

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

As a mediator and arbitrator for over 27+ years (full-time since 2008), Cynthia has

- ~ mediated well over 1500 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 40+ 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>	Relevant Work History
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	
California Dispute Resolution Council (CDRC); Board Member 2020-present	

The Mediation Society
Board President 2014-15;
Board Member 2010-16

California Bar Assn,
Labor and Employment
Section 1982-present

American Bar Association

Former Associations

Alameda Co. Superior Ct.
ADR Administration
Committee 2011-2015

Association of Workplace
Investigators (AWI);
founding VP of Board

XBHR, Co-Founding
Executive Board Member

Society of Corporate
Compliance & Ethics,
formerly CCEP-certified

The Congress of
Neutrals, Board Member

Sacramento County Bar
Assn's Minority Hiring
and Retention
Committee, Co-Chair

The Workplace Institute,
Co-Founding Board
Member (now Center for
Collaborative Solutions)

Prevent Child Abuse
California, Board
President

SF Lighthouse for the
Blind, Board Member

Ecology Law Quarterly,
Managing Editor
Berkeley Law (Boalt
Hall)

Representative Experiences

~ Handles matters brought (or drafted) as class and collective actions, multiple-party cases and individual claims

~ Covers the full range of employment-related subjects, 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

Publications

~ *Discrimination Claims* (Chapter 2 of the *CEB Wrongful Employment Termination* book)

~ *Employment Dispute Management* (magazine article)

~ *Pregnancy Discrimination and Parental Leave* (law journal)

~ *Drugs and Alcohol in the Workplace* (law journal)

~ *Nonjudicial Developments in Comparable Worth* (law journal)

~ *Wage Discrimination and Comparable Worth Issues* (law journal)

~ *Employment Protection and Gender Dysphoria: Legal Definitions of Unequal Treatment on the Basis of Sex and Disability* (law journal)

Speaking Engagements

Cynthia has taught trial practice and a variety of ADR, employment and other law-related topics in 160+ presentations. Contact Robert@RemmersGlobal.com for a partial list of *Speaking Engagements*.