



DAVIS GRAHAM

JANET A. SAVAGE

SENIOR OF COUNSEL

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303.892.7341

EXPERTISE

Employment & Labor Law Litigation and Trial, Employment & Labor Law Advice and Counseling, and Arbitration

EDUCATION

Suffolk University Law School, J.D., *cum laude*, 1981
State University of New York, B.A., with Honors, 1976

ADMITTED IN

Colorado

Janet Savage is senior of counsel in the Employment & Labor Law Group of Davis Graham & Stubbs LLP and has been practicing since 1981 in those areas. She has significant litigation experience, defending claims by employees concerning all types of discrimination, contract, and defamation claims. A significant portion of her practice involves counseling and defending companies on claims of harassment and discrimination. She regularly counsels companies in general employment matters, as well as in discrimination claims. She also represents companies in various labor issues, including arbitrations and National Labor Relations Board proceedings.

Janet is a frequent speaker and author on employment related topics. She has spoken before the Colorado Association of Certified Public Accountants, the Colorado Women's Corporate Counsel Group, the American Corporate Counsel Group, the National Resellers Convention, and at a number of continuing legal education seminars sponsored by the Council on Education in Management. Janet has been the moderator and program organizer for a series of employment seminars for CLE of

Colorado and for numerous client seminars. She has been named as a "Leader in Their Field" in Labor & Employment Law for a number of years in *Chambers USA* and has earned an AV Preeminent® Peer Review Rating™ from Martindale-AVVO®. In 2004, Janet was a finalist for the *Denver Business Journal's* "Best of the Bar" award in labor and employment law. Janet was recently selected as a League of Justice honoree by the Rocky Mountain Children's Law Center for her work organizing the guardian ad litem program at Davis Graham. She was also recently elected by the American Board of Trial Advocates to become a member. Janet has also been recognized with the Client Choice Awards 2016-2017.

Prior to joining Davis Graham, Janet was a managing partner and shareholder in the Denver office of a large Minneapolis-based law firm. She received her B.A., with honors, in 1976 from the State University of New York at Binghamton, and her J.D., *cum laude*, in 1981 from Suffolk University Law School, where she was a member and research editor of the *Suffolk University Law Review*. After law school, she was a clerk for one year in the Colorado Court of Appeals. Janet is

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admitted to the Colorado Supreme Court, the U.S. Court of Appeals for the Tenth Circuit, and the U.S. District Courts for the District of Colorado, the Eastern District of Michigan, and the Western District of Texas, Austin Division. She has also been admitted to numerous courts for the defense of particular cases.

Janet is an arbitrator for the American Arbitration Association and has been a lecturer at the University of Denver Sturm College of Law. Janet is a fellow of the American Bar Foundation. She is a member of the Labor and Litigation Sections of the American Bar Association and the Labor Law Committee of the Colorado Bar Association. She is also a member of the Alliance of Professional Women, Colorado Women's Chamber of Commerce, and Women's Corporate Counsel Group. She was the chair of the Board of Directors for the Colorado Chapter of the Multiple Sclerosis Society for four years.

REPRESENTATIVE LITIGATION EXPERIENCE

- Won a jury trial on claims of pregnancy discrimination by a former employee.
- Received a defense verdict on claims by a former employee of age and national origin discrimination and promissory estoppel.
- Obtained a complete summary judgment on disability discrimination claims.
- After a five-day jury trial, the plaintiff received less than the amount offered by the employer prior to litigation being filed.
- After a five-day arbitration, the arbitrator awarded less than the client had offered to pay prior to arbitration being commenced.
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- The U.S. Court of Appeals for the Tenth Circuit confirmed a complete summary judgment on behalf of a major Denver employer on claims of sexual harassment, discrimination, and retaliation.
- Won defense verdict at arbitration that was affirmed both by the Denver District Court and the Colorado Court of Appeals.
- Won a complete summary judgment in a sexual harassment and discrimination case on behalf of a major Denver company.
- Successfully defended a company at trial on charges of discrimination.
- Successfully defended a company at trial on charges of discrimination by a former employee.
- The U.S. Court of Appeals for the Tenth Circuit affirmed a grant of summary judgment for a plan the Janet represented on an Employee Retirement Income Security Act claim.
- Won an appeal to the U.S. Court of Appeals for the Tenth Circuit in an employment discrimination case.
- Received a complete summary judgment on claims of age and disability discrimination on behalf of another major corporation.
- Successfully defended a company, at trial, against charges of wrongful termination by a discharged employee.
- Successfully defended an area hospital, at trial, against charges of wrongful termination

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by a discharged employee. In that case, Janet received a complete defense verdict after a one-week trial.

- Received a complete summary judgment on behalf of a major corporation in a case pending before Judge Sparr in the U.S. District Court for the District of Colorado.
- Received a complete summary judgment on behalf of a company on charges of wrongful discharge in violation of public policy and national origin discrimination.
- Received a complete summary judgment on behalf of a company against charges of wrongful termination.
- Successfully defended a major corporation, at trial in federal district court, against charges of discrimination by a discharged employee.

PUBLISHED ARTICLES

- What Employers Should Know About Reasonable Accommodations *After Exby-Stolley v. Board of County Commissioners*
- Toughest Sexual Harassment Problems — What They Are, What to Do
- Recruiting, Hiring, and Supervising Workers Without Violating the Age Discrimination in Employment Act
- Sexual Harassment: How to Ensure that Your Workplace Complies with Recent Supreme Court Decisions
- Controlling Attendance in Light of the ADA, FMLA, and the PDA
- Managing the Risks for Sexual Harassment Claims: A Defense Perspective

- Employment Practices Liability: Interviewing, Documenting, Terminating
- Volunteer-Driven Events
- Damage Control: Potential Liability in Colorado Related to Workplace Information
- Employee Privacy in the Workplace
- Bad Facts, Big Liability