012

RECENT PUBLICATIONS & PRESENTATIONS

“Workplace Compliance Checklist” – June 2016
“DOL Announces Publication of Final Rule Amending FLSA Salary Test” – May 2016
“FLSA Exemption Changes Update” – May 2016
“Comply Now or Pay Later: Failure to Heed New Labor Standards Laws Will Cost You” – May 2016
“Practical Advice for Terminations” – December 2015
“Five Tips to Protect Your Business From Employee Claims” – October 2015
NWAIS Heads of School Conference (various topics including vaccinations, wage and hour compliance) – August 2015
“Significant Employment Issues Facing Small Businesses” – February 2015
“Investigating Claims of Discrimination and Other Workplace Complaints” – May 2014

PROFESSIONAL/COMMUNITY ACTIVITIES

American Bar Association
Washington State Bar Association
Oregon State Bar Association
Pierce County Bar Association
King County Bar Association
Snohomish County Bar Association
Washington Women Lawyers Association