



*Carlile Patchen & Murphy* LLP  
ATTORNEYS AT LAW

**Marie-Joëlle C. Khouzam**



**Primary Practice Areas:**

Labor & Employment, Mediation Services, and Public Law/Municipal Law

Sub-areas: Employment Law, Employment Litigation, Labor Negotiations, Immigration, Workers Compensation, Restrictive Covenants/Trade Secrets/Unfair Competition

**Professional Experience:**

A practicing attorney since 1991, Joëlle joined Carlile Patchen & Murphy in 1996. She was appointed as Grandview Heights' City Attorney in 2006. Joëlle represents management before the courts of Ohio as well as the Equal Employment Opportunity Commission, the Ohio Civil Rights Commission, the Occupational Safety & Health Administration, the National Labor Relations Board, the Industrial Commission of Ohio, the Unemployment Review Commission, and other state and federal agencies. She is also a trained mediator.

Prior work experience includes professional translation (French, German) and work in the Legal Department of a Fortune 100 company headquartered in Toledo, Ohio.

**Publications/Speaking Engagements:**

Joëlle is a frequent speaker and author on topics of interest to the employer community and to other attorneys, including litigation avoidance, dealing with sexual harassment at work, properly documenting, discipline and other personnel matters, defending wage-and-hour claims and audits, defending OSHA citations and drafting and enforcing restrictive covenants. Her articles and training materials have been published in numerous newspapers and magazines, as well as in continuing-education seminar materials published by the Ohio State Bar Association, the Columbus Bar Association, Lorman Education Services, National Business Institute, Ohio Personnel Law Institute, and other organizations. She is authoring the Ohio chapter of BNA's treatise on Employment at Will and Wrongful Discharge. She also conducts customized in-house training programs for for-profit and non-profit clients and trade associations on topics designed to proactively limit litigation.

**Education:**

B.A., Bowling Green State University, 1985, *cum laude*; Georgetown University Institute on Comparative Political & Economic Systems, Fulbright Fellow, Universität Innsbruck; J.D., University of Toledo, 1991 (Law Review Note & Comment Editor, Moot Court Board, Moot Court Trial Competition Semi-Finalist, Outstanding Woman Graduate award. Phi Alpha Delta)

**Bar Admissions:**

Ohio 1991; U.S. District Court, Southern District of Ohio 1992, Northern District of Ohio 2004

**Professional  
Recognitions:**

AV-rated by Martindale-Hubbell\*; *Best Lawyers in America*, 2005-present; *Ohio Super Lawyers*, 2007-present; *Super Lawyers Corporate Counsel Edition 2008*; *Super Lawyers Business Edition 2011* (Employment & Labor); Columbus Bar Association Community Service award recipient; 2008 Northwest Woman of the Year award recipient; Top 25 Women Lawyers in Columbus, 2009-present

**Professional  
Association and  
Memberships:**

Ohio Management Lawyers Association; Ohio Municipal Attorneys Association; Columbus Bar Association (Board of Governors 2005-2009; Ohio State Bar Association (Labor and Employment Section Council); American Bar Association Labor & Employment Law Committee. Past Chair of the Columbus Bar Association's Labor & Employment Law Committee and the Community Service Committee

**Community  
Involvement:**

Children's Hunger Alliance Board of Trustees; St. Stephen's Community House Board of Directors; Grandview/Marble Cliff Area Chamber of Commerce Immediate Past President

\*The Martindale-Hubbell Peer Review Ratings serve as an objective indicator that a lawyer has the highest ethical standards and professional ability. A rating of AV denotes that an attorney has achieved the status of "Very High to Preeminent" legal ability based on recommendations from the attorney's peers