

Fisher Broyles

Name: Katherine Capito

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Office: Washington D.C.*

Practice Areas: Arbitration & Mediation; Civil Pretrial & Trial Services; Commercial Litigation; Compliance Counseling; Corporate Governance; Education; Employment; General Corporate; Litigation & Risk Management; Title IX

Bar Admissions: West Virginia; U.S. Court of Appeals for the Fourth Circuit; U.S. District Court for the Southern District of West Virginia; U.S. District Court for the Northern District of West Virginia; *not admitted in Washington D.C.

Education: Washington and Lee University School of Law

Experience: Dinsmore and Shohl LLP; Frost Brown Todd PLLC

With a wealth of experience in handling litigation matters, particularly in the realm of labor and employment, Katie has established herself as a trusted advisor and skilled litigator. Her expertise spans across all facets of litigation, including providing counsel, arguing and drafting motions, managing discovery, and conducting trials. Katie's clients benefit from her representation before state and federal courts, arbitrators, the West Virginia Human Rights Commission, the EEOC, the NLRB, and the DOL. Additionally, she is well-versed in handling nationwide wage and hour and FLSA class actions.

Katie serves as an outside general counsel assisting her clients with all legal issues that arise, including finding the proper attorney to quickly resolve their issues. She also serves as the Firm's Employment Counsel.

Katie's proficiency extends to conducting internal investigations, such as Title IX, sexual harassment, and workplace conflicts. She works closely with clients, including their in-house counsel and human resource groups, to identify and address existing and potential issues. Katie's guidance proves invaluable for companies and supervisors dealing with National Labor Relations Act-related concerns, as well as collective bargaining and labor arbitrations. Furthermore, she is adept at drafting employee handbooks, employment policies, non-competes, and non-solicitation agreements.

Fisher Broyles

Page 2 of 3

As a mediator, Katie brings her extensive litigation experience and history representing both plaintiffs and defendants to the table, offering a unique and objective perspective that makes her an ideal choice for mediating cases, including employment disputes.

Katie's commitment to her clients extends beyond the courtroom, as she also counsels and trains clients and their employees on how to prevent claims. A prolific writer and speaker, Katie regularly authors and edits papers and articles for national publications and presents at leading conferences. Her ultimate goal is to achieve her client's objectives—whether that involves arguing a case through trial or settling a case early to maximize the outcome for the client and minimize risk.

In summary, Katie's significant experience and dedication to her clients make her an invaluable asset in the field of labor and employment law. Her professional approach and commitment to achieving the best possible outcomes for her clients set her apart as a skilled litigator and trusted advisor.

Recognitions

- Selected as The Employment Lawyers recommended West Virginia employment law attorney, 2022
- Difference Maker Award in Honor of Alice J. Neeley
- Generation Next 40 Under 40 award, The State Journal (2014)
- West Virginia Rising Stars®, 2017-2023

Presentations

- NBI, Internal Workplace Investigations
- NBI, How to Bring West Virginia Employee Handbooks Into Compliance
- 3rd Annual Wage & Hour ExecuSummit, Hot Button Wage and Hour Issues
- Inaugural Wage & Hour ExecuSummit, Paid Family Leave and Sick Pay Laws
- Employment Litigation After COVID Webinar Series

Community Involvement

- West Virginia Board of Law Examiners, President

Fisher Broyles

Page 3 of 3

- Charleston Area Medical Center Foundation, Board of Directors
- Roanoke College Alumni Association, Vice Chair
- YWCA, Chair, Human Resources Committee; Prior Member, Board of Directors
- Leadership West Virginia, Class of 2022
- Women for Leadership and Economic Development, Prior Member, Board of Directors
- Rotary Club of Charleston, West Virginia, past president
- Appalachian Reading Center, Board of Directors, past president
- Craik-Patton, past member of Board of Directors
- Washington and Lee Alumni Association, Charleston Chapter
- Childhood Language Center, past member Human Resources Committee
- Leadership Kanawha Valley, Class of 2013
- Ronald McDonald House, past member, Board of Directors
- Regional Presbytery, prior member of Trustee Committee

Education

- Order of the Coif magna cum laude
- Lead Articles Editor, Washington and Lee Law Review
- Thomas Damewood Evidence Award