



Kathryn D. Terry

DIRECTOR

The emphasis of Kathryn D. Terry's litigation practice is in the areas of insurance coverage, labor and employment law and civil rights defense. She also represents corporations in complex litigation matters.

CONTACT

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Oklahoma City

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PRACTICE AREAS

- Real Estate Litigation
- Labor and Employment
- Cybersecurity and Data Privacy
- Civil & Constitutional Rights
- Commercial Litigation
- Insurance Defense and Coverage
- Healthcare Law
- Workers Compensation

EDUCATION

- University of Oklahoma (B.A., summa cum laude, 1993; J.D., with Honors, 1996)

ADMISSIONS

- 2004, U.S. Supreme Court
- 1996, Oklahoma Supreme Court
- 1996, Oklahoma
- 1996, U.S. District Court, Western District of Oklahoma
- 1997, U.S. Court of Appeals, Tenth Circuit
- 1997, U.S. Court of Appeals, Eighth Circuit
- 1999, U.S. Court of Appeals, Seventh Circuit

BIOGRAPHY

Kathryn's insurance coverage practice includes representing both major insurance companies and their insureds in coverage and liability disputes. In addition to coverage advice and defense, including extra contractual defense, she also provides claims handling training and consultation for her insurance clients. For policyholders, both individuals and businesses of all sizes, Kathryn gives guidance on risks and exposures for which insurance is recommended, coverage audits and recommendations and helps resolve questions of coverage between her clients and their insurance companies. In coverage matters, Kathryn has successfully defended coverage and extra-contractual tort claim disputes on behalf of carriers by achieving dismissals before trial and final judgments concluding no coverage.

The labor and employment aspect of Kathryn's legal practice focuses on employer representation, defense and training. In addition to defending, wage, labor, contract and discrimination lawsuits, claims and grievances of all kinds, she also advises on the above areas, including employment related regulatory requirements, human resources, personnel management, developing policies and procedures and record keeping. Kathryn has represented corporate clients with nationwide operations in large collective actions, resolving overtime exemption disputes under the Fair Labor Standards Act. Kathryn's employment law practice is nationwide.

A substantial part of Kathryn's practice includes rendering advice to and the defense of law enforcement officers, municipalities and agencies regarding civil and constitutional rights matters. Since 2000, she has defended numerous municipalities, agencies and law enforcement officers in many excessive force and unlawful search cases. She has successfully defended officers and towns all the way through jury verdicts and appeals. Kathryn has also defended several municipalities, officers, government agencies and contractors against due process and property rights claims. Kathryn also represents municipalities during internal grievances and administrative disputes related to employment decisions and collective bargaining (Union) contracts. Working closely with local municipalities, she offers training to their public safety departments, as well as other employees, on a range of issues related to discrimination, labor, use of force and constitutional rights, including due process and 4th Amendment protections.

Her practice includes a substantial amount of fast-paced crisis management, when matters break quickly and media and/or law enforcement are involved. These matters can be on a variety of subjects ranging from active shooters, public safety emergencies, threats of workplace violence, cyber security/privacy

- 1999, U.S. District Court, Northern District of Oklahoma
- 2002, U.S. District Court, Eastern District of Oklahoma
- 2018, U.S. District Court, Central District of Illinois
- 2020, U.S. District Court, Colorado
- 2019, U.S. District Court, Northern District Arkansas

breaches, ransomware and hacker attacks, and large scale labor disputes. In the cyber field, Ms. Terry has represented nationwide companies in large breaches and managed the notification processes in all 50 states and several foreign territories and countries. This includes working with local and federal law enforcement to assist in the investigation and with regulatory bodies regarding a company's response to such events.

Kathryn also defends business owners and executives, ranging from sole-proprietorships and family-owned businesses, to corporations with complex multistate or national operations, in comprehensive litigation matters, including commercial and employment related class actions, as well as "bet the company" liability claims.

EXPERIENCE

- Successfully defended major insurance company against claims of bad faith, fraud and breach of contract on novel issue of coverage law in Oklahoma
- Successfully presented and obtained declaratory judgment in favor of major insurance company on various coverage matters
- Successfully defended, through trial and verdict, national origin discrimination claims against road construction company
- Successfully defended major retailer against claims of gender, race, religious and disability discrimination
- Successfully defended municipal law enforcement agencies against claims of civil and constitutional rights violations
- Presented and successfully obtained judgment for violations of due process on issue of first impression in Oklahoma
- Successfully prosecuted and obtained multi-million dollar jury verdicts

EXPERTISE

- Representing both major insurance companies and their insureds in coverage and liability disputes
- Defending, wage, labor, contract and discrimination lawsuits, claims and grievances of all kinds
- Rendering advice to and the defense of law enforcement officers, municipalities and agencies regarding civil and constitutional rights matters

PROFESSIONAL ORGANIZATIONS

- Oklahoma Bar Association
- Oklahoma County Bar Association
- Defense Research Institute
- Oklahoma Association of Defense Counsel

RECOGNITION

- Martindale-Hubbell AV® Preeminent™
- Best Lawyers®: Insurance Law (2021)
- Best Lawyers®: Labor Law - Management (2021)
- Best Lawyers®: Litigation - Labor and Employment (2021)

COMMUNITY INVOLVEMENT

- Governor's State Advisory Group on Juvenile Justice and Delinquency Prevention (1996)
- Edmond Soccer Club (Board Member, 2009-2016)
- Oklahoma Alpha Phi House Association (Board President, 2013-Present)

PUBLICATIONS

- [Regular instruction, maintenance necessary for business cybersecurity](#)

- [Employers should heed mandates as Supreme Court weighs constitutionality](#)
- [Phillips Murrah announces 61 attorneys named to 2021 Best Lawyers lists](#)
- [Phillips Murrah presents COVID-related employment law update for Petroleum Alliance](#)
- [Director named Alpha Phi sorority's Woman of the Year](#)
- [ADA Lawsuits Add Pressure to Business Websites](#)
- [Not All Jokes, Propositions Sexual Harassment in the Workplace](#)
- [NewsOK Q&A: Data on your personal phone may be available to your employer](#)
- [Director Kathryn Terry speaks at Alpha Phi 71st Biennial Convention](#)
- [Director joins ALFA insurance coverage panel](#)
- [Director addresses workplace environments for OMCCA](#)
- [Phillips Murrah launches AM@PM Breakfast Forum series](#)
- [Softball tournament raises money for director's charity](#)
- [Univ. of Texas v. Nassar The United States Supreme Court Limits Workplace Retaliation Claims.](#)
- [Phillips Murrah Names Shareholders](#)