



AAA Mediation.org™

**FN-4203114 MN-4203114 LN-4203114,
Esq.**

Sacramento, California



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Current Employer-Title Jackson Lewis P.C. - Principal

Panelist Video <https://www.adr.org/videoresume?paramName=246831486>

Profession Judge Pro Tem, Arbitrator, Mediator, Investigator, Attorney

Work History Judge Pro Tem, Sacramento County Superior Court, Present; Principal, Jackson Lewis P.C., 2009 - Present; Partner, Shaw Valenza, 2006 - 2009, Associate, Jackson Lewis P.C., 2001 - 2006; Associate, Seyfarth Shaw, 1999 - 2001; Associate, Wilson Sonsini Goodrich & Rosati, 1997-1999.

Experience EMPLOYMENT:

Employment law specialist. Litigated with respect for both sides of the bar for 20+ years. Expertise includes FEHA, Title VII, ADA, CFRA, FMLA, disability, reasonable accommodations, contract, wage/hour, trade secrets, misclassification, independent contractor and tort matters involving employees at all levels. Also handled cases covering an array of complex issues involving executives, elected officials, attorneys and other senior personnel. Extensive experience working on matters with EPLI carriers and coverage counsel.

AAA arbitration panelist and private mediator since 2016. Judge Pro Tem - Sacramento County Superior Court. Successfully served as an advocate attorney in countless arbitrations and mediations for 20+ years. Representative matters include: (1) numerous single plaintiff and multi-party cases, with and without insurance carrier involvement; (2) contentious litigation between an employing entity, a former CEO/owner, and an acquiring company's CEO; (3) sexual harassment/alleged assault and battery; (5) jury trial after appeal on a seminal California case addressing disability laws; (6) multi-party whistleblower action; and (7) numerous employee leave-related matters.

Before practicing law, obtained 10 + years of business and contract negotiations experience. Managed large organizations that utilized both contract and regular employees. Duties encompassed all aspects of employee relations. Also worked as an hourly Union worker for many years. This

extensive business background formed the basis for a practical "common sense" approach to solving legal issues, and generated a first-hand understanding of the challenges faced by workers and management alike.

Proven track record on diversity issues through dedicated service as a law office Diversity Committee Chair and Sacramento Bar Association Diversity Committee member.

INVESTIGATIONS:

Conducted countless workplace investigations for almost two decades as a specialist in employment law, including matters that involved supervisors, managers and hourly workers in a wide range of industries. Cases also involved an array of complex issues, including conduct alleged against senior executives, elected officials, physicians, attorneys and other senior personnel. Testified as a designated expert.

Prepares investigation reports with sensitivity to issues that are relevant at trial and deposition (e.g. timeliness; completeness; depth of inquiry; clear references to evidentiary support; reasoning and basis for subjective conclusions and credibility determinations). Reports are customized to specification, but typically include an executive summary, detailed findings of fact, summary of facts supporting and refuting each finding, summary of witness statements.

COMMERCIAL:

Skilled practitioner with 20+ years of experience working with and advising businesses of every sort: global corporations, start-ups, partnerships, small and mid-size enterprises. Represented a wide spectrum of industries (e.g. retail, technology, manufacturing, staffing agencies, logistics, warehousing, food producers, medical/hospitals, restaurants, construction, government, commercial products/installations, government, financial services). Has advised on a variety of business-related issues (e.g. contract breaches and interpretation, insurance, indemnity, trade secrets, non-compete issues, acquisitions, due diligence, privacy).

Before practicing law, obtained 10+ years of business and contract negotiations experience. Managed large organizations for a global corporation. Responsible for securing and administering contracts and services with an annual budget of approximately \$32 million. Also managed large construction projects. This extensive "hands on" experience formed the basis for a "common sense" approach to solving legal issues.

Mediator Experience

Successfully mediated a variety of matters with demands into the millions of dollars. Claims have included contract and trade secrets disputes, contractor disputes, business disputes, whistleblower / retaliation; wrongful termination; disability-based discrimination and harassment; pregnancy and gender-based discrimination; wage / hour violations; and sexual harassment.

Parties have included global corporations, small businesses, school districts, universities, government agencies, hourly workers, technical /science personnel; caretakers/health care personnel; and individual managers. Has successfully mediated with insurance carrier participation.

Serves as a Volunteer Settlement Attorney for the El Dorado County Superior Court ADR Program, and as a Volunteer Mediator for the U.S. District Court, Eastern District of California's Voluntary Dispute Resolution Program.

Representative Issues Handled as a Mediator

Additional issues included facilitating resolution where plaintiff made demands in excess of policy limits; facilitating resolution where sexual trauma of a party was at play; facilitating resolution of equitable demands made by a state agency; facilitating resolution where pregnancy-related trauma of a party was at play; facilitating issues related to the alleged treatment of a mentally disabled minor child; facilitating resolution within the guidelines of an internal ADR policy / program; facilitating resolution with a current employee; facilitating resolution where the employer was considering bankruptcy; facilitating resolution where a national staffing agency and its corporate customer had competing interests.

Mediator Style & Process Preferences

Facilitates with respect for business needs and the experiences of individual parties and employees. Before practicing law, worked as a manager, and separately as a union member. These practical experiences helped formulate a "common sense" approach to workplace issues that parties from all

sides value. Direct, evaluative, trustworthy. Fully committed to post-mediation follow up.

Personal goal as a neutral is to bring a fresh perspective to the expanding group of diverse litigants who wish to be better understood.

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| Education | University of California Hastings College of the Law (J.D. - 1997); San Francisco State University (B.S. - 1982). |
| Professional Licenses | Admitted to the Bar: California (1997). |
| Professional Associations | Sacramento County Bar Association Women Lawyers of Sacramento Wiley Manuel Bar Association Sacramento County Bar Association Diversity Fellowship Committee Member. |
| Recent Publications & Speaking Engagements | Published numerous articles on employment law. Most recent: Chipping Away at the Enforceability of Class Waivers Requiring Arbitration of Employment Claims - American Bar Association Section of Litigation ADR Newsletter, Summer 2016, Vol. 20, No. 4 - August 22, 2016. |
| Mediation Rate | \$9,500 Per Day |
| Languages | English |
| Citizenship | United States of America |
| Locale | Sacramento, CA |

The AAA's Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator's resume. If you have any questions about a mediator's experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.