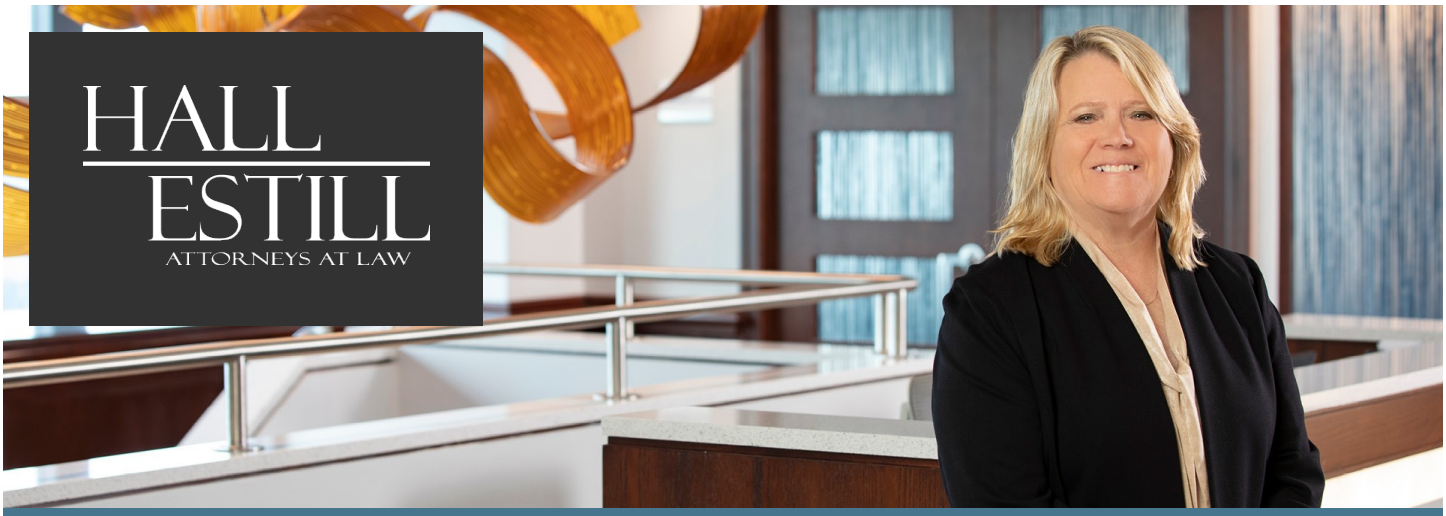


Elaine R. Turner

Shareholder & Executive Committee

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Elaine Turner began her legal career with Hall Estill in 1989 and has focused her practice in Labor & Employment – Management. Throughout her career Elaine has successfully defended hundreds of employers in employment litigation and administrative proceedings. Elaine also counsels and assists employers with compliance for a variety of employment law issues.

Elaine is a Senior Member of the firm's Board of Directors and has an AV Preeminent rating through Martindale-Hubbell. She is a frequent guest speaker on all aspects of Employment Law and conducts employment-related seminars, speeches and programs for employees, managers, supervisors and staff. She has also presented on the Fair Housing Act regarding discrimination issues. She has been honored to be a presenter at the U.S. Equal Employment Opportunity Commission (EEOC) Oklahoma City Area Technical Assistance Program Seminars (TAPS) for the last several years.

Elaine has been recognized as Best Lawyers' Oklahoma City Lawyer of the Year in Litigation-Labor & Employment in 2016 and 2018. She has been an Oklahoma Super Lawyer in Employment Litigation Defense since 2006 and named a Top 10 Attorney and also listed as Top 50 Attorney and Top 25 Female Attorney in Oklahoma. In addition, Elaine has been named a Best Lawyer in America in Employment Law-Management and is frequently interviewed by national media to provide her legal opinion on various employment law topics.

In April of 2019, Elaine was awarded the OCU Law Community and Public Service Award. This award is bestowed upon an individual whose service has made a substantive and positive community impact and is committed to the common good through service to the community.

Elaine is a graduate of Leadership OKC - Class 35. She is also very involved with Special Olympics. In 2015, Special Olympics Oklahoma named Elaine Volunteer of the Year. She has served as the Competition Chairperson for Special Olympics in Oklahoma County since 1996. In that role, she organizes and manages

Special Olympics competitions. Elaine was also honored to serve as a Unified Partner on Team USA at the Special Olympic World Games in Ireland in 2003, where her teams earned two gold medals. She has also served as a youth soccer coach for several years.

Practices

Labor & Employment

- Class Action Defense
- Employee & Management Training
- Employment Litigation
- Employment Counseling

Litigation

- Aviation & Aerospace
- Policy Drafting & Implementation
- Wrongful Discharge, Failure to Hire or Promote
- Insurance Law & Tort Defense
- Crisis Response Team
- Cybersecurity & Data Privacy

Fraternity & Sorority Law

Education

- Oklahoma City University School of Law (J.D., 1989)
- University of Oklahoma (B.B.B. in Finance, *with distinction*, 1985)

Admissions

- Oklahoma (1989)
- Oklahoma Supreme Court
- U.S. District Court for the Northern District of Oklahoma
- U.S. District Court for the Eastern District of Oklahoma
- U.S. District Court for the Western District of Oklahoma
- U.S. Court of Appeals for the Tenth Circuit
- United States Supreme Court

Experience

- 1989 - Present Hall Estill

Honors & Awards

- Recipient, The Journal Record 2025 Leadership in Law Award
- Recognized as a Top 10 and Top 50 attorney, as well as a top 25 female attorney in Oklahoma by Super Lawyers
- Recipient of the 2019 Community and Public Service Award by Oklahoma City University School of Law, which is bestowed upon an individual whose service has made a substantive and positive community impact and is committed to the common good through service to the community
- Recognized as Best Lawyers' Oklahoma City Lawyer of the Year in Litigation-Labor & Employment in 2018
- Recognized as Best Lawyers' Oklahoma City Lawyer of the Year in Employment Law-Management in 2016
- Recognized as a Local Litigation Star by Benchmark Litigation
- Recognized as a Best Lawyer in America in Employment Law-Management
- Recognized as the Special Olympics Oklahoma Capital Area Volunteer of the Year in 2015
- Recipient of the 2023 Clyde Benn Service To Youth Award by Leadership Oklahoma City, which recognizes a local adult who has been an extraordinary volunteer for young people in the central Oklahoma community
- Recipient of the 2015 Fankhauser Volunteer of the Year bestowed by Special Olympics Oklahoma

Community & Professional Involvement

- Member, Board of Directors, The Oklahoma Center for Community and Justice (OCCJ)
- Leadership Oklahoma City Class 35
- Special Olympics - Selected to be a Unified Partner on Team USA in the 2003 World Games, Ireland
- Special Olympics State Sports Director 2000 - 2004
- Special Olympics - Oklahoma County Competition Chair Person 1995 to Present
- Special Olympics Oklahoma Capitol Area Volunteer of the Year 2015
- 2015 Special Olympics Volunteer of the Year for the State of Oklahoma
- American Bar Association
- Oklahoma Bar Association
- Oklahoma County Bar Association
- Member, Oklahoma City University School of Law Executive Board

Articles & Presentations

- A frequent speaker on all aspects of Employment Law, she conducts employment-related seminars, speeches and programs for employees, managers, supervisors and staff.
- She has also been a program speaker on Fair Housing Act issues.