

ZAYLORE S. STOUT, ESQ., SPHR®, SHRM-SCP
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CAREER HIGHLIGHTS:

27 years supervisory and managerial experience
24 years administrative law experience
24 years experience conducting supervisor and managerial training seminars
22 years experience conducting workplace investigations

Bar Admission – Minnesota (2012)
Court Admission – U.S. District Court of Minnesota (2012)
Holder - Juris Doctorate Degree (2010)
Holder - B.A. Degree (International Business Management - 2000)
Certified Neutral/Mediator – Minnesota (2010-2013)

FORMAL EDUCATION:

Doctorate - Juris Doctorate, University of St. Thomas School of Law
Bachelor of Arts in International Business Management - California State University
Fullerton

CORPORATE EDUCATION

Employment Law Seminars
Sexual Harassment Seminars
Unemployment Insurance Seminars

WORK EXPERIENCE

The Olive Garden Restaurant (1993 – 1994)
Smith's Food & Drug (1994 - February 1996)
Blockbuster Video (July 1997 – July 1998)
Enciso & Associates (June 1999 – August 1999)
Taco Bell (July 1998 – April 2000)
Sodexo (March 2000 – February 2002)
Potts & Associates (February 2002 – August 2007)
University of St Thomas School of Law (May 2008 – June 2008)
Hennepin County Attorney's Office (August 2008 – May 2009)
Los Angeles Public Defender's Office (May 2009 – August 2009)

Potts & Associates (August 2010 – November 2015)
James W. Potts LLC (August 2010 – November 2015)
Zaylore Stout HR Consulting (September 2014 – Present)
Zaylore Stout & Associates, LLC (July 2012 – Present)

Over the past 24 years I have represented and assisted over 1,000 employers from “Mom and Pop” shops to companies with over 20,000 employees. Such companies have included but are not limited to Bargain Wholesale (99cents only stores), The Yard House Restaurants, Bright Now Dental, and Farmers & Merchants Bank. Industries have included but are not limited to manufacturing, banking institutions, insurance companies, hotels, car rental agencies, staffing companies, law firms, doctors, veterinarians, dentists, movie studios, automobile dealerships, lending institutions, real estate management companies, retail stores, vocational schools and fast-food chains.

STATE AND FEDERAL AGENCIES

California Employment Development Department (& similar state unemployment agencies nationally)
California Department of Labor Standards Enforcement (& similar state agencies nationally)
California Department of Fair Employment & Housing
California Workers Compensation Appeals Board
Equal Employment Opportunity Commission (Locally & nationally)
Cal Osha
United States Department of Labor

SERVICES OFFERED

Unemployment Cost Control (including but not limited to claims processing, appeal processing, hearing representation and Board Appeals).

Compliance (Immigration and Naturalization I-9's, Wage & Hour, FMLA, ADA, State & Federal postings, Workers Compensation, Illness and Injury Prevention Programs, Title VII of the Civil Rights Act of 1964, ADEA, Civil Rights Act of 1991, The Rehabilitation Act of 1973, The Fair Employment & Housing Act)

Human Resources Assistance (establish, review, and maintain personnel files, develop and review personnel forms, review, develop and maintain job descriptions, review and development employee handbooks, review and development personnel policies practices and procedures, progressive discipline, hiring and firing, personnel related issues, investigations regarding harassment (all forms), and employee grievances.

WORKPLACE INVESTIGATIONS

Conducting workplace investigations regarding violations of Title VII of the Civil Rights Act of 1964, Civil Rights Act of 1991, ADEA, ADA, The Rehabilitation Act of 1973, The Fair Employment & Housing Act, sexual harassment, and wrongful terminations.

MEDIATION

Alternative Dispute Resolution - Representing clients before mediators to resolve workplace disputes.

Mediator-Acting as a neutral mediator to help companies resolve workplace disputes.

TRAINING

Manager/Supervisor Training Topics

The Supervisor's Job: An overview, Becoming a Leader, Motivation, Communication, Problem Solving, Interviewing & Hiring, Delegating & Monitoring, Handling Conflict, Evaluating, Managing Time, Evaluating Performance, Managing Time, Managing Meetings, Team Building, Performance Management & Discipline, Legal Considerations (Including Title VII of the Civil Right Act of 1964, ADEA, ADA, FMLA, The Fair Employment & Housing Act) Diversity in the Workplace, Wage & Hour Compliance, Sexual Harassment and Violence in the Workplace, Unconscious Bias,

Employees Training Topics

Sexual Harassment, Diversity in the Workplace, Wage & Hour Compliance, and Violence in the Workplace.

PUBLICATIONS & SPEAKING ENGAGEMENTS

- *Our Black History in Fifty States* (proposed publication 2025)
- *Our Gay History in Fifty States* (2020)
- Qualified Neutral under Rule 114 of the Minnesota General Rules of Practice, ADR I.D. #: 5221 (2010-2013)
- "Barack Obama's Obligation to Iraq Regarding the National Museum of Antiquities," *International Law News*, Volume 38, Issue 4 (Fall 2009)
- *Social Media and Its Impact on the Work Environment*, Presenter, Employer Advisory Council and the Employment Development Department, (2011)
- *Premiums are Going Up... A Strategy for Surviving Worker's Compensation*, Co-Presenter, Employer Advisory Council and the Employment Development Department, (2012)

- *Handbooks, FMLA, and FEHA: The Good the Bad and the Ugly*, Presenter, 27th Annual ADOMA Business Management Conference, (2013)
- *AB1825 Mandatory Manager / Supervisor Sexual Harassment Training Seminar*, Presenter, Various, (2006-2015)
- *DOL's New Overtime Regulations: HR's Guide to Classifying Employees Under the FLSA, Evaluating Positions, and Informing Employees of Exempt Status Change (CLE)*, Presenter, (2016)