

Snell & Wilmer



Charles P. Keller

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Main Bio

Chuck Keller's primary area of practice is in employment law, concentrated in defending employers protesting federal- and state-issued Occupational Safety & Health Administration and Mine Safety & Health Administration citations, resolving and contesting citations in federal and state administrative hearings, and appealing administrative decisions to the OSHA Review Board and federal or state Courts of Appeal. He is experienced in counseling employers in other OSHA and MSHA related matters, including drafting and reviewing safety and compliance programs, petitioning for variances, and complying with OSHA and MSHA standards. Chuck is experienced in counseling and defending employers in personnel-related matters, including wrongful termination, sexual harassment and/or discrimination charges, labor relations, severance agreements, and civil suits in state and federal courts and agencies.

Education

- Hamline University (J.D., magna cum laude, 1985)
 - Silver Gavel Honor Society
 - Law Review
 - Dean's List
- Lawrence University (B.A., Economics, 1982)

Professional Memberships & Activities

- Maricopa County Bar Association
- American Bar Association
- Arizona Builders Alliance
 - Safety Committee
- Arizona Utility Contractors Association (AZUCA)
 - Safety Committee

Representative Presentations & Publications

- "How to Conduct An Accident Investigation and How to Contest a Citation (Trilogy Series, Part 3)," Presenter, Arizona Clients, Tucson, Arizona (July 25, 2019)
- "Minimizing Your OSHA Liability (Trilogy Series, Part 2)," Presenter, Arizona Clients, Tucson, Arizona (July 18, 2019)

- "An Employer's Rights and Responsibilities During an OSHA Investigation (Trilogy Series, Part 1)," Presenter, Arizona Clients, Tucson, Arizona (June 27, 2019)
- "An Employer's Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability," Presenter, The Olson Company, Seal Beach, California (June 6, 2019)
- "Minimizing Your OSHA Liability," Presenter, LeBaron & Carroll, Tempe, Arizona (May 1, 2019)
- "Minimizing Your OSHA Liability," "An Employer's Rights and Responsibilities During an OSHA Investigation," and "The Criminal Threat," Presenter, The Penta Group, Las Vegas, Nevada (April 25-26, 2019)
- "Liability of the Safety Professional," Presenter, American Society of Safety Engineers (ASSE), Las Vegas, Nevada (April 18, 2019)
- "Minimizing Your OSHA Liability," "An Employer's Rights and Responsibilities During an OSHA Investigation" and "The Criminal Threat," Presenter, The Penta Group, Ontario, California (April 5-6, 2019)
- "Minimizing Your OSHA Liability (Part II)," Presenter, California clients webinar (March 28, 2019)
- "OSHA Hot Topics," Presenter, Combined Financial and Labor Law Workshop 2019, California (March 21, 2019)
- "An Employer's Rights and Responsibilities During an OSHA Investigation (Part I)," Presenter, California clients webinar (March 7, 2019)
- "OSHA Hot Topics," Presenter, Snell & Wilmer Employment Law Client Update, Phoenix, Arizona (January 31, 2019)
- "Rights and Responsibilities During OSHA Inspection," Presenter, Roofing Southwest, Scottsdale, Arizona (January 11, 2019)
- "Liability of the Safety Professional," Presenter, American Society of Safety Professionals (ASSP), Glendale, Arizona (December 7, 2018)
- "Liability of the Safety Professional," Presenter, National Utilities Contractors Association ("NUCA") Safety Director Forum, Las Vegas, Nevada (November 7, 2018)
- "Liability of the Safety Professional," Presenter, Presenter, Arizona Utilities Supervisors Association ("AUSA"), Tempe, Arizona (November 6, 2018)
- "An Employer's Rights and Responsibilities During an OSHA Inspection," Presenter, Arizona Utilities Supervisors Association ("AUSA"), Tempe, Arizona (November 5, 2018)
- "Minimizing Your OSHA Liability" and "Liability of the Safety Professional," Presenter, Tucson Electric Power, Eagar, Arizona (September 18, 2018)
- "Liability of the Safety Professional," Presenter, Arizona Builders Alliance, Tucson, Arizona (August 29, 2018)
- "Minimizing Your OSHA Liability," Presenter, The Original Roofing Company, Las Vegas, Nevada (August 22, 2018)
- "An Employer's Rights and Responsibilities During an OSHA Inspection," Presenter, The Original Roofing Company, Las Vegas, Nevada (August 21, 2018)
- "Meet the New ADOSH Director and Learn What's Hot at ADOSH," Presenter (with Jesse Atencio), Firm Clients, Tucson, Arizona (July 12, 2018)
- "Meet the New ADOSH Director and Learn What's Hot at ADOSH," Presenter (with Jesse Atencio), Firm Clients, Phoenix, Arizona (June 21, 2018)

- "Arizona OSHA Developments," Presenter, Firm Clients' General Counsel (Arizona CLE), Phoenix, Arizona (June 6, 2018)
- "Excavation Work and Fall Protection and Multi-Employer Liability," Presenter, National Utilities Contractors Association ("NUCA"), Las Vegas, Nevada (April 18, 2018)
- "Minimizing Your OSHA Liability (Part III)," Presenter, Las Vegas Clients, Las Vegas, Nevada (March 29, 2018)
- "An Employer's Rights and Responsibilities During an OSHA Inspection," Presenter, Structural Roof Erectors Association ("SREA"), 2018 SREA Spring Conference, Talking Stick Resort, Scottsdale, Arizona (March 22, 2018)
- "An Employer's Rights and Responsibilities During an OSHA Inspection (Trilogy, Part II)," Presenter, Las Vegas Clients, Las Vegas, Nevada (March 15, 2018)
- "OSHA Hot Topics and the Impact of the Trump Administration (Trilogy, Part I)," Presenter, Las Vegas Clients, Las Vegas Nevada (February 22, 2018)
- "The Trump OSHA Administration and Arizona Hot Topics," Presenter, Association of Chamber of Commerce Executives ("ACCE"), Phoenix, Arizona (February 22, 2018)
- "The Trump OSHA Administration and Arizona Hot Topics," Presenter, Willis, Tempe, Arizona (November 17, 2017)
- "Hot Topics in Federal and Arizona OSHA," Presenter, Arizona Utilities Supervisors Association ("AUSA"), Tempe Arizona (November 7, 2017)
- "An Employer's Rights and Responsibilities During an OSHA Inspection and Minimizing Your OSHA Liability," Presenter, American Society of Safety Engineers ("ASSE"), Utah Chapter, 34th Annual Utah Conference on Safety and Industrial Hygiene, Salt Lake City, Utah (October 11, 2017)
- "Minimizing Your OSHA Liability (Part II)," Presenter, California Clients via webinar (October 5, 2017)
- "An Employer's Rights and Responsibilities During an OSHA Inspection," Presenter, American Society of Safety Engineers ("ASSE"), Sacramento Chapter, Sacramento, California (October 3, 2017)
- "An Employer's Rights and Responsibilities During an OSHA Inspection (Part I)," Presenter, California Clients via webinar (September 28, 2017)
- "The Trump Effect and ADOSH Hot Topics," Presenter, Lockton Companies, Scottsdale, Arizona (September 22, 2017)
- "An Employer's Rights and Responsibilities During an OSHA Inspection," Presenter, NCA Safety Forum, Las Vegas, Nevada (September 7, 2017)
- "Responsibilities and Legal Issues Regarding Fall Protection," Presenter, America Roofing, Phoenix, Arizona (August 15, 2017)
- "Minimizing Your OSHA Liability (Trilogy, Part III)," Presenter, Tucson Clients, Phoenix, Arizona (July 27, 2017)
- "The Criminal Threat: How to React to Serious Jobsite Accidents," Presenter, BergElectric, Austin, Texas (July 26, 2017)
- "OSHA Hot Topics and the Healthcare Industry," Presenter, SEAK, Inc. National Workers' Compensation and Occupational Health Professionals 2017 Conference, Hyannis, Massachusetts (July 18, 2017)
- "An Employer's Rights and Responsibilities During an OSHA Inspection (Trilogy, Part II)," Presenter, Tucson Clients (July 13, 2017)

- "An Employer's Rights and Responsibilities During an OSHA Inspection," Presenter, Atlas Pacific, Colorado Springs, Colorado (June 29, 2017)
- "The Trump Effect and ADOSH Hot Topics (Trilogy, Part I)," Presenter, Tucson Clients (June 22, 2017)
- "An Employer's Rights and Responsibilities During an OSHA Inspection," Presenter, Pulte Homes, Phoenix, Arizona (May 31, 2017)
- "Minimizing Your OSHA Liability (Trilogy, Part III)," Presenter, Phoenix Clients (May 25, 2017)
- "An Employer's Rights and Responsibilities During an OSHA Inspection (Trilogy, Part II)," Presenter, Phoenix Clients (May 18, 2017)
- "Minimizing Your OSHA Liability," Presenter, Toll Brothers AZ Construction Company, Scottsdale, Arizona (May 17, 2017)
- "The Trump Effect and ADOSH Hot Topics (Trilogy, Part I)," Presenter, Phoenix Clients (May 11, 2017)
- "An Employer's Rights & Responsibilities During and OSHA Investigation and Minimizing Your OSHA Liability," Presenter, CalAtlantic Homes, Gilbert, Arizona (April 18, 2017)
- "Multi-Employer Liability and The Trump Effect," Presenter, ASSE Las Vegas Chapter, Las Vegas, Nevada (March 15, 2017)
- "Labor & Employment Update: The Trump Effect," Presenter, Phoenix Clients, Webinar (February 23, 2017)
- "An Employer's Rights and Responsibilities During an OSHA Inspection," Presenter, Merit Integrated Logistics, WebEx (February 7, 2017)
- "Minimizing Your OSHA Liability," Presenter, Fleming-West, Mesa, Arizona (February 7, 2017)
- "The Trump Effect and ADOSH Hot Topics," Presenter, American Society of Safety Engineers ("ASSE"), Gateway Community College, Phoenix, Arizona (February 3, 2017)
- "An Employer's Rights and Responsibilities During an OSHA Inspection," Presenter, Toll Brothers AZ Construction Company, Scottsdale, Arizona (January 18, 2017)
- "OSHA Hot Topics," Presenter, Arizona Utilities Supervisors Association ("AUSA") (November 8, 2016)
- "An Employer's Rights and Responsibilities During an Inspection," Presenter, ADOSH Safety Summit, Phoenix, Arizona (November 2, 2016)
- "Minimizing Your OSHA Liability," Presenter, Okland Construction, Annual Safety Summit, Salt Lake City, Utah (October 27, 2016)
- "An Employer's Rights and Responsibilities During an Inspection," Presenter, 2016 Fall Conference on Industrial Hygiene and Safety, University of Utah, Salt Lake City, Utah (October 13, 2016)
- "OSHA and ADOSH Proceedings - Construction Manual Chapter 3.12," Presenter, Arizona State Bar CLE (October 7, 2016)
- "An Employer's Rights and Responsibilities During an OSHA Inspection and Minimizing Your OSHA Liability," Presenter, Pillar Captive, Talking Stick Resort, Scottsdale, Arizona (October 6, 2016)
- "An Employer's Rights and Responsibilities During an Inspection," Presenter, Fleming West Safety Meeting, Chandler, Arizona (October 4, 2016)
- "An Employer's Rights and Responsibilities During an Inspection," Presenter, Gryphon Companies,

Inc., Tempe, Arizona (September 8, 2016)

- "New OSHA Regulation: Recording and Reporting of Occupational Injuries and Illness," Presenter, Phoenix Clients, Phoenix, Arizona (September 7, 2016)
- "An Employer's Rights and Responsibilities During an Inspection," Presenter, Willis Towers Watson, Scottsdale, Arizona (May 20, 2016)
- "An Employer's Rights and Responsibilities During an Inspection," Presenter, Industrial Commission of Arizona, Phoenix, Arizona (May 5, 2016)
- "An Employer's Rights and Responsibilities During an Inspection," Presenter, Industrial Commission of Arizona, Phoenix, Arizona (April 21, 2016)
- "Minimizing Your OSHA Liability," Presenter, Sun Eagle, Chandler, Arizona (February 18, 2016)
- "Hot Topics in Arizona and An Employer's Rights and Responsibilities During an Inspection," Presenter, The Ashton Company, Inc., Tucson, Arizona (February 6, 2016)
- "An Employer's Rights and Responsibilities During an Inspection," Presenter, Shea Homes, Scottsdale, Arizona (February 3, 2016)
- "Minimizing Your OSHA Liability," Presenter, Farmer Woods Group (Make-A-Wish Foundation), Scottsdale, Arizona (January 28, 2016)
- "An Employer's Rights and Responsibilities During an Inspection," Presenter, Gorman Roofing, Phoenix, Arizona (December 11, 2015)
- "Your Safety-OSHA Responsibility and Liability," Presenter, Diversified Roofing Corporation, Phoenix, Arizona (December 9, 2015)
- "An Employer's Rights and Responsibilities During an Inspection," Presenter, ADOSH Phoenix Area Safety Summit, Phoenix, Arizona (December 2, 2015)
- "OSHA Update and How to Contest a Citation," Presenter, Tucson Clients, Tucson, Arizona (November 19, 2015)
- "Hot Topics in Arizona OSHA 2015," Presenter, Southern Arizona Safety Council ("SASC"), Tucson, Arizona (November 17, 2015)
- "How to Appeal a Citation," Presenter, American Society of Safety Engineers ("ASSE") Tech Meeting, Monterey Park, California (November 12, 2015)
- "An Employer's Rights and Responsibilities During an Inspection," Presenter, ADOSH Phoenix Area Safety Summit, Thunderbird School of Global Management, Glendale, Arizona (November 4, 2015)
- "Hot Topics in Arizona OSHA 2015," Presenter, AUSA, Phoenix, Arizona (November 3, 2015)
- "Minimizing Your OSHA Liability (Part II of Trilogy)," Presenter, Tucson Clients, Tucson, Arizona (October 30, 2015)
- "Your Knowledge and OSHA Liability," Presenter, Schuff Steel, Phoenix, Arizona (October 23, 2015)
- "An Employer's Rights and Responsibilities During an OSHA Investigation (Part I of Trilogy)," Presenter, Tucson Clients, Tucson, Arizona (October 9, 2015)
- "An Employer's Rights and Responsibilities During an OSHA Inspection," Presenter, Farmer Woods Group, Scottsdale, Arizona (October 8, 2015)
- "Minimizing Your OSHA Liability and Criminal Liability," Presenter (with Pat Galloway), Okland Construction, Salt Lake City, Utah (October 6, 2015)
- "Minimizing Your OSHA Liability and Criminal Liability," Presenter, Arizona Grain, Casa Grande,

Arizona (September 22, 2015)

- "An Employer's Rights and Responsibilities During an OSHA Inspection," Presenter, Arizona Grain, Casa Grande, Arizona (September 16, 2015)
- "An Employer's Rights and Responsibilities During an OSHA Excavation Inspection," Presenter, AZUCA, Tempe, Arizona (August 19, 2015)
- "Minimizing Your OSHA Liability," Presenter, Kinkaid Civil Construction, LLC, Mesa, Arizona (July 10, 2015)
- "Hot Topics in Arizona OSHA 2015," Presenter, State Bar of Arizona, Construction Law Section, Phoenix, Arizona (June 26, 2015)
- "Minimizing Your OSHA Liability," Presenter, California Clients, Orange County, California (June 11, 2015)
- "Employer Toolkit 2015," Presenter, Phoenix Clients, SkySong, Scottsdale, Arizona (June 4, 2015)
- "An Employer's Rights and Responsibilities During an OSHA Investigation," Presenter, Pinal Energy Management Personnel, Maricopa, Arizona (May 29, 2015)
- "An Employer's Rights and Responsibilities During an OSHA Investigation," Presenter, California Clients, Orange County, California (May 28, 2015)
- "An Employer's Rights and Responsibilities During an OSHA Excavation Inspection," Co-Presenter with Pat Galloway, North American Excavation Shoring Association ("NAXSA"), Chandler, Arizona (May 7, 2015)
- "An Employer's Rights and Responsibilities During an OSHA Excavation Inspection," Presenter, Kinkaid Civil Construction, LLC, Mesa, Arizona (May 1, 2015)
- "An Employer's Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability," Presenter, Sprayfoam Southwest, Inc., Phoenix, Arizona (April 18, 2015)
- "Is Exoneration by OSHA and Workers Compensation Immunity Enough to Protect You from Tort Liability and Indemnity Claims?," Co-Presenter, 96th Annual AGC Convention, Puerto Rico (March 29, 2015)
- "An Employer's Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability," Presenter, Standard Pacific Homes, Scottsdale, Arizona (March 11, 2015)
- "OSHA Update and How to Contest a Citation," Presenter, Nevada Clients, Las Vegas, Nevada (March 5, 2015)
- "An Employer's Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability," Presenter, Kitchell Contractors, Inc., San Diego, California (February 20, 2015)
- "An Employer's Rights and Responsibilities During an OSHA Investigation," Presenter, Reno, Nevada (February 18, 2015)
- "Minimizing Your OSHA Liability," Presenter, Nevada Clients, Las Vegas, Nevada (February 12, 2015)
- "An Employer's Rights and Responsibilities During an OSHA Investigation," Presenter, Salt Lake City Clients (January 28, 2015)
- "An Employer's Rights and Responsibilities During an OSHA Investigation," Presenter, Nevada Clients, Las Vegas, Nevada (January 22, 2015)
- "Confronting Myths of the OSHA Inspection Process," Presenter, American Society of Safety Engineers ("ASSE"), Phoenix, Arizona (January 9, 2015)
- "An Employer's Rights and Responsibilities During an OSHA Investigation and Minimizing Your

OSHA Liability," Presenter, AV Decking, Phoenix, Arizona (December 5, 2014)

- "An Employer's Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability," Presenter, Fuels, LLC, Phoenix, Arizona (November 6, 2014)
- "OSHA Hot Topics," Presenter, Arizona Utilities Supervisors Association ("AUSA"), Tempe, Arizona (October 30, 2014)
- "OSHA Hot Topics," Presenter, Arizona Builders Alliance, Tucson, Arizona (October 21, 2014)
- "OSHA Hot Topics and Inspection Issues," Presenter, Associated General Contractors ("AGC"), Las Vegas, Nevada (October 16, 2014)
- "OSHA Hot Topics and Multi-Employer Worksite Liability," Presenter, North American Association of Transportation Safety and Health Officials ("NAATSHO") 47th Annual Conference and Business Meeting, Scottsdale, Arizona (September 24, 2014)
- "Multi-Employer Worksite Liability," Presenter, SMG Worldwide Entertainment and Convention Venue Management, Irving, Texas (July 17, 2014)
- "An Employer's Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability," Presenter, Okland Construction, Tempe, Arizona (June 17 & 18, 2014)
- "An Employer's Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability," Presenter, Okland Construction, Salt Lake City, Utah (May 15, 2014)
- "Federal OSHA Update," Presenter, American Subcontractors Association of Arizona, Inc., Phoenix, Arizona (May 14, 2014)
- "An Employer's Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability," Presenter, Standard Pacific Homes, Charlotte, North Carolina, (May 9, 2014)
- "An Employer's Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability," Presenter, Standard Pacific Homes, Raleigh, North Carolina, (May 8, 2014)
- "The Feds Are Coming? The Feds Are Coming?" Presenter, AUSA Conference, Chandler, Arizona (April 10, 2014)
- "An Employer's Rights and Responsibilities During an OSHA Investigation," Presenter, The Ashton Company, Inc., Tucson, Arizona (March 7, 2014)
- "Minimizing Your OSHA Liability," Presenter, Tucson Clients, Tucson, Arizona (March 6, 2014)
- "An Employer's Rights and Responsibilities During an OSHA Investigation," Presenter, Tucson Clients, Tucson, Arizona (February 20, 2014)
- "The Feds Are Coming? The Feds are Coming?" Presenter, Tucson Clients, Tucson, Arizona (January 30, 2014)
- "The Feds Are Coming? The Feds are Coming?" Presenter, AZUCA Utility Liaison Committee Meeting, Tempe, Arizona (January 29, 2014)
- "The Feds Are Coming? The Feds are Coming?" Presenter, Phoenix Clients, Phoenix, Arizona (January 23, 2014)
- "An Employer's Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability," Presenter, Enterprise Products Company, Houston, Texas (December 13, 2013)
- "The Feds Are Coming? The Feds are Coming?" Presenter, Phoenix Clients, Phoenix, Arizona (December 10, 2013)
- "The Feds Are Coming? The Feds Are Coming?" Presenter, Southern Arizona Safety Council, Tucson, Arizona (November 19, 2013)

- “Hot Topics in Arizona OSHA 2013,” Presenter, AUSA Conference, Chandler, Arizona (November 7, 2013)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, Hardison/Downey Construction, Inc., Phoenix, Arizona (October 30, 2013)
- “Associate OSHA Training 2013,” Presenter, Labor & Employment Group, Snell & Wilmer, Phoenix, Arizona (October 9, 2013)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, Diversified Roofing Corporation, Phoenix, Arizona (September 27, 2013)
- “The Criminal Threat: How to React to Serious Jobsite Accidents,” Presenter, SRP, Tempe, Arizona (September 25, 2013)
- “Minimizing Your OSHA Liability,” Presenter, Diversified Roofing Corporation, Phoenix, Arizona (September 13, 2013)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability,” Presenter, Standard Pacific Homes, Fort Lauderdale, Florida (August 29, 2013)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability,” Presenter, Standard Pacific Homes, Tampa, Florida (August 28, 2013)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability,” Presenter, Feld Entertainment/Ringling Bros. Circus, Phoenix, Arizona (June 27, 2013)
- “Hot Topics at Nevada OSHA and Multi-Employer Worksite Liability,” Presenter, Associated General Contractors, Las Vegas, Nevada (May 16, 2013)
- “The Criminal Threat: How to React to Serious Jobsite Accidents,” Presenter, Blue Stake 811 Safety Summit, Tempe, Arizona (April 23, 2013)
- “Multi-Employer Worksite Liability and Hot Topics at Nevada OSHA,” Presenter, American Society of Safety Engineers (“ASSE”) - Las Vegas Chapter, Las Vegas, Nevada (April 10, 2013)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability,” Presenter, Standard Pacific Homes, Raleigh/Durham, North Carolina (February 21, 2013)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability,” Presenter, Standard Pacific Homes, Charlotte, North Carolina (February 20, 2013)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, TechEDge, Phoenix, Arizona (December 18, 2012)
- “The Criminal Threat: How to React to Serious Jobsite Accidents (Part III of Trilogy),” Co-Presenter with Pat Galloway, Nevada Clients, Las Vegas, Nevada (November 15, 2012)
- “The Criminal Threat: How to React to Serious Jobsite Accidents,” Presenter, AUSA Conference, Chandler, Arizona (November 9, 2012)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability,” Presenter, Joseph Painting Company, Inc., Mesa, Arizona (October 26, 2012)
- “The Criminal Threat: How to React to Serious Jobsite Accidents (Part III of Trilogy),” Co-Presenter with Pat Galloway, Orange County Clients, Orange County, California (October 17, 2012)
- “Minimizing Your OSHA Liability (Part II of Trilogy),” Presenter, Nevada Clients, Las Vegas, Nevada (October 11, 2012)

- “An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, Tecta America Arizona, Glendale, Arizona (September 7, 2012)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation (Part I of Trilogy),” Presenter, Nevada Clients, Las Vegas, Nevada (September 6, 2012)
- “Multi-Employer Worksite Liability,” Presenter, Kitchell Contractors, Inc., Phoenix, Arizona (September 5, 2012)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, Orange County Clients, Orange County, California (August 22, 2012)
- “The Criminal Threat: How to React to Serious Jobsite Accidents,” Co-Presenter with Pat Galloway, Rosendin Electric, La Palma, California (June 27, 2012)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, Associated General Contractors of America (“AGC”), Las Vegas Chapter, Las Vegas, Nevada (June 14, 2012)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability,” Presenter, Standard Pacific Homes, Denver, Colorado (May 9, 2012)
- “Superintendent Safety Boot Camp,” Kitchell Contractors, Inc., San Diego, California (May 5, 2012)
- “Confronting Myths of the OSHA Inspection Process,” Co-Presenter with Darin Perkins, AUSA, Chandler, Arizona (April 13, 2012)
- “Confronting Myths of the OSHA Inspection Process,” Co-Presenter with Darin Perkins, ASSE, Mesa, Arizona (April 10, 2012)
- “Superintendent Safety Boot Camp,” Kitchell Contractors, Inc., Phoenix, Arizona (March 17, 2012)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, Trench Shoring Company, Las Vegas, Nevada (March 8, 2012)
- “The Criminal Threat: How to React to Serious Jobsite Accidents,” Co-Presenter with Pat Galloway, The Ashton Company, Inc., Tucson, Arizona (February 10, 2012)
- “The Criminal Threat: How to React to Serious Jobsite Accidents,” Co-Presenter with Pat Galloway, Helix Electric, Inc., San Diego, California (February 3, 2012)
- “The Criminal Threat: How to React to Serious Jobsite Accidents,” Co-Presenter with Pat Galloway, Urban Energy Solutions, Inc., Phoenix, Arizona (January 28, 2012)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation (Part I of Trilogy),” Presenter, Tucson Clients, Tucson, Arizona (January 19, 2012)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability,” Presenter, California Grain & Feed Association, Grain & Feed Industry Conference (January 11-12, 2012)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, Altima Business Solutions, TechEDge seminar, Chandler, Arizona (December 13, 2011)
- “Confronting Myths of the OSHA Inspection Process,” Co-Presenter with Darin Perkins, Arizona State Bar, Construction Group, Phoenix, Arizona (December 6, 2011)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, The American Society of Safety Engineers (“ASSE”) Arizona Chapter, Phoenix, Arizona (December 2, 2011)
- “The Criminal Threat: How to React to Serious Jobsite Accidents (Part III of Trilogy),” Co-Presenter with Pat Galloway, Phoenix Clients, Phoenix, Arizona (November 10, 2011)

- “The Hot Topics in Arizona OSHA 2011,” Presenter, Arizona Utilities Supervisors Association, Inc. (“AUSA”), Chandler, Arizona (November 4, 2011)
- “Hot Topics and New Developments in California OSHA 2011,” Speaker, California Construction Law Update 2011, Snell & Wilmer, Costa Mesa, California (October 2011)
- “The Criminal Threat: How to React to Serious Jobsite Accidents,” Co-Presenter with Pat Galloway, Helix Electric, Inc., San Diego, California (October 28, 2011)
- “Reacting to the Nevada LEP,” Presenter, The American Society of Safety Engineers (“ASSE”), Nevada Chapter, Las Vegas, Nevada (October 27, 2011)
- “Reacting to the Nevada LEP,” Presenter, Nevada Clients, Las Vegas, Nevada (October 20, 2011)
- “Hot Topics in California OSHA 2011,” Presenter, California Clients, Orange County, California (October 19, 2011)
- “Minimizing Your OSHA Liability,” Presenter, Arizona State Mine Inspector Fall Conference, Phoenix, Arizona (October 13, 2011)
- “Minimizing Your OSHA Liability (Part II of Trilogy),” Presenter, Phoenix Clients, Phoenix, Arizona (October 6, 2011)
- “The Criminal Threat: How to React to Serious Jobsite Accidents,” Co-Presenter with Pat Galloway, Helix Electric, Inc., Las Vegas, Nevada (September 28, 2011)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability,” Presenter, Feld Motor Sports, Aurora, Illinois (September 19, 2011)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation (Part I of Trilogy),” Presenter, Phoenix Clients, Phoenix, Arizona (September 8, 2011)
- “Minimizing Your OSHA Liability,” Presenter, Helix Electric, Inc., Las Vegas, Nevada (August 31, 2011)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability,” Presenter, Feld Entertainment, Dallas, Texas (August 3, 2011)
- “Minimizing Your OSHA Liability,” Presenter, TelCom Construction, Inc., Phoenix, Arizona (July 14, 2011)
- “Recent Developments at Nevada OSHA and An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, NUCA, Las Vegas, Nevada (June 30, 2011)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, Helix Electric, Inc., Las Vegas, Nevada (June 29, 2011)
- “Hot Topics in Arizona OSHA 2011,” Presenter, The American Society of Safety Engineers – Arizona Chapter (“ASSE”) Convention, Phoenix, Arizona (June 27, 2011)
- “Understanding the Criminal Threat,” Co-Presenter with Pat Galloway, TelCom Construction, Inc., Phoenix, Arizona (June 20, 2011)
- “Understanding the Criminal Threat (Part III of Trilogy),” Co-Presenter with Pat Galloway, Orange County Clients, Orange County, California (June 16, 2011)
- “OSHA Liability Update 2011,” Presenter, Phoenix Children’s Hospital, Phoenix, Arizona (June 10, 2011)
- “Minimizing Your OSHA Liability (Part II of Trilogy),” Presenter, Orange County Clients, Orange County, California (June 2, 2011)

- “An Employer’s Rights and Responsibilities During an OSHA Investigation (Part I of Trilogy),” Presenter, Orange County Clients, Orange County, California (May 26, 2011)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability,” Presenter, Nevada Energy, Las Vegas, Nevada (May 12, 2011)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability,” Presenter, Nevada Energy - Reid Gardner Power Plant, Las Vegas, Nevada (May 11, 2011)
- “Hot Topics in Arizona OSHA 2011,” Presenter, The American Society of Safety Engineers – Arizona Chapter (“ASSE”), Phoenix, Arizona (May 6, 2011)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, TelCom Construction, Inc., Phoenix, Arizona (May 4, 2011)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, Dole Fresh Vegetables, Monterey, California (April 29, 2011)
- “Minimizing Your OSHA Liability,” Presenter, Pinal Energy, Maricopa, Arizona (April 15, 2011)
- “Changes in Nevada OSHA 2011,” Presenter, Associated General Contractors, Las Vegas, Nevada (April 14, 2011)
- “Changes in Nevada OSHA 2011; Understanding the Criminal Threat (Part III of Trilogy),” Presenter, Nevada Clients, Las Vegas, Nevada (March 31, 2011)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation and Minimizing Your OSHA Liability,” Presenter, Clark-Hunt, Las Vegas, Nevada (March 10, 2011)
- “Minimizing Your OSHA Liability (Part II of Trilogy),” Presenter, Nevada Clients, Las Vegas, Nevada (March 10, 2011)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, Pinal Energy, Maricopa, Arizona (March 8, 2011)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation (Part I of Trilogy),” Presenter, Nevada Clients, Las Vegas, Nevada (February 17, 2011)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, Sybrant Construction, Phoenix, Arizona (January 21, 2011)
- “OSHA Hot Topics,” Presenter, Arizona Utilities Supervisor’s Association (AUSA) – Fall 2010 Meeting, Chandler, Arizona (November 4, 2010)
- “Best Practices For Subcontractors,” Presenter, ASA of Arizona, Inc., Phoenix, Arizona (November 3, 2010)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, Southern Nevada American Society of Safety Engineers (ASSE), Las Vegas, Nevada (October 7, 2010)
- “OSHA Legal Issues,” Presenter, Southern Nevada American Society of Safety Engineers (ASSE), Las Vegas, Nevada (October 7, 2010)
- “Minimizing Your OSHA Liability,” Presenter, Green Valley Pecan Company, Sahuarita, Arizona (September 22, 2010)
- “Planning for a Crisis: Legal and Communication Strategies,” Presenter, Society for Marketing Professional Services (SMPS), Phoenix, Arizona (September 16, 2010)
- “OSHA’s Multi-Employer Liability and Minimizing Your OSHA Liability,” Presenter, The University of Arizona, Tucson, Arizona (September 15, 2010)

- “The Criminal Threat: How to React to Serious Jobsite Accidents (Part III of Trilogy),” Co-Presenter with Pat Galloway, California Clients, Orange County, California (July 22, 2010)
- “Field Management Safety,” Presenter, Pulte Group and Pulte Building Systems, Las Vegas, Nevada (July 15, 2010)
- “New Developments Affecting Nevada & Federal OSHA,” Presenter, Perini Building Company, Las Vegas, Nevada (June 30, 2010)
- “Minimizing Your OSHA Liability (Part II of Trilogy),” Presenter, California Clients, Orange County, California (June 24, 2010)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation (Part I of Trilogy),” Presenter, California Clients, Orange County, California (June 16, 2010)
- “Minimizing Your OSHA Liability,” Presenter, Metro Water District, Tucson, Arizona (May 20, 2010)
- “The Criminal Threat: How to React to Serious Jobsite Accidents (Part III of OSHA Trilogy),” Presenter, Phoenix/Tucson Clients, Tucson, Arizona (May 6, 2010)
- “Your Rights as an Employer Representative During an OSHA Investigation,” Presenter, Dole Fresh Vegetables’ management representatives, Monterey, California (April 30, 2010)
- “Recordkeeping Issues Under the New National Emphasis,” Presenter, Arizona Utilities Supervisor’s Association (AUSA), Chandler, Arizona (April 22, 2010)
- “Nevada 10/30 OSHA Regulations and Recordkeeping Issues,” Presenter, AGC Safety Committee (April 15, 2010)
- “Minimizing Your OSHA Liability (Part II of OSHA Trilogy),” Presenter, Phoenix/Tucson Clients, Tucson, Arizona (April 8, 2010)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation (Part I of OSHA Trilogy),” Presenter, Phoenix/Tucson Clients, Tucson, Arizona (March 25, 2010)
- “Joint Investigative Protocol: Criminal Prosecution Under Attorney General’s Office and Industrial Commission of Arizona,” Presenter, Kitchell Construction, 2010 Superintendent Safety Seminar, Phoenix, Arizona (March 20, 2010)
- “Minimizing Your OSHA Liability,” Presenter, Southern Nevada ASSE, Las Vegas, Nevada (March 18, 2010)
- “Recordkeeping Issues Under the New National Emphasis,” Presenter, Southern Arizona Safety Council, Tucson, Arizona (February 16, 2010)
- “Recordkeeping Issues and Top Ten OSHA Construction Violations – 2009,” Presenter, Association of General Contractors, Phoenix, Arizona (January 12, 2010)
- “Your Rights as an Employer Representative During an OSHA Investigation/Steps to Minimize Your OSHA Liability,” Presenter, Rhino Las Vegas, LLC management, Las Vegas Nevada (December 15, 2009)
- “The Criminal Threat and Status of OSHA 10/30 Training,” Presenter, Las Vegas Clients, Las Vegas, Nevada (December 10, 2009)
- “Criminal Prosecution of Jobsite Fatalities: Is the Threat Real?” Presenter, Phoenix Clients, Phoenix, Arizona (December 4, 2009)
- “An Employer’s Rights and Responsibilities During an OSHA Investigation,” Presenter, Phoenix Clients, Phoenix, Arizona (October 30, 2009)
- “Minimizing Your OSHA Liability,” Presenter, AUSA 2009 Fall Conference, Chandler, Arizona

(October 23, 2009)

- “Nevada OSHA: Construction Hot Topics 2009,” Presenter, Associated General Contractors of America, Las Vegas, Nevada (September 17, 2009)
- “The Criminal Threat: How to React to Serious Jobsite Accidents,” Presenter, Dole Fresh Vegetables, Monterey, California (June 26, 2009)
- “Minimizing Your OSHA Liability,” Presenter, Perini Building Company, Las Vegas, Nevada (June 19, 2009; June 4, 2009)
- “Minimizing Your OSHA Liability,” Presenter, Corbins Electric, Phoenix, Arizona (May 21, 2009)
- “OSHA Under Obama: Possible Changes in 2009,” Presenter, Arizona Builders Association, Tucson, Arizona (January 20, 2009)
- “Confronting Myths of the OSHA Inspection Process,” Co-Presenter with Mark Norton, SCF of Arizona – ASSE's Safety Works Expo 2006, Phoenix, Arizona (March 7, 2006)
- “Minimizing Your OSHA Liability-A Management Perspective,” Presenter, Kitchell Contractors, Inc., Phoenix, Arizona (February 24, 2006)
- “Criminal Prosecution for the Industrial Accident: Far West/Santec Situation,” Presenter, ASSE – Construction Section Monthly Meeting, Phoenix, Arizona (February 9, 2006)
- “An Employer's Rights & Responsibilities During An OSHA Investigation,” Presenter, Diversified Roofing Corporation, Phoenix, Arizona (February 2, 2006)
- “Minimizing Your OSHA Liability-A Management Perspective,” Presenter, Maricopa County Department of Transportation 2006 Safety Fair, Phoenix, Arizona (January 25, 2006)
- “The Criminal Threat-How to React to Serious Jobsite Accidents,” Presenter, National Safety Council, Phoenix, Arizona (January 25, 2006)
- “Joint Investigative Protocol-Criminal Prosecution Under Attorney General's Office and The Industrial Commission of Arizona,” Presenter, Kelco Contracting Co., Phoenix, Arizona (January 6, 2006)
- “Safety and Other Employment Issues Confronting Employers Regarding Telecommuting,” Presenter, Arizona Governmental Safety Association ("AGSA"), Peoria, Arizona (October 28, 2005)
- “Contesting An OSHA Citation,” Presenter, Arizona Utility Supervisors Association's 2005 Fall Conference, Chandler, Arizona (October 20, 2005)
- “The Criminal Threat-How to React to Serious Jobsite Accidents,” Presenter, Toll Brothers, Inc., Oakland, California (July 27, 2005)

Professional Recognition & Awards

- The Best Lawyers in America[®], Construction Litigation, Employment Law - Management (2009-2020), Construction Law (2009-2011)
- Arizona's Finest Lawyers
- 2003 Mark Dryer Safety Award, National Utility Contractors Association of Arizona

Bar Admissions

- Arizona
- Minnesota

Court Admissions

- Supreme Court of Arizona

- Supreme Court of Minnesota
- United States District Court, District of Arizona