



2021 DONOR RECOGNITION REPORT

**FOUNDATION FOR
ADVOCACY INCLUSION &
RESOURCES**

<http://www.fair-foundation.org/about.html>

OPENING STATEMENT

FAIR's mission is to promote diversity within the plaintiffs' employment bar in California, so the attorneys representing California's workers are as diverse as those they seek to represent. FAIR also seeks generally to raise public consciousness about worker's rights and remedies, to provide educational opportunities and programs to individuals who seek to advance the rights of workers, including but not limited to fellowships, internships, and scholarships, and to carry on other educational activities associated with FAIR's goals. FAIR thanks each and every one of our 2021 donors who collectively helped FAIR raise about **\$182,000** for its programs! Together, let's keep this going!



Foundation for
Advocacy
Inclusion &
Resources





OUR HISTORY & WORK

In 2009, with the support and involvement of CELA leaders, FAIR was founded by former California Employment Lawyers Association (CELA) Chair, David Duchrow and CELA Administrative Director, Christina Krasomil. FAIR was created with the intention to help diversify the plaintiffs' bar and educate the public about workplace fairness. FAIR provides educational and work opportunities to law students and new lawyers from culturally diverse backgrounds to strengthen and enrich our league of lawyers who are passionate about employee justice and advancing the rights of workers.

Through FAIR's Employee Justice Fellowship Program, going on its 15th year, we have provided educational and job opportunities to numerous students by placing them with workers' rights attorneys who are members of the California Employment Lawyers Association. In 2014, FAIR launched the FAIR Fellowship (formerly the Sanford Heisler Public Interest Diversity Fellowship) to increase diversity in California's plaintiffs' civil rights and employment bar.



BOARD MEMBERS

Christina Krasomil - Executive Director

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\$10,000 Donation Received from Signature Resolution

As California's cutting-edge leader in dispute resolution, Signature Resolution values inclusion, diversity and equal opportunity. In recognition of our shared values, Signature is proud to be the only provider organization to make its own contribution to the F.A.I.R.

We are proud of our talented group of employment neutrals for their support of F.A.I.R. and are equally proud to support the mission and goals that F.A.I.R. promotes through its fundraising efforts.

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MARK RUDY MEDIATORS' CHALLENGE

Thank you to the following mediators who met the Mark Rudy Mediators' Challenge and donated a half day's worth of mediation fees!

Judge Michael Latin (\$8,000)

Judge Richard Stone (\$8,000)

Mark Rudy (\$7,500)

Eve Wagner (\$7,500)

Jeff Ross (\$7,000)

David Phillips (\$6,000)

Christine Masters (\$5,000)

Steven G. Pearl (\$5,000)

Gail Glick (\$3,500)

Mark Peters (\$3,500)

Jean Hyams (\$3,500)

Kathryn Dickson (\$3,000)

JUDGE MICHAEL LATIN



As a mediator, Judge Latin settles most of his cases through a combination of deep knowledge of the law, his extensive experience, and his approachable and warm personality. During his eight years on the bench, Judge Latin successfully facilitated more than 500 settlements in addition to presiding over jury and bench trials. He also supervised seven unlimited jurisdiction courts.

Since retiring from the Los Angeles Superior Court, Judge Latin has established himself as one of the most sought-after neutrals in Southern California.

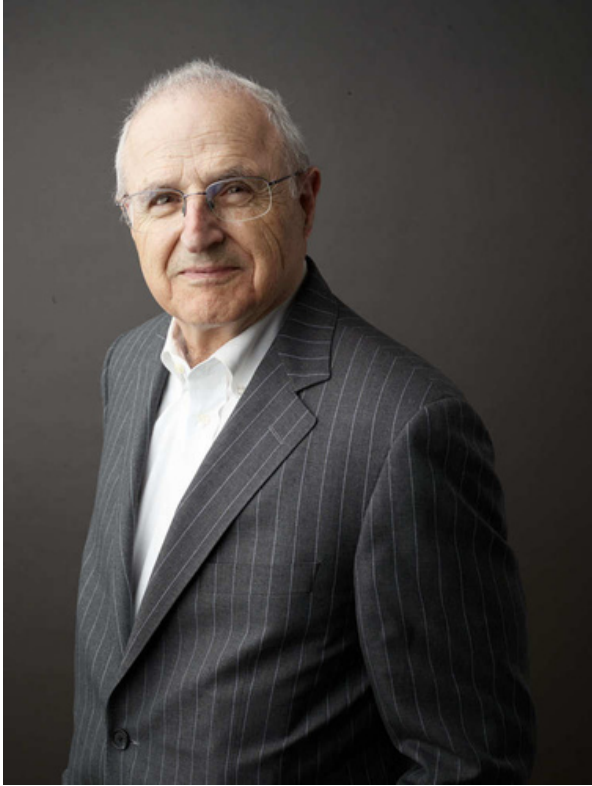


JUDGE MICHAEL LATIN

Judge Latin began his career at one of the nation's largest employment firms, specializing in wrongful termination, wage and hour, and discrimination claims in state and federal courts. He then served as a trial attorney in the Los Angeles District Attorney's Office for 16 years, where he was assigned to the elite Major Crimes Division, overseeing the D.A.'s most complex and high-profile cases. He prosecuted more than 150 felony jury trials, including Sara Jane Olson, real estate magnate Bruce Koklich, Judge Albert Garcia, and music producer Phil Spector.

In 2003, Judge Latin joined the bench as a Superior Court Judge in Los Angeles. In 2008, he was named the Supervising Site Judge for the Van Nuys Superior Civil Courthouse. He was also named to the Los Angeles Superior Court ADR Committee in 2009. In 2010, he was nominated for Trial Judge of the Year by the Consumer Attorneys Association of Los Angeles, a distinction bestowed on Judge Latin for his continued excellence in overseeing and resolving cases in a fair and impartial manner.

MARK RUDY



"I enthusiastically agreed to sponsor the Mark Rudy Mediator Challenge because FAIR is an organization that devotes all of its resources to promote diversity within the plaintiffs' bar and provides scholarships to those lawyers who are interested in representing workers in their career."

Mark Rudy (Rudy, Exelrod, Zieff & Lowe, LLP) has been serving as a mediator in employment and business-related matters since July 1988. He has mediated approximately 5,000 matters with a high degree of success. Mr. Rudy has been honored as one of the top 500 judges and mediators in America by *Lawdragon*, listed in Who's Who Legal under Mediation in 2019-2020 and one of the top mediators in the State of California by the *Daily Journal* for each year in which neutrals were rated. Mr. Rudy has been recognized by Best Lawyers in America continuously throughout its publication and ranked as one of the top 100 SuperLawyers in Northern California in September 2007 and in September 2010. In 2013, Mark Rudy was named Mediator of the Year by the SF Trial Lawyers Association. Mr. Rudy is a Distinguished Fellow of the International Academy of Mediators and is a Distinguished Fellow of the College of Labor and Employment Lawyers.

EVE WAGNER

"Why donate to FAIR? Upon learning about Mark Rudy's challenge, I readily accepted. It's hard to believe that it's 2020 and there is still such a lack of diversity in the legal professional. Thank you FAIR for working to change that and for truly making a difference. I am delighted to participate in helping young lawyers pursue their dreams of fighting for the civil rights of workers."

Eve Wagner brings more than 30 years of experience as a civil litigation trial attorney to her thriving mediation and arbitration practice. Eve joined Signature Resolution in 2019 as a mediator and arbitrator. Before that, Eve has mediated and arbitrated through her former law firm, which she co-founded in 1997. Eve has mediated and arbitrated hundreds of cases involving employment, entertainment, business and real estate matters.



More than 18 years ago, Eve expanded her litigation practice to include mediation and arbitration. Since then, her mediation and arbitration practice has involved a wide variety of disputes, ranging from single to multi-party, complex matters involving employment, Civil Rights/Unruh Act, class actions, PAGA claims, fee disputes, premises liability, legal malpractice, and personal injury. She also served on the arbitration panels of the American Arbitration Association, National Arbitration / Mediation and Independent Film & Television Alliance.

Previously she co-founded a successful litigation boutique and practiced extensively in federal and state courts, as well as alternate dispute resolution forums. She litigated both plaintiff- and defense-side employment cases, as well as both sides of entertainment, business and real estate matters. Ms. Wagner represented individuals as well as small to large publicly-traded corporations in various industries, including entertainment, real estate, financial, retail, hospitality and manufacturing. Ms. Wagner's mediation style emphasizes common sense, clear communication and the ability to solve difficult problems with practical solutions.

DAVID PHILLIPS



"I donated because I believe in diversity and inclusion – and FAIR does a fantastic job of promoting those core values and creating those essential opportunities in our profession. I believe in a world where everyone gets a seat at the table, where we are enriched by our diversity, not afraid of it, and where everyone feels included, heard, and valued. I'm grateful for all the tremendous work FAIR does."

David Phillips, Esq. is a mediator at Signature Resolution who specializes in all areas of employment litigation. His unique experience representing both plaintiffs and defendants as trial counsel helps him carefully evaluate the risks and rewards faced by both parties. David has mediated hundreds of employment disputes. He is known for his rigorous, diligent, detail oriented preparation, his ability to connect authentically with the parties and establish trust and transparency in both rooms, and his relentless and tireless follow-up until the parties finally achieve a resolution, no matter how long it takes. David never gives up. David's mediation practice today focuses on issues including gender, race, age, disability, sexual orientation discrimination, harassment, sexual assault, retaliation, and wrongful termination, as well as wage and hour claims, PAGA, and class actions.

CHRISTINE MASTERS



The question is not why I donated to FAIR but rather why isn't everyone else committing to this wonderful cause. Joining the legal profession in 1977 as a female employee's rights practitioner, I encountered much resistance and diminution because of my gender. Over the years much has changed, but so much remains to be done. Creating diversity in the employee right's bar is a crucial component in advancing the rights of workers everywhere. Through mentorship and financial assistance, FAIR enables law students and new lawyers to

fulfill the vision of diversity, equity and inclusion. It has been my honor and privilege to be part of CELA, first as a practitioner, then as a neutral, and since its inception, the FAIR Foundation.

Christine Masters is a partner in the firm of Masters & Ribakoff, established in 1992 in Santa Monica, California. Since 1994, and exclusively since January 1998, she has served as an independent mediator, arbitrator, and investigator/factfinder in all types of employment matters.



CHRISTINE MASTERS

Before deciding to dedicate her practice to alternate dispute resolution services, Ms. Masters was an employment rights litigator for 20 years. She began her career in employment rights in 1978 as an investigator, and then trial attorney, for the U.S. Equal Employment Opportunity Commission. She was recruited to join Allred, Maroko, Goldberg & Ribakoff (now Allred, Maroko & Goldberg) in 1982, leaving in 1992 with Alan Ribakoff to start their own firm.

A member of numerous professional associations, Ms. Masters was selected as a Distinguished Fellow by the International Academy of Mediators in 2011 and elected as a fellow in the College of Labor & Employment Lawyers in 1999. In 2000-2001, she served as Chair of the Labor & Employment Section of the Los Angeles County Bar Association. For many years, she was selected as one of the Top 50 Neutrals in California.

GAIL GLICK



"I contribute to FAIR to continue my longstanding commitment to supporting diverse employee rights advocacy."

Gail Glick has been mediating disputes since 2002, and she became a full time mediator and arbitrator in 2020. Prior to her neutral career, she litigated in California for 26 years -- from 1994 through 2020, and she spent almost her entire legal career representing parties in employment law disputes.

For six of the first eight years of her career, she litigated employment law disputes and assisted employers in the prevention of discrimination, harassment, and retaliation through trainings and investigations for various clients at the Musick, Peeler firm in Los Angeles.

In her work on the employees' side, she worked as a solo practitioner, mediator, and investigator from mid-2002 through mid-2009. She was a founding partner of Alexander Krakow + Glick LLP (now known as Alexander Morrison + Fehr LLP) which, from 2009 through 2020, represented both public and private entity employees in all aspects of employment law disputes, resolutions, and trials. Gail's balance of plaintiffs' and defense work over her career uniquely qualifies her to mediate for a diverse group of employers and employees.



GAIL GLICK

Gail is a Fellow of the College of Labor and Employment Lawyers and is a Lecturer in Law at USC Gould School of Law, teaching employment dispute resolution. She is a Vice President on the Board of Directors of the Disability Rights Legal Center, a former Chair of the Los Angeles County Bar Association's ("LACBA") Labor and Employment Law Section (2018-2019), and a former co-chair of the ABA's Technology Symposium in Labor and Employment Law. She lectures frequently on employment law issues and ADR.

Gail received her J.D. from Loyola Law School in 1994 and her B.A., cum laude, from Amherst College in 1991. She has been named a "Rising Star" or "Super Lawyer" by Southern California Super Lawyers Magazine every year since 2009, and she was one of Lawdragon's 500 Leading Plaintiff Employment Lawyers in 2018 and 2019.

MARK PETERS

"I contribute to FAIR because after working for plaintiffs for more than 25 years and being involved with CELA and other like-minded organizations, I have come to appreciate the vital importance of diversity among the plaintiffs' bar. I have benefited greatly from the diversity of perspective and input I can now receive from our more diverse bar, and I believe our clients throughout the plaintiff community likewise have benefited from the broader range of options and perspective within our ranks. But, there is more work to do to ensure we continue to expand access and provide a route for those individuals who want to represent plaintiffs but may not otherwise have the ability to do so. THAT is why I have and will continue to support FAIR's important mission. Thank you to all those who support this wonderful program."



After spending his early career litigating personal injury cases (on both the plaintiff and defense side), in 1999 Mark began to specialize in the litigation of employment cases in state and federal courts and various arbitration forums. In both his personal injury work and subsequent and current employment work, Mark has participated in hundreds of mediations or other informal case negotiations since his admission to the bar in 1992. Recognizing the value of the process and reaching a level of comfort navigating through it, Mark began to recognize his talents and personality were well suited to the role of "mediator." He has been recognized as a Northern California "Super Lawyer" (limited to the top 5% of the attorneys California) in the area of Employment Litigation annually beginning in 2009.



MARK PETERS

Mark started conducting mediations in 2009 for the San Francisco Superior Court through the Early Settlement Program administered by the Bar Association of San Francisco. At the beginning of 2011, Mark was accepted for enrollment onto the panel with the Northern District Court, which included 40+ hours of mediation training prior to acceptance on the panel. Also in 2011, Mark began serving as a Settlement Conference Panelist with the Sonoma County Superior Court, and in March 2012 was appointed to the Court mediation panels for both Alameda and Marin County Superior Courts. In September 2012, Mark was appointed to serve as a Settlement Conference Officer with the San Francisco Superior Court where he conducts Mandatory Settlement Conferences on behalf of the Court.

In addition to his work as a volunteer panelist serving the various state and federal courts in the bay area, Mark has conducted more than 400 private mediations out of the firm's offices in San Francisco. Mark has mediated both individual and class action cases, involving virtually every type of claim, including: discrimination based on gender, age, race, religion, disability (including disability access cases), sexual orientation, gender identity, national origin, and pregnancy; sexual harassment; wage and hour violations; whistleblower/retaliation; wrongful termination; invasion of privacy; violations of the California Family Rights Act, the Family Medical Leave Act, and employment-related defamation.

JEAN HYAMS (LEVY, VINICK, BURRELL & HYAMS LLP)



"As civil rights lawyers, FAIR helps all of us walk the walk of diversity and change our profession for the better."

Levy Vinick Burrell Hyams LLP is a proud supporter of FAIR. Based in Oakland, the boutique worker's rights firm has championed justice and fairness for California workers since 2010. Their representation has included employees in individual lawsuits and class actions, from the Oakland Raiderettes class action against wage theft to Tyann Sorrell's sexual harassment lawsuit against the former Dean of UC Berkeley's law school, and from a dishwasher's wrongful termination lawsuit against Denny's to defending #MeToo silence breaker Pamela Lopez in a defamation claim brought by the disgraced California State Assemblyman she accused of sexual assault. Much of the firm's success comes from their internal collaborative process. This collaboration extends to clients as well. LVBH continues to stay committed to civil rights values, utilizing a feminist approach to interactions that's respectful of everyone.

KATHRYN DICKSON



"I have been so impressed over the years by CELA's unfailing commitment to diversity, including its development of the Foundation for Advocacy, Inclusion, and Resources (FAIR). The diverse fellows whose work as plaintiffs' employment lawyers was greatly assisted by FAIR, have become amazing rising stars.

Strong leaders like Bernard Alexander and Toni Jaramilla and many others, who have made FAIR such a vibrant organization, inspired me to make a sustaining commitment to FAIR's great work. I salute all of FAIR's current and former Board Members and staff."

After a highly-successful litigation career spanning over 40 years, Kathy Dickson is now available as a private mediator, arbitrator, consent decree monitor, and discovery referee. In addition to her litigation practice, Ms. Dickson has served as a mediator in employment disputes for over ten years. She has mediated case involving most areas of employment law, including: discrimination based on age, race, religion, disability, national origin, and pregnancy; sexual harassment; whistleblower/retaliation; wrongful termination; violations of the California Family Rights Act, the Family Medical Leave Act, and the Equal Pay Act; and employment-related defamation. During her career, Kathy was a frequent speaker, and active in state and national employment bar associations, including many years in various positions in CELA. She earned many accolades, her favorite being CELA's Joe Posner Award.



Donations from Structured Settlement Providers

MetLife (\$5,000)

Stephen Halterbeck [Alcaine-
Halterbeck] (\$5,000)



Bejan Shirvani

Assistant Vice President, Structured Settlements

Bejan Shirvani is Assistant Vice President of Structured Settlements for MetLife. The Structured Settlements business structures annuities for employment litigation, personal injury and other complex litigation settlements.

Shirvani, who joined MetLife in 1999, is responsible for managing and growing MetLife's relationships with structured settlement brokers across the United States, including over 50 specialty broker firms and over 600 specialty brokers. Prior to assuming his current role in 2003, he worked as a director within the RIS Client Relations Unit. Shirvani, who has spent his entire career at MetLife, joined the company as part of the Management Associate Program, in which he rotated within four areas of MetLife: Call Center Operations, Life Products Management, Retirement and Savings 401(k) Rollover Program, and the Retirement and Savings Portfolio Strategy Group.

Shirvani earned a Bachelor of Arts in 1999 from Hamilton College and a Master of Business Administration from New York University's Leonard Stern School of Business. He holds the Chartered Life Underwriter (CLU®) and Chartered Financial Consultant (ChFC®) designations from the American College of Financial Services.

STEPHEN HALTERBECK (ALCAINE-HALTERBECK)



The Alcaine Halterbeck Investment Group a member of D.A. Davidson & Co member SIPC offers bilingual plaintiff-only financial advice specializing in settlement planning, trust and estate management. Investment solutions include Structured Settlements and professionally managed investment portfolios. D.A. Davidson is **unaffiliated with any law firm** and does not provide tax or legal advice. Please consult with your tax and/or legal professional for guidance on your specific situation.



CELA Firms & Members at \$5,000+ Donation Level

Bryan J. Schwartz (\$6,000)

Allred, Maroko & Goldberg (\$5,000)

J. Bernard Alexander (\$5,000)

Toni Jaramilla (\$5,000)

Xinying Valerian (\$5,000)

BRYAN J. SCHWARTZ

"As civil rights lawyers, we should put our money where our mouth is -- fighting every day to provide opportunities for diverse workers, we should ourselves model the kind of diverse workplaces we seek to protect. Far too often in the past, we have had less diversity at our counsel's table than at the table of the counsel for defendants seeking to protect companies accused of racism and other injustices.



FAIR has helped change that equation, by helping more than 100 diverse new lawyers connect with CELA member firms - I am proud that many have now entered our practice area and become leaders themselves. We cannot expect that diverse law students and new attorneys will be able to volunteer their time to learn the ropes in our profession - they need to earn decent salaries, to pay bills - they are not all coming from places of privilege where money is no issue. FAIR's fellowship ensure reasonable compensation, to give diverse law students and new lawyers a real choice and opportunity to enter this meaningful practice."



BRYAN J. SCHWARTZ

A smart and tenacious litigator, Bryan Schwartz has represented clients' interests before a wide range of adjudicative bodies: from the United States District Court, to United States Courts of Appeals; from California Superior Courts to the California Supreme Court; from the Equal Employment Opportunity Commission, to the Merit Systems Protection Board; from the United States Department of Labor, to labor arbitration before the American Arbitration Association and other organizations. Mr. Schwartz has helped many grateful clients get their careers back on track after employer wrongdoing derailed them, obtaining tens of millions in recovery for employees across the country. Mr. Schwartz's efforts on behalf of whistleblowers and discrimination victims have been publicized worldwide, from The NY Times to The Washington Post and the Wall Street Journal, from National Public Radio to MSNBC, from Voice of America to India's Hindustani Times. Mr. Schwartz has developed a niche in Federal employees' unique claims, and has led multi-plaintiff, class and collective actions involving overtime and other wage violations under state and federal laws across the country.

Before founding his own firm in 2009, Mr. Schwartz led the San Francisco, California, office of Nichols Kaster, LLP. Previously, Mr. Schwartz practiced with the Washington, DC-based firm of Passman & Kaplan, PC, and clerked for the late Hon. Franklin Van Antwerpen, formerly a member of the Third Circuit Court of Appeals and Eastern District of Pennsylvania.

Mr. Schwartz is a member of the Board of Directors of Legal Aid at Work. He is the past Chair of the State Bar of California's Labor and Employment Law Section, which has over 7500 members, and also past President of FAIR, a non-profit foundation dedicated to increasing diversity in the plaintiffs' employment Bar and to workers' rights education. He is also a past member of the Executive Board of the California Employment Lawyers Association (CELA).

Mr. Schwartz has chaired the Annual Meeting of the Labor and Employment Law Section, the State Bar's Advanced Wage and Hour Conference, and Legal Aid at



BRYAN J. SCHWARTZ

Work's Annual Gala. He helped to initiate CELA's statewide Employee Justice Fellowship, to aid law students of all backgrounds in entering the practice of representing workers, and CELA's annual Diversity Summit, by which hundreds of labor and employment lawyers gather to discuss how to create leadership opportunities for diverse attorneys in the field and overcome bias in the profession. Mr. Schwartz appeared as amicus curiae before the California Supreme Court on behalf of CELA in several critical cases, including *Brinker Restaurant Corp. v. Superior Court*, *Kirby v. Immoos Fire Protection*, *Duran v. US Bank*, and *ZB v. Superior Court*.

Mr. Schwartz is one of California's most prolific speakers and authors on employment law subjects. He has presented often to the State Bar, the National Employment Lawyers Association, CELA, the Impact Fund, and elsewhere, from NPR's "Your Legal Rights" radio show, to the ABA's Commission on Disability Rights, to the San Francisco Trial Lawyers Association, to JAMS (the arbitration and mediation provider). His articles have been published in the California Labor and Employment Law Review, Plaintiff Magazine, and other media. The firm's blog is a resource to jurists, attorneys, and workers nationwide.

As a young man, Mr. Schwartz was elected the International Programming Vice President of the B'nai B'rith Youth Organization and President of Cornell University's student government. After graduating from Cornell and before law school at the University of California at Berkeley, Mr. Schwartz was a Federal Investigator (bilingual-Spanish) at the U.S. Equal Employment Opportunity Commission, a campaign manager, and a school teacher in Costa Rica. Also a professional photojournalist, Mr. Schwartz has traveled to nearly 50 countries on five continents, is the author of *Scattered Among the Nations* and is President of the non-profit organization, *Scattered Among the Nations*. Mr. Schwartz is the past chair of City of Alameda's Open Government Commission, a member of the Board of Directors of the Alameda Boys & Girls Club, past President of Temple Beth Abraham in Oakland, California and past chair of the dads' club of the PTA at his children's school.

ALLRED MAROKO & GOLDBERG



Allred, Maroko & Goldberg ("AMG") proudly donates to FAIR every year because we passionately believe in FAIR's mission to increase diversity within the Plaintiff's employment bar. We should look like the clients who we represent! AMG was founded in 1976 to assist individual employees throughout California victimized by their employers as well as anyone who has suffered because of a violation of civil rights. AMG has grown to twelve attorneys today, all of whom are committed to fighting for employees' rights: Gloria Allred, Nathan Goldberg, Michael Maroko, John West, Marcus Spiegel, Maria Diaz, Renee Mochkatel, Dolores Y. Leal, Christina Cheung, Byron Lau, Kirby Cañon, and Olivia Flechsig.



ALLRED MAROKO & GOLDBERG

AMG has established a national reputation for effective advocacy. Our decades of success are based on a few simple principles:

- **Due diligence:** Our experience allows us to ask the right questions during the intake process. Our thorough investigation enables us to anticipate potential defenses and determine the best strategy for a successful resolution. Doing our homework often gives us the decisive edge.
- **Reputation/success:** In the past twenty years, we have won over half a billion dollars in settlements and verdicts on behalf of our clients. In the past five years alone, we at AMG has won over \$100 million for individual clients, including some of the most public and prominent cases in recent years. Our reputation and success in the courtroom show our opponents that we are serious at all times.
- **Dedication to individual clients:** Our firm provides power to the powerless, helping clients who have been victimized by those who possess money, celebrity or influence. Our attorneys are dedicated to not only the recovery of fair compensation, but also to setting precedents to ensure that others are less likely to be victimized in the same way again. Our chief focus is always on our clients. We believe that personal interaction and clear communication are the only ways to meet your goals and win your case.
- **Respect:** Gloria Allred, Michael Maroko, Nathan Goldberg and the other attorneys of the firm are all respected litigators with a substantial record of service to their peers and the community. Our attorneys are noted authors, lecturers and speakers who provide astute commentary on important civil rights and employment issues.

J. BERNARD ALEXANDER III



"Annually I donate to FAIR in order to support FAIR's mission of promoting cultural diversity in the plaintiff's employment bar. One way of having a positive impact on the legal profession is to create jobs and educational opportunities for deserving and well qualified candidates from diverse cultural backgrounds."

Bernard Alexander of Alexander Morrison + Fehr LLP, is a plaintiff employment and civil rights trial attorney, who has tried over sixty cases to verdict, often with 7, 8, 9 and now a 10 figure verdict, including the October 2021, \$136.9 million verdict in Diaz v. Tesla, the largest single plaintiff race harassment verdict in history. While president of the California Employment Lawyer Association ("CELA", 1,300 members), in 2014, Bernard created an annual employment trial college that has graduated over 350 attorneys.



J. BERNARD ALEXANDER III

He has been recognized as a Super Lawyer since 2009, and has been recognized as one of the Top 10 Attorneys in Southern California for 2021 and 2022. He is featured on the cover of the 2022 Super Lawyer's magazine cover with a featured article [<https://digital.superlawyers.com/superlawyers/lxsl22/MobilePagedRepl ica.action?pm=2&folio=Cover#pg1>]. He is consistently recognized by the Daily Journal as one of the Top 100 attorneys, and one of the Top 75 Employment Lawyers in California. Bernard is a member of ABOTA, a Fellow of the College of Labor and Employment, a Fellow of the American College of Trial Lawyers, a recipient of the Joe Posner Award (2016) and Jim Robie Professionalism & Civility Award (2020), an adjunct professor at the University of Southern California, and a Trustee of his alma mater, Southwestern University School of Law.

Bernard is a past president of CELA (2014); past President and current Vice President of the Foundation for Advocacy Inclusion and Resources (FAIR), a non-profit devoted to promoting diversity in the plaintiffs' employment bar, which establishes fellowships and opportunities for students and lawyers from diverse backgrounds to practice employment law; an executive board member of the National Employment Lawyers Association; a board member of San Francisco's Legal Aid at Work; and a lifetime member of both the Langston Bar Association and the UCLA Alumni Association.

Bernard holds degrees from Southwestern University School of Law and the University of California, Los Angeles, in English and Political Science, and practices in state and federal Court.

TONI JARAMILLA



"I donated to FAIR because I support FAIR's mission of promoting cultural diversity in the plaintiff's employment bar. I know that my donation will have an impact in creating jobs and educational opportunities to deserving and well qualified candidates from diverse cultural backgrounds whose passion is to fight for workers' rights."

Toni Jaramilla is an employment lawyer and civil rights attorney. She is an activist for racial and gender equality. She believes in creating positive social change through dedicated and compassionate advocacy for the rights of workers and victims brutalized by law enforcement. Since 1994, she has been exclusively practicing employment law, and has successfully litigated hundreds of cases of gender, race, age, disability discrimination, sexual, racial, and religious harassment, pregnancy leave, disability accommodations, wrongful termination, and unpaid overtime wages resulting in millions of dollars in settlements, jury verdicts, and arbitration awards.



TONI JARAMILLA

She represents clients from minimum wage earners to high level executives in all industries. Several of her police brutality and wrongful death cases have garnered significant media attention. Her community activism led to a private meeting, along with other civil rights leaders, with LAPD Police Chief, Michel Moore and LA Sheriff Alex Villanueva regarding the need for more transparency and accountability in law enforcement.

Ms. Jaramilla was selected as one of the “Top 75 Labor & Employment Lawyers” in California by the Daily Journal for years 2017-2020. She is a current member and Past President (2011-2013) of the California Employment Lawyers Association, one of California’s largest employee rights advocate groups. She was past Chair and a current active member of CELA’s Diversity Outreach Committee and past President of the Philippine American Bar Association. She also served as Chair of the State Bar Labor and Employment Law Section (2004-2005) after serving as an executive board member since 1998. She is a Board member of the Foundation for Advocacy Inclusion and Resources (FAIR) which establishes fellowships and opportunities for students and lawyers from diverse backgrounds to practice employment law.

She is a frequent speaker at conferences and in radio. She lobbies at the State Capitol and helps draft stronger legislation to protect California workers, particularly in sexual harassment and gender equality. Several of the #MeToo inspired legislation that Ms. Jaramilla has worked on have been signed into law by Governor Brown and Governor Newsom.

XINYING VALERIAN

"I donated to FAIR because when I was first coming out of law school I had no clue about plaintiffs' side private practice. As an immigrant with no exposure to the profession before law school, I know what a huge difference it makes when established professionals and other people of influence reach out to offer guidance and resources."

Xinying Valerian is the founder of Valerian Law, P.C., a small firm in its fourth year of existence. Valerian Law represents workers throughout California in wage and hour, discrimination, and whistleblower cases as well as consumer class actions. With her spouse and law partner Dominic, Xinying seeks to support and mentor students and others interested in "doing good while doing well."

In her career in private practice, Xinying has helped to achieve class and representative action settlements totaling over \$44 million, as well as programmatic relief affecting many thousands of workers in key industries. For individual plaintiffs, Xinying has led numerous cases involving 6- and 7-figure private settlements. Xinying's broad experience includes negotiating severance agreements for executives and white-collar workers, litigating employment and consumer class actions, representing the media in First Amendment cases, and safeguarding the rights of low-income tenants and homeowners as a legal aid attorney. In many of her high-profile cases, as well as private settlements, Xinying has been the counsel trusted by women, and especially women of color, to prosecute their claims vigorously while providing empathetic support and guidance.





CELA Firms & Members at \$2,000+ Donation Level

Dustin Collier (\$3,000)

Felicia Medina (\$2,500)

Outten & Golden (\$2,500)

Schonbrun Seplow Harris & Hoffman (\$2,500)

Levy, Vinick, Burrell & Hyams (\$2,500)

Tanya Skaldin Gomerman (\$2,500)

Elizabeth Clements (Riles) (\$2,000)

Hadsell Stormer Renick & Dai (\$2,000)

Nichols Kaster LLP (\$2,000)

OUTTEN & GOLDEN



Advocates for Workplace Fairness

Outten & Golden proudly supports FAIR, to promote opportunities for a diverse array of law students to pursue social justice litigation. Over the past eight years, we have been fortunate to employ FAIR Fellows in our work challenging discrimination, harassment, wage theft, and other wrongdoing.

Thank you to our wonderful FAIR alumni:

Suzanne Dershowitz, Paris DeYoung, Jane Farrell, Anika Holland, Julia Neusner, Jessica Spierer, and Miguel Zavala, plus current associates Molly Frandsen, Sabine Jean, and Adam Koshkin

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LEVY, VINICK, BURRELL & HYAMS LLP



"As civil rights lawyers, FAIR helps all of us walk the walk of diversity and change our profession for the better."

Levy Vinick Burrell Hyams LLP is a proud supporter of FAIR. Based in Oakland, the boutique worker's rights firm has championed justice and fairness for California workers since 2010. Their representation has included employees in individual lawsuits and class actions, from the Oakland Raiderettes class action against wage theft to Tyann Sorrell's sexual harassment lawsuit against the former Dean of UC Berkeley's law school, and from a dishwasher's wrongful termination lawsuit against Denny's to defending #MeToo silence breaker Pamela Lopez in a defamation claim brought by the disgraced California State Assemblyman she accused of sexual assault. Much of the firm's success comes from their internal collaborative process. This collaboration extends to clients as well. LVBH continues to stay committed to civil rights values, utilizing a feminist approach to interactions that's respectful of everyone.

TANYA SKALDIN GOMERMAN



"LOTG donated to FAIR to ensure that the future of the Plaintiff's bar is as diverse as the client's we represent."

Law offices of Tanya Gomerman, PC is a top rated law firm specializing in representing employees in all aspects of employment law and personal injury cases. The firm recovered well over \$50 million for its clients since its inception in 2012. The attorneys at Law offices of Tanya Gomerman are experienced in all aspects of the case from inception to appeal. The firm regularly takes cases to trial, has tried over 10 cases to verdict, and has several published appellate opinions.

HADSELL STORMER RENICK & DAI

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Hadsell Stormer Renick & Dai pursues justice through individual and class action lawsuits, legal services, education, and community-based efforts. We support and donate to FAIR because of the stellar work they do on behalf of the promotion of diversity within the plaintiffs' employment bar in California and their fight for workers' rights.

NICHOLS KASTER, LLP



Nichols Kaster ATTORNEYS AT LAW

Nichols Kaster, LLP supports FAIR and its mission because, like FAIR, Nichols Kaster is committed to making sure all voices are heard, valued, and represented, both within the firm and throughout the plaintiff's employment bar. Nichols Kaster is committed to recruiting, hiring, and retaining a diverse workforce, and to continually striving to be an inclusive, equitable, and accessible employer.

Throughout its forty plus years of practice, Nichols Kaster has developed a sterling reputation as a top employment and consumer plaintiff firm. The firm has repeatedly received a First Tier ranking as a Best Law Firm by U.S. News & World Report, a top plaintiffs' employment law firm by Law360, and one of Minnesota's Top 100 Law Firms by Minnesota Lawyer. Nichols Kaster has also held the honor of being identified as one of the top 50 Elite Trial Lawyers by The National Law Journal, and named to The National Law Journal's Litigation Boutiques Hot List. It has been ranked one of the top ten busiest wage and hour firms in the country by Litigation Almanac 360. The firm fosters a culture of teamwork, creative and novel litigation strategies, and doing whatever it takes to stand up to corporations that treat workers and consumers unfairly.



CELA Firms & Members at \$1,000+ Donation Level

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ALTSHULER BERZON LLP

ALTSHULER BERZON LLP

Altshuler Berzon LLP congratulates FAIR on their outstanding work advancing inclusion in the legal profession.

Altshuler Berzon LLP is a San Francisco law firm dedicated to providing the highest quality representation in the service of economic justice and the public interest. Our attorneys represent clients including labor unions, workers, consumers, environmental groups, other public interest organizations, and public entities. We specialize in labor and employment, constitutional, environmental, civil rights, class action, campaign and election, and impact litigation, at both the trial and appellate levels. We represent clients before state and federal courts, administrative agencies, and arbitrators. We also provide advice and counseling, legislative drafting, representation in collective bargaining and negotiation, and other forms of legal assistance.

CALIFORNIA CIVIL RIGHTS LAW GROUP



CALIFORNIA CIVIL RIGHTS LAW GROUP

Law Offices of Lawrence A. Organ

The California Civil Rights Law Group has been fighting for the rights of employees throughout the state for more than 15 years. We're proud to support FAIR's commitment to building a more diverse bar. By striving to better reflect those we serve, we work to provide more access to critical legal services, more personalized representation, and more just outcomes.

LAUREN TEUKOLSKY



"I donated to FAIR because workers are best served when the plaintiffs' employment bar is as diverse as the plaintiffs it represents. FAIR has been advancing diversity since its founding, and I am honored to be able to contribute towards their goal of making the bar a more equitable and inclusive institution."

Lauren Teukolsky has dedicated her 22-year career fighting for the civil rights of workers. She founded Teukolsky Law in 2017, after serving as a partner for several years at prominent civil rights firms in California. From 2010 to 2011, Ms. Teukolsky served as the Pro Bono Director at Bet Tzedek Legal Services, where she oversaw all pro bono programs for one of the largest non-profit legal services providers in Los Angeles. She spent the first eight years of her career as an associate at the public interest firm Hadsell Stormer Renick & Dai LLP.



LAUREN TEUKOLSKY

Ms. Teukolsky received a 2016 CLAY award for her work on *Carrillo v. Schneider*, a wage-and-hour class action against Walmart and others that alleged a joint employer theory of liability on behalf of warehouse workers in the Inland Empire, which settled in 2015 for \$22.7 million. The Daily Journal called the case a model for “class actions around the nation for representing low-wage contract workers in the modern splintered workplace.” In 2019, the Daily Journal profiled Teukolsky Law in the article, “Counsel for the Underdog: Employment lawyers at Teukolsky Law have scored major victories in wage and hour cases.” Ms. Teukolsky served as Co-Chair of CELA’s Wage & Hour Committee from 2019-2021.

Ms. Teukolsky is a graduate of Harvard College and UCLA School of Law. After law school, she held back-to-back clerkships for the Honorable Harry Pregerson on the Ninth Circuit Court of Appeals and the Honorable A. Howard Matz on the U.S. District Court for the Central District of California. Ms. Teukolsky has been named a Southern California “Super Lawyer” in Los Angeles Magazine each year since 2012, and was named a Southern California “Rising Star” each year from 2004 to 2010. In 2022, she was named to the “Top 50” list of Women Southern California Super Lawyers. She is a frequent speaker at conferences and legal training seminars, and writes the “Wage and Hour Case Notes” column for the California Labor & Employment Law Review.



RUDY, EXELROD, ZIEFF & LOWE LLP

RUDY EXELROD ZIEFF & LOWE^{LLP}

Rudy Exelrod Zieff and Lowe (“REZL”) is proud to support FAIR’s mission of promoting diversity in the workplace, including in the legal profession. Our profession should reflect the makeup of our society, from advocates to judges, and we encourage diverse attorneys to represent employees and defend the rights of workers.

The attorneys at REZL have decades of experience representing workers in individual and class action cases. We have litigated innovative cases to defend employee rights and recover for our clients, including being a leading innovator in employment class actions and other types of impact litigation. We represent workers at all levels and across many industries, from manufacturing and retail to tech and finance. We understand how important employment is to an individual’s dignity, identity, and ability to provide for themselves and their families. We strive to achieve the best possible results for our clients by enforcing laws prohibiting discrimination, harassment, and retaliation in the workplace.

SUPREETA SAMPATH



"I donate to FAIR every year because I want to support the next generation of talented and passionate civil rights attorneys, and because I want workers' rights advocates in California to be as diverse as the clients we represent."

Supreeta Sampath is the founder of The Sampath Law Firm based in Oakland, California. For over two decades, her legal career has been dedicated to serving the needs of those who have been denied justice.

Ms. Sampath represents employees exclusively

and has extensive experience representing workers in employment discrimination cases on account of race, national origin, religion, gender, disability, age, sexual harassment and retaliation throughout the litigation process. Ms. Sampath served on the executive board of the California Employment Lawyers (CELA) Association and continues to serve on the board of Foundation for Advocacy Inclusion and Resources (FAIR) as well as the board of Legal Aid at Work. Ms. Sampath was selected by Los Angeles Lawyers Magazine as a Rising Star in the field of Labor and Employment. From 2014-2020 she has been selected as a Super Lawyer in Southern (2014) and Northern California (2015-2020) respectively. To read more about her work and passionate belief in giving back to the community, please visit her firm's website: www.sampathlaw.com.

V. JAMES DESIMONE LAW

Jim DeSimone is the founder of V. James DeSimone Law, a Los Angeles-based litigation practice located in Marina del Rey. V. James DeSimone Law takes on civil rights cases including, employment cases, police brutality cases, and cases where people are harmed or injured through abuses of power or negligence.

Jim is a trial lawyer going to bat for the people against corporations and the government and has achieved ground-breaking trial verdicts and appellate victories in civil rights and employment cases. He has been named a Top Employment Lawyer in California by the Daily Journal for the past ten years.

Jim has been named a top 100 Southern California Super Lawyer for five straight years and is annually honored as a Best Lawyer in the United States of America. In 2022, he was honored by the Daily Journal as a Top Plaintiff's Lawyer. In 2014, Jim was honored with a California Lawyer Attorney of the Year award for Civil Rights Lawyer of the Year. In 2018, Jim was named Trial Lawyer of the Year by the Westside Bar Association. Learn more about V. James DeSimone Law at: <http://www.vjamesdesimonelaw.com>



TRACY LEMMON



"I donate to FAIR because I walk the talk. I fight for diversity and equal treatment every day, and I want to help ensure it in my colleagues. Plus Bryan Schwartz is very persuasive."

At Lemmon Employment Law & Conflict Resolution, we understand that not all workplaces have an equal playing field. Sometimes employees and employers struggle with issues such as discrimination, harassment, retaliation, wrongful termination, unfair severance terms, unequal pay, unpaid wages and other injustices. Our mission is to empower our Clients to have a full understanding of their legal rights and remedies, to help them navigate the best path towards justice and fair compensation, and to advocate for insightful resolution.



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