

SANDRA L. BLEVINS, Esquire

Partner

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Career Summary

- ◆ Associate Attorney, Krieg DeVault, LLP, 1991-2000
- ◆ Associate Attorney, Leagre Chandler & Millard, LLP, 2000-2003
- ◆ Partner, Betz + Blevins (formerly Betz & Associates), 2003-Present
- ◆ Advocate for Individuals in all manner of employment-related matters
- ◆ Direct experience in Employment and Human Resources issues
- ◆ Broad experience in the development and analysis of appropriate employment and best practices
- ◆ Excellent writing and research skills with extensive experience in drafting trial and appellate motions and briefs

Education

The Ohio State University – Columbus, OH

B.A., English – 1986

Indiana University School of Law - Indianapolis, IN

J.D. - 1996

Professional Experience

- ◆ Sandra spent a majority of her early practice defending employers against claims made by employees. She then practiced for three years at Leagre Chandler & Millard LLP providing advice and counsel to employers on human resources and employment-related issues. Since she joined Betz & Associates (now Betz + Blevins) in May of 2003, she has advocated for individuals, primarily in employment-related matters.
- ◆ Sandra joined Kevin Betz as an associate attorney, but within six years she became such a valuable addition to the firm that she was named a partner. Sandra has been integrally involved in assisting Kevin Betz with many of the trials in which he served as lead attorney. They have recently won jury verdicts in individual rights cases of more than \$300,000 in Marion County and \$600,000 in Shelby County as well as a \$3.1 million verdict in the federal district court for the Southern District of Indiana. See *Doescher v. Raess*, 883 N.E.2d 790 (Ind.2008); *Morgan v. Shelby County*, 835 N.E.2d 234 (Ind. Ct. App. 2005); *Burton, et al. v. General Motors Corp.*, No. 95-1054 (S.D. Ind. Aug. 15, 2008).
- ◆ She has represented individuals in disputes in federal and state courts, the U.S. Equal Opportunity Commission (EEOC) as well as other federal, state and local administrative agencies.
- ◆ She has litigated cases involving Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment ACT (ADEA), COBRA, the Employee Retirement Income

Security Act (ERISA), the Family and Medical Leave Act (FMLA) and many other employment-related matters

- ♦ Sandra has drafted many federal and state trial and appellate motions and briefs. She has also presented an oral argument in front of the 7th Circuit Court of Appeals and argued many legal motions.
- ♦ She has drafted EEOC Charges of Discrimination, represented individuals in mediations and prepared hundreds of position statements and rebuttals in connection with EEOC Charges. She has also gained in-depth knowledge of the EEOC investigative process.
- ♦ She has also drafted and reviewed hundreds of employment agreements, including non-competition, non-solicitation, settlement, severance, confidentiality, and general employment releases.
- ♦ Sandra also has knowledge of Human Resources matters. She has drafted personnel policies and composed and edited employee handbooks. In 2003, Sandra earned certification as a Senior Professional in Human Resources (SPHR) before voluntarily allowing her certification to lapse.

Bar Admissions

All Indiana State Courts, 1996

U.S. District Court, Northern District of Indiana, 1996

U.S. District Court, Southern District of Indiana, 1996

U.S. District Court of Appeals for the Seventh Circuit, 2005

Indiana Supreme Court, 1996

Professional Associations and Memberships

Member - Indiana State Bar Association

Member - Indianapolis Bar Association

Member – 7th Circuit Bar Association

Member – International Network of Boutique Law Firms

President (2010-2011), Member - National Employment Lawyers Association – Indiana Chapter

Member- National Employment Lawyers Association