

Kelly K. Lambert Curriculum Vitae

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Summary

Experienced, energetic, reliable and pragmatic lawyer adept in employment and housing law and committed to effective legal solutions, collaboration and teamwork. Multi-faceted in-depth experience in employment law compliance in all areas (e.g. Title VII, ADA, FMLA, ADEA, FLSA). Seasoned professional who excels in client and team communication, oversight, counseling and coaching. Experienced in case investigation and oversight from litigation prevention and resolution perspectives to complex and single plaintiff litigation. Experience representing a wide range of clients including public entities as outside general counsel, law enforcement professionals, national and regional organizations, employees, and housing providers. Experienced litigation counsel, including litigation strategy, oversight and management of complex litigation. Experienced business owner and manager. Trusted former prosecutor at unit Director and division Supervisory levels.

Professional Experience

Soule, Bradtke & Lambert
General Partner

1995-Present

- As a General Partner, responsibilities include case investigation and evaluation, management of business relationships, business generating activities, management and oversight of associates, paralegals, administrative staff, management of day-to-day business operations and direct management of time keeping, billing and litigation
- Representation of 20 national and regional housing non-profit corporations in a nationwide federal fair housing action against bank and mortgage servicers
- Achieved landmark settlement/consent decree for fair housing organization and individual claimant in case against entities owning and managing multi-family dwelling units in Illinois under the Fair Housing Act on disparate impact claim based on a blanket no criminal record policy
- Achieved cutting edge settlement/consent decree for local fair housing organization and individual claimant against multi-state multifamily apartment complex management company, related apartment complex owners and a software company under the Fair Housing Act (disparate impact) for employing AI to refuse housing applicants based on source of income
- Complex and individual employment case analysis and litigation
- Review and negotiation of separation and severance agreements
- Expertise in effective ESI discovery management and document review and analyses
- Response to and preparation of administrative charges
- Expertise in ADA and other interactive process-related negotiations and litigation (housing, employment)

- Complex and individual housing litigation
- Expertise in legal issues affecting LGBTQ individuals
- Representation of public employer in FMLA action
- Managed expert witness relationship/evidence, report, depositions and *Daubert* motions
- Expertise in multi-family housing design and construction regulations, testing and litigation
- Representation of significant substance use treatment provider in ADA action, including management of ESI process (Relativity)
- Representation of Federal employees in nationwide FLSA action (lead collective action counsel); achieved major settlement.
- Representation of Federal Air Marshals in successful nationwide FLSA action
- Outside General Counsel to the Aurora Housing Authority, 1995-2012
Provided advice and counsel on personnel matters
Counseling and problem-solving to all staff levels regarding operations, contracts and residents
Represented Board of Commissioners including Executive Session meetings
Provided regular reporting on all legal matters
Mastered knowledge of any applicable federal regulations as needed
Litigation
- Experience in complex federal litigation, including working effectively on several collaborative multi-firm teams

Training Provider

- Presented training at the request of the United States Department of Housing and Urban Development to housing providers under contract with HUD in the Housing Choice Voucher Program (“Section 8”)
- Presented continuing legal education training to Kane County Bar Association members, LGBTQ and protected classes
- Education of stakeholders concerning evolving issues in housing

Kane County, Illinois, Office of Kane County State’s Attorney

1989- 1995

Director of Drug Prosecution Unit

- Supervised Felony Trial Assistants
- Supervision and oversight of charge approval and interface with various police force personnel
- Reviewed law enforcement search warrants for statutory compliance and judicial presentation
- Advised law enforcement personnel regarding investigations, evidence and trial
- Oversight of County civil forfeiture actions
- Oversight and data collection concerning funding grants
- Monitored and approved investigatory use of statutory use of overhear operations (eavesdropping)

- Provided training to law enforcement personnel
- Prosecutor of the year

Mental Health Court

- Innovated application of judicially presented and approved statutory outpatient commitments through initiating direct in-depth conferencing, negotiation and planning with medical and psychiatric staff, patients and their counsel, advancing least restrictive non-institutional settings for patients with severe mental health issues

Felony Trial Assistant State's Attorney

- Successful presentation of dozens of both bench and jury trials

Juvenile Division Supervisor

- Supervised attorneys
- Interfaced and managed quasi-criminal and civil court actions facilitating a complex network of agencies, families and children, with an intensive focus on the best interests of children

Juvenile Assistant State's Attorney

***Other Business and Management Experience* 2011-2022**

Founder and President of Non-Profit Corporation

Secured property and supervised building specialized kennel for rescued Siberian Huskies, formed non-profit corporation and presided over Board of Directors, supervised staff, created and supervised volunteers, interfaced with related organizations, community and adopters, engaged in fundraising, oversight and management of facility and organization.

Education

Northern Illinois University College of Law

Juris Doctor, 1989

- Law Review Member

Judson College

Bachelor of Arts, 1986

Licenses

- Supreme Court of the State of Illinois
- U.S. District Court, Northern District Of Illinois
- U.S. District Court, Eastern District of Wisconsin
- United States Court of Appeals, Seventh Circuit
- U.S. Court of Federal Claims
- Admitted to Federal Trial Bar

Professional Associations

- Chicago Bar Association
- Illinois State Bar Association
- Kane County Bar Association