

**SOPHIE KAINEG**

Associate

Denver303.218.3623

Service Focus

- Counseling and Advice
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Litigation and Trials

OVERVIEW

Sophie Kaineg represents and advises employers in a range of labor and employment matters, with a focus on employment litigation and workplace counseling. She defends private employers, municipalities, school districts, and other public entities in disputes involving discrimination, retaliation, harassment, wrongful termination, wage and hour claims, and disability accommodation.

Sophie represents clients in state and federal courts and before administrative agencies, including the EEOC and Colorado Civil Rights Division. Her litigation experience encompasses discovery and depositions, dispositive motions, appellate briefing, mediations, settlement negotiations, and hearings. She also counsels employers on workplace investigations, personnel decisions, employment policies, compliance, litigation strategy, and risk management.

Before joining Fisher Phillips, Sophie practiced at Colorado law firms, where her work included employment and public entity litigation and representing employers and insurers in workers' compensation matters. Earlier in her career, she worked on environmental, administrative, and constitutional litigation and proceedings before state and federal agencies.

Credentials

Education

- University of California College of the Law, San Francisco, *cum laude*
- University of Chicago , B.A.

Admissions

- Colorado