
TORKILDSON, KATZ, MOORE,
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Labor & Employment

TAMARA M. GERRARD

practices in the area of general civil litigation and Labor and Employment Law. Ms. Gerrard received her Bachelor of Arts degree, with distinction, in Economics from the University of California at Berkeley and received her Juris Doctorate degree, magna cum laude, from the University of California, Hastings College of Law in 1992 where she was a member of the Hastings Law Journal and the Thurston Honor Society, and was elected to the Order of the Coif. Ms. Gerrard is admitted to practice law in both Hawai`i and California. Ms. Gerrard currently serves as the Chairperson of the Labor and Employment Section of the Hawai`i State Bar Association.

JEFFREY S. HARRIS

concentrates in the area of wrongful discharge, harassment, retaliation, discrimination, wages and hours, employee benefits, safety and health, union organizing, unfair labor practices, collective bargaining, arbitration and all other areas of labor and employment law. Mr. Harris has been with the firm since 1980. He received his law degree from the University of Michigan Law School and graduated from the University of California at Berkeley. Mr. Harris has been selected by Best Lawyers in America.

ROBERT S. KATZ

is an experienced trial attorney; his practice is concentrated in the area of complex business and real estate transactions, employment and labor law, healthcare law, and complex business litigation. He also serves as an arbitrator in complex business transactional disputes and as the Chief Negotiator in numerous labor negotiations. Mr. Katz has practiced with the firm since 1968 and has been consistently recognized as one of Hawai`i's preeminent lawyers. In 1999 he became the first lawyer from Hawai`i elected as a fellow of The College of Labor and Employment Lawyers. Mr. Katz has also been consistently selected by The Best Lawyers in America, Chambers USA America's Leading Lawyers for Business, and honored by Who's Who in America. He was recently named as one of Hawai`i's "A+ Lawyers" by Honolulu Magazine. Mr. Katz received his Bachelor of Arts degree in History from Rutgers University and his Juris Doctorate degree, cum laude, from the University of Michigan Law School. Mr. Katz is admitted to the bar of all Hawai`i federal and state courts, the U.S. Court of Appeals, Ninth Circuit, and the U.S. Supreme Court. Mr. Katz is active in many community projects, and currently serves as a trustee of the Blood Bank of Hawai`i and a Director of the Hawai`i Opera Theatre. He also served several years as co-chair of the American Bar Association's Employment Law Section on Antitrust and Labor Relations Law.

NATHAN B. HONG

is an attorney at Torkildson, Katz, Moore, Hetherington & Harris, where he practices in the firm's Labor and Employment Department. Mr. Hong received his B.A. degree in Chinese from Brigham Young University after completing part of his studies at the Xi'an Foreign Language University in China. He received his J.D. degree from Brigham Young University's J. Reuben Clark Law School, where he served as editor-in-chief of the BYU International Law & Management Review. In 2007, he served as a legal extern to the Honorable Judge Ted Stewart in the U.S. District Court for the District of Utah. Mr. Hong practices in all areas of labor and employment matters and frequently presents at continuing education seminars for employers and Human Resource professionals. He is admitted to practice in Hawai'i and Washington State.

KENDRA K. KAWAI

joined the firm's labor and employment law department as an associate in January 2007. Ms. Kawai has been licensed to practice law in Hawai'i since 2002. She previously worked for the City and County of Honolulu in the Department of the Corporation Counsel's Tort Litigation Division for approximately three years. As a Deputy Corporation Counsel, she assisted and litigated numerous cases that went to trial at both the state and federal levels. Immediately after law school, Ms. Kawai worked as a law clerk for the Honorable Colleen K. Hirai, Chief Judge of the First Circuit of the State of Hawai'i. She received a B.A. in Political Science with a Minor in Philosophy from the University of California, San Diego and a J.D. from the University of Oregon School of Law. During law school, Ms. Kawai was a member of the Journal of Environmental Law and Litigation Editorial Board and served as its Operations Editor. She also was selected as a member of the Moot Court Board for two consecutive years and served as its Assistant Director.

JOHN L. KNOREK

provides counsel and representation to large and small employers in all aspects of employment and wrongful discharge law. His practice also includes collective bargaining negotiations, affirmative action compliance, mediation and arbitration. He provides training to businesses on employment discrimination and preventative personnel practices, including family leave, disability law and sexual harassment. He has practiced with the firm since 1981. He is listed in "Best Lawyers in America" and "Hawai'i's Best Lawyers" in Honolulu Magazine and "Chambers USA Client's Guide" for employment law. Mr. Knorek received his Bachelor of Arts and Masters degrees from the University of Cincinnati, and his Juris Doctorate degree from Georgetown University. He is Chair of The Chamber of Commerce of Hawai'i, Chair of the Chamber Human Resources Committee, Board Chair of Hospice Hawai'i, Inc. and serves on the Executive Committee of the Castle Medical Center Charity Golf Tournament and fundraising committee for the Legal Aid Society of Hawai'i. He also guest lectures at the University Hawai'i, William S. Richardson School of Law and the UH Shidler College of Business.

HEATHER M. KNUTSON

joined the firm's Labor and Employment Department in 2004. She advises and trains clients on various compliance matters, and represents companies in litigation and alternative dispute resolution of discrimination, harassment, disability, whistleblower and other claims. Ms. Knutson is a 2004 magna cum laude graduate of the Tulane University School of Law, where she was named to the Order of the Coif and was Senior Articles Editor of the Tulane Law Review. She received her undergraduate degree from New College of Florida in 1999.

JOHN S. MACKEY

joined the firm's Labor and Employment section in 2006. Mr. Mackey has worked for the City and County of Honolulu in the Department of Corporation Counsel's Tort Litigation Division, defending the City in a variety of lawsuits from alleged police abuse to employment claims; he also worked for the Office of Council Services, providing legal services to the Honolulu City Council. He has worked in the Employment and Elections Division of the Michigan Attorney General's Office where he defended a wide range of employment discrimination cases. Immediately after law school, Mr. Mackey worked as a law clerk for Hon. John C. Holstein of the Missouri Supreme Court. He received a Bachelor of Arts degree from the University of Hawai'i and received his law degree from the University of Missouri. During law school Mr. Mackey was a member of the Journal of Dispute Resolution and a member of the Missouri Law Review.

ERNEST C. "CARY" MOORE III

has practiced in the area of employment law and labor relations since 1974. Born and raised in Hawai'i, Cary represents management in all employment and labor law matters, including alternative dispute resolution, discipline and discharge policies, and avoiding discrimination and harassment claims. Mr. Moore received his Bachelor of Arts degree in Government from Dartmouth College and his Juris Doctorate degree from Southern Methodist University Law School. For the last two decades, he has been listed in the national reference volume "The Best Lawyers in America", and has been recognized as one of "Hawai'i's Best Lawyers" by Honolulu Magazine. Mr. Moore has presented numerous seminars on all aspects of employment and Labor Law to a wide variety of community groups. Mr. Moore is the past President of the Board of Governors of The Pacific Club, current President of the Industrial Relations Research Association, 2nd Vice President of La Pietra - Hawai'i School for Girls, and a past President of the Outrigger Duke Kahanamoku Foundation.

KALANI A. MORSE

advises and defends employers in all aspects of labor and employment law: defending civil actions in state and federal courts, defending administrative charges, structuring and implementing lawful employment policies, and representing and advising management in labor elections, grievances, arbitrations, and unfair labor practice charges. Prior to law school, Mr. Morse received his BA degree in Public Relations from Brigham Young University and then worked as a project manager for IBM in Southern California. Mr. Morse then earned his J.D./M.P.A. from the J. Reuben Clark Law School and the Marriott School of Management at BYU. During Law school, Mr. Morse served as a founder and Editor-in-Chief of the BYU International Law & Management Review, authoring an article on international corporate governance. He also competed and served as a Director on the BYU Moot Court Board of Advocates. Mr. Morse was repeatedly distinguished as a BYU Academic Merit Scholar and a Native Hawaiian Leadership Project Scholar. Mr. Morse also worked in the international corporate department of a large law firm in Seoul, South Korea, and also as a law clerk for the Bishop Museum's Vice President & General Counsel.

WAYNE S. YOSHIGAI

has extensive experience in representing employers in administrative and judicial proceedings, including arbitration, and litigation in state and federal courts. His practice concentrates in the area of harassment, discrimination, wrongful termination, retaliation, employee privacy, drug and alcohol testing, union organizing, unfair labor practices and all other areas of labor and employment law. He has practiced with the firm since 1986. Mr. Yoshigai received his Bachelor of Arts degree, cum laude, in History and Literature from Claremont McKenna College and his Juris Doctorate degree from George Washington University. He is known for his unique and effective training for management and employees on sexual harassment, sexual misconduct, workplace violence and substance abuse. Mr. Yoshigai provides pro bono counsel to the Episcopal Church in Hawai'i, Ronald McDonald House, the Honolulu Symphony, and the Chamber of Commerce of Hawai'i. He also served on the Hawai'i State Council of the Society for Human Resource Management as State Director.

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Corporate and Litigation

VAUGHN G.T. COOK

is the senior associate in the Firm's Hilo office and practices in the areas of taxation law, general business/commercial law, litigation, business entity formation and business immigration. He received his B.S.C. degree in Accounting from Santa Clara University, his J.D. from the University of Utah College of Law, and his LL.M. (in Taxation) from the University of Washington School of Law. Mr. Cook is a certified public accountant and a former tax manager for one of the "Big Four" accounting firms. Within the taxation area, Mr. Cook's areas of concentration are international taxation, corporate taxation, and general business transactional planning for both profit and non-profit corporations. Mr. Cook is a member of the Hawai'i Bar, the Washington State Bar and the United States District Court in Hawai'i. He is licensed as a certified public accountant in the state of Hawai'i, a member of the American Institute of Certified Public Accountants, a member of the Hawai'i Association of Public Accountants, and President of the Hawai'i County Bar Association.

NEWTON J. CHU

is a director in the firm's Hawaii Island office. Mr. Chu received his B.A. degree from the University of Hawaii, Manoa, where he earned the Lee shao Chang Award for Excellence in Chinese Studies. He received his J.D. from the Antioch School of Law, Washington, D.C. Mr. Chu is admitted in California and Hawaii, and his practice includes general corporate law, employment law, administrative licensing and immigration law on all islands. Mr. Chu is a frequent lecturer on various topics concerning immigration and employment law. He has spoken nationally on behalf of the American Immigration Lawyers Association ("AILA"), and is past-Chair of the Hawaii Chapter of AILA. He co-authored "Employment Verification Systems- Where are We and Where are We Going" Immigration & Nationality Law Handbook 2006-07 Edition, AILA., "Is Your Event Secure? Immigration Options for Artists and Entertainers, AILA 2007. He is a founding member of the Alliance of Alcohol Industry Attorneys and Consultants ("AAIAC"). He is Past-President of the Rotary Club of Hilo, Past-President of the Hawaii Island Chamber of Commerce, Past-District Chairman of the Boy Scouts, and Past-President of the Society for Human Resource Management (SHRM), Big Island Chapter. He is currently a Director of the Boys & Girls Club of the Big Island, President of Hilo Junior Tennis Club, Director of the Hilo High School Foundation, President of the Chinese Civic Association, and Member of the Chancellor's Advisory Board for the University of Hawaii, Hilo.

MAILE R. CHUN

joined the firm's Corporate & Real Estate Department as an associate in 2007. She received her B.B.A. degree in Business Management from the University of Hawaii at Manoa, and her J.D. degree from Vermont Law School. Ms. Chun has been licensed to practice law in Hawaii since 1989. She previously worked for the City & County of Honolulu in the Department of the Corporation Counsel's Counselling & Drafting Division for approximately ten years. As a Deputy Corporation Counsel, she handled several environmental cases and administrative proceedings, and provided legal advice to various departments on environmental and contract issues. Ms. Chun also worked as a law clerk for the Honorable Patrick K.S.L. Yim (Ret.) and the late Intermediate Court of Appeals Associate Judge John S.W. Lim, and previously worked as a commercial real estate broker specializing in office leasing. Ms. Chun is a member of the Hawaii Bar, the United States District Court for the District of Hawaii, and the United States Supreme Court.

RONALD I. HELLER

practices in the areas of tax litigation, business/commercial litigation, taxation and business law. He received both JD and MBA degrees from the University of Michigan, and is a licensed Certified Public Accountant as well as an attorney. Mr. Heller is a Fellow of the American College of Tax Counsel, and a past Chair of the Tax Section of the Hawaii State Bar Association. He has litigated tax cases at the county, state, and federal levels. See, e.g., *Air Tour Acquisition Corp. v. US*, 781 F.Supp 669 (D Hawaii, 1991); *US v. Vellalos*, 780 F.Supp 705 (D Hawaii 1992), affirmed w/o published opinion 990 F2d 1265 (9th Cir. 1993). He has also handled a wide variety of other business disputes in litigation or arbitration proceedings. In 2005, he was appointed by Governor Linda Lingle to the Tax Review Commission of the State of Hawaii, and was subsequently elected Vice Chairman of the Commission. In 2004, Mr. Heller received the "Small Business Champion" award for the State of Hawaii from the National Federation of Independent Business, then went on to win the Small Business Champion award for the 7-state Southwest U.S. region. He has served on the Board of Directors of the Hawaii Society of Certified Public Accountants since 1988, and served as the Society's President for 1994-95. Mr. Heller served as one of the two Hawaii representatives on the Council of the American Institute of Certified Public Accountants in 1994-96 and again in 2002-04. Mr. Heller has also served as an appointed member of the AICPA's national committee on Accountants' Legal Liability. He has served as a member of the Panel of Arbitrators (Commercial) of the American Arbitration Association, and a court-appointed arbitrator in the Court-Annexed Arbitration Program of the Circuit Court of the First Circuit, State of Hawaii. He is a co-author and instructor of "Hawaii Taxes - A Basic Course" offered by the Hawaii Society of CPAs. He has been an Adjunct Professor at the University of Hawaii School of Law, and has taught a number of continuing professional education courses for attorneys, CPAs, and others. Mr. Heller has been listed in *The Best Lawyers in America* for more than 15 years. His e-mail address is rheller@torkildson.com.

J. GEORGE HETHERINGTON

is the president and a shareholder of the law firm, where he has practiced since 1978. Mr. Hetherington heads the firm's health care and corporate practices. He represents a number of well established local business and national and international companies doing business in Hawaii, as well as hospitals, medical groups and other health care providers and nonprofit organizations. His experience include representation of Taft-Hartley trust funds and ERISA compliance, which he approaches from the perspective of a corporate lawyer. Mr. Hetherington received his J.D. degree from the University of California, Hastings College of the Law, and is a member of the Hawaii State and American Bar Associations and the American Health Lawyers Association.

STEVEN L.F. HO

is a director and shareholder of the law firm. He practices in the areas of corporate law and business transactions. Mr. Ho's practice includes advising corporations, limited liability companies and other entities in all aspects of their businesses, including business formation, corporate governance, securities law compliance, capital and financing arrangements, joint ventures, and mergers and acquisitions. Mr. Ho also assists nonprofit and exempt organizations with various corporate and tax matters. Mr. Ho received his Bachelors degree in Business Administration from the University of Washington and his J.D. degree from the University of California, Hastings College of the Law. Mr. Ho is also a certified public accountant (inactive) and is a member of the American, Hawaii State and Washington State Bar Associations and the Hawaii Society of Certified Public Accountants. Mr. Ho is a member of the Board of Directors of the Hawaii Alliance of Nonprofit Organizations (HANO).

LAURA D. A. PRICE

became a director Torkildson, Katz, Moore, Hetherington & Harris in 2009 after joining the firm's Business Litigation Department in 1999. Mrs. Price holds a B.S. degree in pharmacy from Purdue University School of Pharmacy; an M.B.A. degree from Indiana University School of Business; and a J.D. degree, magna cum laude, from Indiana University School of Law. She practiced pharmacy and had substantial experience in health care management prior to entering law school. During law school, Mrs. Price was the managing editor of the Indiana Law Journal, received the American Jurisprudence Award for Advanced Constitutional Law and received the Top Class Grade Commendation for Chinese Business Law. She served as law clerk to the Hon. Steven H. Levinson of the Hawaii Supreme Court from 1997-1999. Mrs. Price practices business litigation and health care law, and provides advice and counsel on health care regulatory compliance to a wide variety of health care providers in Hawaii. She is admitted to practice in Hawaii, California (inactive) and Indiana (inactive).

STEVEN V. TORKILDSON

is a director with Torkildson, Katz, Moore, Hetherington & Harris. He practices primarily in the areas of commercial and residential real estate, commercial transactions and secured lending transactions. Mr. Torkildson received both his B.A. (1979) and J.D. (1982) degrees from Southern Methodist University in Dallas, Texas, where he was an editor of the law review. He is a member of the Real Property and Financial Services Section of the Hawaii State Bar Association. Mr. Torkildson has taught continuing education courses for attorneys and other professionals in subjects including: real estate purchase and sale agreements; Hawaii title law; land development; commercial leases; financing under the Uniform Commercial Code; disclosures in real estate transactions; and mortgage foreclosures.

JENNIFER L. ZELKO

is an associate of the firm's Hawaii Island office in the Corporate & Real Estate Department. Ms. Zelko received her B.A. degree from University of Hawaii at Hilo, and her J.D. from Gonzaga University School of Law. Ms. Zelko has been licensed to practice law in Hawaii since 2004. She previously worked as a real estate associate at another major Hawaii law firm where she handled land use and real estate transactions. Ms. Zelko's practice is primarily in the area of land use planning and development. Her work involves obtaining land use entitlements, registration of subdivisions, licensing and permitting requirements at the state and local level. Ms. Zelko is experienced in pre-closing review of title issues, conducting due diligence on real estate purchases and negotiating and drafting the pertinent legal documents. Ms. Zelko also represents clients in obtaining approvals for variances in zoning and subdivision requirements and landlord/tenant issues. Ms. Zelko is a member of the Hawaii State Bar and the Oregon State Bar. She serves as the Vice President and Director for the YWCA of Hawaii Island, is a member of the University of Hawaii at Hilo Alumni Association and the East Hawaii Community Advisory Council.