



MASTERS & RIBAKOFF
ATTORNEYS AT LAW
mediation · arbitration · investigation

PROFESSIONAL BIOGRAPHY OF KATHERINE J. EDWARDS

NATURE OF PRACTICE

Katherine Edwards has been involved in employment law for over fifteen years, initially as an advocate, and currently as a full-time neutral. She now serves exclusively as an independent investigator, and as a neutral in private mediation and arbitration. Her practice remains dedicated to all areas of employment rights including, without limitation, discrimination, harassment, public policy violations, defamation, privacy rights, contract disputes, and wrongful termination.

WORK HISTORY

MASTERS & RIBAKOFF

Partner
Los Angeles, California
1993-present

Ms. Edwards serves as independent investigator in employment law matters, primarily as to allegations of discrimination, including sexual harassment, and other employee misconduct and as neutral in mediation and arbitration of workplace disputes.

ANTICOUNI & ANTICOUNI

Associate/Managing Attorney
Santa Barbara, California
1991-1993

Total file responsibility, including client screening and intake, and subsequent representation of individuals in negotiations, settlement proceedings, and administrative proceedings before the California Labor Commissioner, Department of Fair Employment and Housing, Unemployment Development Department, as well as state and federal courts.

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ALLRED, MAROKO, GOLDBERG & RIBAKOFF

Associate Attorney
Los Angeles, California
1989 -1991

State and federal court litigation in field of employment rights, with an emphasis on discrimination, sexual harassment, wrongful termination; extensive motion and discovery practice.

EDUCATION

PEPPERDINE UNIVERSITY SCHOOL OF LAW

Malibu, California
J.D., *cum laude*, 1989
Dean's Honor List, 1987-1988, 1988-1989

UNIVERSITY OF WASHINGTON

Seattle, Washington
B.A., Sociology, 1983
Honor List 1980-1983

PROFESSIONAL LICENSES AND RATINGS

State Bar of California, November, 1989
United States District Court, Central District, November, 1989

AV Rated by Martindale-Hubbell

(“The AV rating, which identifies a lawyer with very high to preeminent legal ability, is a reflection of expertise, experience, integrity and overall professional excellence”, indicating that the AV rated lawyer “demonstrates the highest professional and ethical standards”.)

ALTERNATIVE DISPUTE RESOLUTION EXPERIENCE

Private Mediation Practice Since 1998
Discrimination Complaint Investigator for the Special Committee
on Investigative Oversight, City of Los Angeles
Hearing Officer, City of Santa Monica Personnel Board
Mediator and Arbitrator, American Arbitration Association (“AAA”),
Employment Law Panel
Arbitrator, National Association of Securities Dealers (“NASD”)
Arbitrator, Kaiser Permanent Member Arbitration Panel

PROFESSIONAL ASSOCIATIONS

Founding Member, California Association of Workplace Investigators
Association for Conflict Resolution (“ACR”)
Southern California Mediation Association (“SCMA”)
American Bar Association, Dispute Resolution Section
State Bar of California, Labor and Employment Law Section
Los Angeles County Bar Association, Labor and Employment Law Section
California Employment Lawyers Association (“CELA”)
Women Lawyers of Los Angeles
Editorial Advisory Board, California Causes of Action, James Publishing, Inc.

SELECTED PUBLISHED ARTICLES/SPEECHES

"Don't Make a Federal Case Out Of It", Joint Midyear Meeting of the American Bar Association's Construction and Employment and Labor Committees, 1993

"Taking Time: A Guide to Your Leave Entitlement Rights", The 1995-1996 Los Angeles Birth & Infant Guide

"Documenting the Terms of an Employer/Employee Relationship", Lorman Education Services, Inc., Guest Speaker, April 1996

CEB Wrongful Termination Practices, "Bringing the Action" chapter, 1997

"Something For Everyone: How to Address the Interests of the Employer, the Complainant, and the Accused in an Investigation of Sexual Harassment Allegations", California Employment Lawyers Association 1999 Annual Employment Law Conference, September 1999

"Sexual Harassment: What You Can't Afford Not to Know", 2000 Employment Practices Conference, November 1, 2000

"Essential Principles of Skillful Mediation", 2001 Los Angeles County Bar Association, Labor & Employment Law Section Annual Retreat, March 2001

"Tricks of the Trade: Suggestions for Successful Mediations", Southern California Mediation Association's Mediating Employment/Workplace Disputes Seminar, May 2002

"EEOC/DFEH Update: Getting Your Anti-Discrimination and EEO Policies in Line With the Latest in Discrimination Law and Enforcement" and "How to Terminate Employees Without Prompting a Lawsuit: Strategic Policies and Practices That Minimize Legal

Exposure”, Council on Education in Management California Personnel Law Update, November 2002

“Best Practices for Conducting Effective and Lawful Workplace Investigations”, Council on Education in Management California Personnel Law Update, June 2003

“Avoiding the Hidden Legal Land Mines Surrounding Workplace Investigations”, Council on Education in Management How to Conduct an Internal Investigation, June 2003

“A 360 Degree View of Employer Investigations - Perspectives From All Sides”, Beverly Hills Bar Association, February 2004