

Curriculum Vitae
CYNTHIA L. REMMERS, J.D.
 Mediator • Arbitrator

As a mediator and arbitrator for over 20+ years (full-time since 2008), Cynthia has

- ~ mediated well over a thousand cases with a success rate of over 90%;
- ~ arbitrated scores of matters as an American Arbitration Association arbitrator; and
- ~ investigated, or supervised the investigation of, hundreds of workplace claims.

Cynthia brings ADR/legal expertise and a culturally-sensitive perspective gained from 35+ years of

- ~ specializing in employment law, trial work, and compliance/policy; and
- ~ holding leadership roles 1) in the U.S. and abroad as in-house attorney and senior manager in a global technology company; 2) as a partner/manager in a global law firm; and 3) as a board and/or committee member in professional and community associations.

<i>Education</i>	<i>Relevant Work History</i>
J.D., University of California, Berkeley	2008-present Remmers Global, full-time Mediator (privately and AAA panel), Arbitrator (AAA exclusively) and occasional independent Fact-finder
A.B., University of California, Davis	2000-2007 Intel Corporation, Greater Asia Region HR Legal Manager/Senior HR Attorney (Resident in Hong Kong 2002-2006)
Lifetime Secondary and Elementary Teaching Credentials, California	1981-2000 Orrick, Herrington & Sutcliffe, SF Partner; Sacramento Partner-In-Charge of Labor and Employment Practice; Trial Attorney, Part-time Mediator and Arbitrator (1987-2000); Associate SF (1981-1986)
<i>Admissions</i>	1980-1981 U.S. Court of Appeals for the Ninth Circuit, Law Clerk for the late Honorable Thomas Tang (Phoenix)
California Bar 1980-Present	Summer 1979 American Civil Liberties Union, Intern (San Francisco)
U.S. Court of Appeals, Ninth Circuit; U.S District Courts: Northern, Eastern and Central Districts of California	January-June 1979 Supreme Court of California, Extern for the late Honorable Mathew O. Tobriner (San Francisco)
<i>Current Associations</i>	
Distinguished Fellow, International Academy of Mediators	

<p>The Mediation Society Board President 2014-15; Board Member 2010-16</p> <p>Association of Workplace Investigators (AWI) 2009-present (founding VP of Board)</p> <p>California Bar Assn, Labor and Employment Section 1982-present</p> <p>American Bar Association</p> <p>Former Associations</p> <p>Alameda Co. Superior Ct. ADR Administration Committee 2011-2015</p> <p>XBHR, Co-Founding Executive Board Member</p> <p>Society of Corporate Compliance & Ethics, formerly CCEP-certified</p> <p>The Congress of Neutrals, Board Member</p> <p>Sacramento County Bar Assn's Minority Hiring and Retention Committee, Co-Chair</p> <p>The Workplace Institute, Co-Founding Board Member (now Center for Collaborative Solutions)</p> <p>Prevent Child Abuse California, Board President</p> <p>SF Lighthouse for the Blind, Board Member</p> <p><i>Ecology Law Quarterly</i>, Managing Editor Berkeley Law (Boalt Hall)</p>	<h2>Representative Experiences</h2> <ul style="list-style-type: none"> ~ Handles matters brought (or drafted) as class and collective actions, multiple-party cases and individual claims ~ Covers the full range of employment-related subjects as well as many compliance, intellectual property and business disputes, including wage and hour, discrimination/harassment (all protected classes), retaliation, wrongful termination, ethics, fraud, privacy, compliance, union issues, mergers and acquisitions, reductions-in-force, and equity programs ~ Tried numerous jury, court and arbitration cases to successful conclusion (predominately for the defense but occasionally for the plaintiff) ~ At various times as in-house counsel, met/negotiated with foreign government officials in Asia and Middle East and managed 1) domestic and international investigation teams; 2) HR Legal functions for the Greater Asia Region; 3) HR disputes/litigation/arbitration in the Greater Asia Region, California, and Latin America; 4) the worldwide Immigration Department; and 5) HR merger and acquisition teams <h2>Publications</h2> <ul style="list-style-type: none"> ~ <i>Discrimination Claims</i> (Chapter 2 of the <i>CEB Wrongful Employment Termination</i> book) ~ <i>Employment Dispute Management</i> (magazine article) ~ <i>Pregnancy Discrimination and Parental Leave</i> (law journal) ~ <i>Drugs and Alcohol in the Workplace</i> (law journal) ~ <i>Nonjudicial Developments in Comparable Worth</i> (law journal) ~ <i>Wage Discrimination and Comparable Worth Issues</i> (law journal) ~ <i>Employment Protection and Gender Dysphoria: Legal Definitions of Unequal Treatment on The Basis of Sex and Disability</i> (law journal) <h2>Speaking Engagements</h2> <p>Cynthia has taught trial practice and a variety of ADR, employment other law-related topics in 160+ presentations. Visit RemmersGlobal.com/bio for a link to a partial list of <i>Speaking Engagements</i>.</p>
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