



**Kaitlin L. Robidoux** | Of Counsel

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**LICENSURE** WV  
**EDUCATION** J.D. West Virginia University

Kaite Robidoux is a writer at heart and a lover of art. She has a Master of Arts in Literature and a Master of Fine Arts, she has been a poetry editor, and she taught writing and rhetoric to college freshmen before deciding to turn to law. Kaite's educational and teaching background provides a strong foundation for conducting in-depth research and drafting poignant legal briefs and clear policies. She is adept at spotting weaknesses in arguments and strives to draft "air tight" briefs that expose fissures in opponents' arguments.

Kaite's legal practice focuses in the area of labor and employment law, and she spends the majority of her time drafting arbitration briefs, pleadings, appellate briefs, and everything in between. Kaite is well versed in drafting non-litigation documents such as severance agreements, employee handbooks and policies, and presentations on workplace issues. Her writing expertise is a valuable asset to her clients both in and out of the courtroom.

Kaite also uses her skills as a contributing member of the firm's Higher Education Team with regard to employment and other matters.

## REPRESENTATIVE EXPERIENCE

Prepared discovery requests, trial court motions, and appellate briefs for chemical manufacturer, which prevailed at trial against corporate executive in breach of confidentiality/duty of loyalty and misappropriation of trade secrets case

Drafted a presentation for a national insurance company to update its adjusters on employment law

Drafted many other employment-based presentations for local businesses on various employment law topics, including EEO matters, harassment, documentation, discrimination, investigations, social media, and hiring and firing issues

Drafted motions to dismiss and motions for summary judgment in many cases, including many wrongful discharge cases

Drafted employers' position statements for discrimination claims before the EEOC

Defended employers in state court against claims of discrimination and harassment under West Virginia common law and the West Virginia Human Rights Act

Defended employers in state court against claims under the West Virginia Wage Payment and Collection Act

Defended employers' decisions to discipline employees for rules violations and just cause in arbitration actions

Represented employers in labor disputes in federal court and in arbitrations

Defended employers in federal court against a claim of deliberate intent (workplace injury)

Defended ski resorts in state court in various types of actions, including slip-and-falls, skiing accidents, and water drainage

## **WORK EXPERIENCE**

- 2013 Steptoe & Johnson PLLC
- 2013 Extern, The Honorable Irene M. Keeley, Judge, U.S. District Court, Northern District of WV
- 2012-2013 West Virginia Supreme Court Clinic
- 2012 Summer Associate, Steptoe & Johnson PLLC
- 2011 Summer Associate, Steptoe & Johnson PLLC

## **MEMBERSHIPS AND AWARDS**

### **PROFESSIONAL**

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CALI Awards in Legal Research and Writing; Contracts; Appellate Advocacy; Lawyers and Legislation Seminar

Senior Research Editor, West Virginia Law Review

### **INDUSTRY/CIVIC**

Past Member Board of Directors, Job Squad, Inc.