



## ELIZABETH A. SCHLEUNING

Shareholder  
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While I love being in trial, my greatest satisfaction comes from being able to help my clients avoid the stress and distraction of litigation in the first place.

### INDUSTRY FOCUS

Healthcare  
Natural Resources  
Technology

Elizabeth Schleuning helps clients comply with the ever-changing laws governing employment and defends them vigorously at trial when needed. Drawing on 30 years of trial experience, Elizabeth provides legal advice that helps clients either avoid litigation altogether or build strong defenses in case litigation ensues. Clients appreciate her strategic, practical advice and friendly and timely responsiveness. She has been described as a lawyer who “impresses with her deep subject matter knowledge,” and “thinks outside the box and is able to deal with complex matters in ways that actually work.”

Elizabeth has a particular focus on healthcare and technology clients. She works with numerous medical and dental groups including small and large single-specialty groups, individual physicians, multi-specialty groups and hospitals. She assists with everything from contracting and litigation, to enforcement of non-competes and general legal advice. Elizabeth’s many technology clients value her straightforward advice and her significant enforcing their non-competition, non-solicitation and confidentiality/nda agreements.

### EDUCATION

Pomona College  
Bachelor of Arts degree, cum laude (1982)

Willamette University College of Law  
Juris Doctor degree, cum laude (1985)

### ADMISSIONS

Oregon State Courts

Washington State Courts

United States District Court,  
District of Oregon

United States District Court,  
Western District of Washington

United States District Court,  
Eastern District of Washington

Working with Schwabe's nationally ranked Forest Products team, Elizabeth also represents natural resource industry. She regularly assists these companies in litigation, administrative agency complaint responses and policy development.

Elizabeth also handles wage and hour class action lawsuits as both lead counsel and local counsel for a variety of industries, including retail and banking.

## EXPERIENCE

- Won a defense verdict in a cutting-edge case against a senior living company involving claims of breast-feeding discrimination. Handled a three-week trial in King County, Washington, and successfully defended the case up through the Washington Supreme Court (2013).
- Tried a multi-million dollar case against a dental group in Lane County, Oregon to a 10-1 defense verdict (2014).
- Advised a healthcare client in a manner that successfully avoided a *qui tam* claim threat by a C-level employee.
- Obtained a unanimous defense verdict on behalf of a solo healthcare provider in a multi-million dollar lawsuit in Clatsop County, Oregon (2015).
- Successfully enforced a non-compete against a departing physician from a single specialty group.
- Negotiated a separation agreement for a C-level executive resulting in over \$1 million payout.
- Advised a financial institution on a significant and complex downsizing resulting from a merger.

## MEMBERSHIPS

- Litigation Counsel of America, Fellow (past member)
- *U.S. News Best Lawyers in America* award, Employment Law-Management, Litigation-Labor and Employment
- Durfee Foundation's American/Chinese Adventure Capital Program, recipient of a yearlong grant to explore alternative dispute resolution in the People's Republic of China (1989)
- Oregon Association of Defense Counsel, Member
- Oregon State Bar Association, Member
- Litigation Counsel of America, Member

## AWARDS

- Oregon *Super Lawyers*, Employment & Labor (2016)
- Ranked for Labor and Employment Lawyers in Oregon, Chambers USA (2018)

## NEWS

Breaking the glass ceiling: Meet the University Club's new president

*Portland Business Journal*, December 9, 2016

Six Practice Areas and 20 Attorneys Singled Out For Excellence by Chambers & Partners

May 14, 2018

50 Schwabe Attorneys Make the List of *Best Lawyers in America*® for 2018

August 15, 2017

35 Schwabe Attorneys Named to Super Lawyers and Rising Stars Lists in 2017

Designation honors attorneys in the top 5 percent of their legal field

July 10, 2017

2017 Chambers USA Rankings Give Schwabe High Marks

Six practice areas and 20 attorneys singled out for excellence

June 5, 2017

51 Schwabe Attorneys Make the List of *Best Lawyers in America*® for 2017

August 19, 2016

36 Schwabe Attorneys Named to Oregon Super Lawyers and Rising Stars Lists in 2017

August 1, 2016

Schwabe's Health Care Attorneys Discuss Risk Management Strategies for Dental Practices

November 13, 2012

## SEMINARS & SPEAKING ENGAGEMENTS

Healthcare Industry Employers' Forum

April 20, 2017

Hot Topics in the Workplace

Vancouver Hilton, April 26, 2016

Oregon Dental Convention

Portland, Oregon, April 7, 2016

OASCA Annual Conference: Updates in Employment Law

Ambridge Event Center - Portland, OR

August 11-12, 2016

## **PUBLICATIONS**

Missing a Mandatory Rest Period Could Result in Significant Liability to Employers  
December 3, 2012

Timber Industry Exemptions from the New Manufacturing Overtime Rule  
March 13, 2018

Technology Companies: Oregon's Unique Legal Landscape  
June 2017

Schwabe Grows its Reputation as Top Law Firm with New Rankings from Chambers & Partners  
May 27, 2016

## **COMMUNITY ACTIVITIES**

- New Avenues for Youth, Board Chair
- University Club of Portland, Vice President

## **SERVICES**

Business Transitions

Employment Litigation

Employment, Labor and Benefits

Litigation & Dispute Resolution

Non-Compete and Trade Secrets

Professional Liability

Wage and Hour