

# Kathleen Alt

Managing Partner

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Kathleen's experience across multiple legal disciplines, together with her tireless dedication to her clients, garners impressive results.

## Kathleen's Core Practices

Civil Litigation | Criminal Law | Employment Law

Kathleen is an accomplished trial lawyer who practices law in several areas, including civil litigation, criminal law, and employment law.

### Civil Litigation

As a civil litigator, Kathleen litigates complex securities and fraud cases. For example, she obtained a preliminary injunction for a publicly traded corporation in a theft of trade secrets and breach of non-solicitation agreement matter. She also received a verdict for over a million dollars for one of Boulder's largest commercial real estate owners in a Colorado Uniform Fraudulent Transfer Act case. In addition, she has negotiated settlements for more than a million dollars under the Colorado Securities Act and obtained a full defense verdict for a rural Sheriff's Department in federal court in an Americans with Disabilities Act case.

### Criminal Law

Kathleen is a former Deputy State Public Defender in Adams County. In both state and federal court, she represents clients in matters ranging from class one felonies to misdemeanors, post-conviction relief, and appellate review. She defends sexual assault and Title IX cases, frequently getting those cases dismissed prior to preliminary hearing or negotiating a no-filing decision. Kathleen employs a "no-stone-left-turned" approach to the factual and legal investigation of her cases, including litigating pretrial suppression issues involving unlawful search and seizures, Miranda violations, and custodial interrogations. When warranted, she negotiates with the Boulder District Attorney's Office to develop helpful mitigation measures so her clients can get their lives back on track through substance abuse treatment, therapy, education, and coaching.

### Employment Law

As part of her employment law practice, Kathleen advises and defends businesses and corporations, public entities, and their key personnel in a variety of contexts, including: employment discrimination; internal sexual harassment and gender discrimination investigations and litigation; administrative agency investigations; FLSA claims; ADA and Title VII claims; Title IX investigations; retaliation lawsuits and complaints; whistleblower actions; unemployment

benefit matters; and contract-based employment disputes. She also regularly advises clients in administrative investigations and proceedings, including those involving the Department of Justice, OSHA, the EEOC, the DOL, and CCRD. Kathleen assists her clients with employment, termination, non-compete, non-disclosure, and termination severance-related negotiations and issues. She has helped clients navigate reductions in force and compliance with federal and state laws, including the WARN Act and OWBPA. In addition, Kathleen guides employers through rapidly changing labor conditions, such as the COVID-19 pandemic.

## **More About Kathleen**

Kathleen is BHGR's current Managing Partner. She also serves on the firm's Management and Marketing Committees and co-chairs the firm's Criminal Defense and Employment Practice Groups. As BHGR's first female equity partner, Kathleen takes a keen interest in mentoring and training female attorneys and is a co-founder of BHGR's Women's Leadership Committee. Prior to becoming Managing Partner, she served as the firm's Chief Operating Partner, overseeing the firm's employee relations, retention, and recruitment, including the firm's pledge to the Colorado Supreme Court's Well-Being Recognition Program for Legal Employers.

## **Education**

### **J.D., University of Colorado Law School**

Kathleen received multiple awards in law school for top academic performance and dedication to the public interest, including the following: Order of St. Ives (2001); the Earth Justice Award for Environmental Advocacy (2001); the Kenneth C. Smith Scholarship Award (1999-2000); the Most Innovative Program Award (1999); the Public Interest Law Group Clerkship Award (1999); and the Jurisprudence Civil Procedure Award (1998). She is also a member of the Order of the Coif and graduated in the top 4% of her law school class with the highest academic honors.

### **B.S., University of Maryland Baltimore County**

## **Admissions**

- Colorado
- U.S. District Court, District of Colorado

## **Related Practices**

- Employment
- Criminal
- Litigation

## **Clerkships**

Post-law school, Kathleen had a judicial clerkship on the Colorado Court of Appeals with the Honorable Daniel M. Taubman.

## **Associations**

- Boulder County Bar Association (Criminal Law Section Co-Chair, 2007-2009)
- Colorado Bar Association

- Colorado Criminal Defense Bar

## **Publications + Presentations**

Kathleen is a published editor and author. She functioned as the Coordinating Editor for the Colorado Lawyer's special issue on Antitrust and Consumer Protection Law in 2014. That same year, she also authored an article on Criminal Enforcement of State and Federal Antitrust Laws in The Colorado Lawyer.

Kathleen routinely gives presentations to her clients and employer groups. During the Covid-19 pandemic, she provided training to in-house counsel on related state and federal laws and return to work policies. She has given presentations to the transportation industry on Colorado wage and hour laws and presentations to employers on sexual harassment, gender discrimination, and steps those employers can take to protect themselves in the event of such claims.

## **Out + About**

Now that her daughter is off to college, Kathleen is rediscovering her passions. She is a proud Marylander and a Baltimore Orioles and Ravens fan. However, she frequently finds herself watching the Pittsburgh Steelers and New York Mets with her husband, who is a software engineer for Motorola. Kathleen also enjoys spending time with the family's two horses, cycling, hiking, traveling to see wildlife, and watching Sci Fi (especially Star Trek). The Alts have two rescue dogs and are dedicated animal rescue advocates. Kathleen is also invested in her community, serving on the Boulder Ballet's Board of Directors (2018-present). She has also served as the Board President for The Catamounts (2012-2017) and on the Board of Directors for Greenwood Wildlife Rehabilitation (2006-2007).