



BETH A. ROESLER

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Goosmann Law Firm

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Beth A. Roesler is a Partner at the Goosmann Law Firm's Sioux Falls location. Beth is an employment and family law attorney who helps her clients navigate the drama in business and life. She leverages her past HR experience to dissolve employee issues, cut the drama, and find solutions to prevent them in the future. Beth proactively helps clients protect their business by updating employee handbooks, offering employee training, providing guidance on difficult employment situations, conducting internal investigations, responding to charges of discrimination, and defending lawsuits. She handles cases involving federal employment statutes and regulations, such as Title VII, ADA, ADEA, and FMLA, wrongful termination claims, and labor disputes. Beth guides her family law clients dealing with custody, divorce, child support, visitation, gestational surrogacy, and a gamut of issues involving families through life's difficult situations to achieve optimal results.

Education:

University of South Dakota School of Law, Juris Doctor, May 2009

- South Dakota Law Review Note & Comment Editor
- South Dakota Law Review Staff Writer
- Published Casenote: Garcetti v. Ceballos: Judicially Muzzling the Voices of Public Sector Employees, 53 S.D.L. Rev. 397 (2008).
- Phi Alpha Delta Treasurer
- Domestic Violence Prevention League Treasurer
- Awards: High Grade Elder Law

University of South Dakota

- Master of Business Administration, August 2006

Mount Marty College

- Bachelor of Science, Health Care Administration, May 1995

Bar Admissions:

- State: South Dakota, October 2009
- Federal: U.S. District Court, District of South Dakota, December 2009

- 8th Circuit Court of Appeals, 2023

Experience:

Christopherson, Anderson, Paulson & Fideler, LLP, Sioux Falls, SD

Attorney, 2015-2019

- General practice consisting of family law, employment related disputes and advice regarding employment business practices, personal injury, business litigation, business formations, estate planning, and trust and estate litigation.

Pollard & Larson, LLP, Yankton, SD

Attorney, 2014-2015

- General practice consisting of family law, commercial real estate transactions, personal injury, business litigation, business formations, estate planning, and mental illness hearings at the South Dakota Human Services Center.

Johnson, Miner, Marlow, Woodward & Huff, Prof. LLC, Yankton, SD

Associate Attorney, 2010-2014

- Managed litigation cases consisting of a variety of issues including personal injury, workers' compensation, business and commercial litigation, insurance bad faith, employment, trusts, real estate, and agricultural.
 - Reported case: *Berry v. Time Ins. Co.*, 798 F.Supp.2d 1015 (D.S.D. 2001).
 - Attended South Dakota Trial Academy, July of 2011.
- Facilitate real estate and business transactions and sales, prepare business related contracts.
- Formation of LLCs, corporations, and non-profit corporations.
- Evaluate and draft employee handbooks and manuals and medical practice and healthcare facility documents.

Thompson Law Office, Vermillion, SD

Legal Intern, 2008-2010

Niebur Golf Inc/Traditional Golf Management, LLC , Colorado Springs, CO

Human Resources Director, 1998-2004

- Managed all aspects of employee benefits including health insurance, life insurance, short-term disability insurance, and 401(k) plan.
- Implemented a short-term disability plan, dental plan, and started a new 401(k) plan; orchestrated move to self-funded health insurance plan with thirty percent savings annually.
- Multi-state payroll management for 450 employees and two companies owned by Niebur Golf, Inc.; prepared and implemented payroll systems for new entities, states, and localities.
- Coordinated safety and OSHA programs including design of construction safety program, safety manual, drug and alcohol policy, accident investigation program, return-to-work policy, and instituted a safety incentive program. Managed worker's compensation claims.
- Ensured compliance with federal and state labor laws; defended unemployment claims.
- Coordinated employee relocations and housing.
- Responsible for Equal Employment Opportunity Commission reporting and monitoring.
- Wrote and implemented the employee handbook and designed employee benefit program for a new subsidiary company, Traditional Golf Management.
- Planned and assisted with acquisitions of new golf course management contracts; evaluated existing golf course procedures. Assisted with employee reviews and bonuses.

- Organized H2B visa program for 170 seasonal employees per year.
- Conducted disciplinary investigations, ensured consistent and fair treatment to employees, and facilitated termination procedures.

Raven Industries, Inc., Sioux Falls, SD

Human Resources, 1997-1998

- Processed workers' compensations claims and monitored employee progress and assisted in employee benefit administration.

Dakotacare, Sioux Falls, SD

Enrollment Specialist, 1995-1997

Associations & Community Involvement:

- NAMWOLF Labor & Employment PAC
- South Dakota Trial Lawyers Association Member
- Second Circuit Women in Law Member
- Board of Directors, Volunteers of America, Dakotas
- Past Member, Board of Directors and Classroom Volunteer, Junior Achievement, Yankton; current Classroom Volunteer, Junior Achievement, Sioux Falls
- Yankton County 4-H Leader's Association Board, Past Member and Past President
- Board of Directors, Yankton Women's and Children's Center, Past Member
- Board of Directors, Yankton Area Concert Association, Past Member

Achievements:

- 2024 Super Lawyers