

## **CRISTINA G. BANKS, PHD**

12 Mayfield Place, Moraga CA 94556

510-207-7480

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### **EDUCATION**

Ph.D. University of Minnesota, Industrial/Organizational Psychology, 1979.

B.A. University of California, Berkeley, Psychology (Highest Distinction), 1974.

### **PROFESSIONAL EMPLOYMENT**

2004 – Present President and Founder, LAMORINDA CONSULTING LLC, Moraga, CA. Provide advice/counsel and consulting services to private and public companies regarding organizational strategy, employment and wage/hour litigation, and human resource management.

2014 – Present IC Managing Director, BERKELEY RESEARCH GROUP (BRG), Emeryville, CA. Provide expert testimony and consulting services to companies in the areas of wage/hour law, employment discrimination, test development and validation, and human resource management.

2012 – Present Director, INTERDISCIPLINARY CENTER FOR HEALTHY WORKPLACES, University of California, Berkeley. Lead a consortium of researchers and professionals in the development of a national depository of research findings and state-of-the-art applications of proven factors that promote employee health and well-being.

2004 Senior Vice President, RIGHT MANAGEMENT CONSULTANTS, Oakland, CA. Led strategic business development for North America. Served as expert in consulting projects and in employment and wage/hour litigation.

2002 -2004 Senior Vice President, THE EMPOWER GROUP, Oakland, CA. Develop client solutions and coordinate delivery of consulting services for the Americas. Led consulting projects nationally. Lead litigation support projects.

2001 - 2002 Managing Director, THE EMPOWER GROUP dba Terranova Consulting Group. Led the organization in practice and business development. Led consulting business in performance management/assessment, organizational development, organizational change, human resource strategy, and litigation support. Served as the testifying expert in employment and wage/hour cases.

1997 - 2001 Principal and Co-Owner, TERRANOVA CONSULTING GROUP (formerly Human Resource Solutions), Orinda, CA. Led the consulting business, including projects focused on human performance and organizational strategy, articulation of mission and values, business planning, and culture change. Developed and validated employment tests. Consulted and testified in employment and wage/hour cases.

- 1977 - 1996      President and Founder, HUMAN RESOURCE SOLUTIONS. Consulted in human performance and organizational strategy, job re-engineering, organizational restructuring, and performance improvement. Served as testifying expert in employment cases.
- 1997 - 2000      Executive Consultant, STATE FARM INSURANCE COMPANIES, North Coast Region, Rohnert Park, CA. Chosen as leader in the field on the west coast. Joined a national cohort of experts advising executives of the company. Advised regional executives on performance enhancement strategies and organizational change. Provided management development programs. Created performance management processes for tracking performance effectiveness.
- 1997 - 2001      Program Director, Center for Organization and Human Resource Effectiveness (COHRE), UNIVERSITY OF CALIFORNIA, Berkeley. Designed and delivered state-of-the-art conferences on emerging trends and issues affecting organizational performance effectiveness. Recruited faculty and business experts for membership and attendance at conferences, selected speakers. Conducted research on conference topics and potential impacts. Facilitated conference proceedings. Wrote reports on conference learning and recommendations for future action.
- 1992 - 2003      Corporate Board of Directors
- CHALONE WINE GROUP, Inc. (CHLN) Audit and Compensation Committees.
  - WHOLE FOODS MARKET, Inc. (WFMI) Nominating and Compensation Committees.
- 1975-1977      Research Associate, PERSONNEL DECISIONS RESEARCH INSTITUTE (PDRI), a research and consulting firm. Minneapolis, MN.

## **ACADEMIC EMPLOYMENT**

- 1992 - Present      Senior Lecturer, Walter A. Haas School of Business, University of California, Berkeley. Courses taught: Human Resource Management, Organizational Behavior, Leadership & Management, Personnel Psychology.
- 1987 - 1992      Director of Undergraduate Programs, Walter A. Haas School of Business, University of California, Berkeley. Oversight of student admissions, set educational policy, hired and managed faculty and office staff.
- 1985 - 1992      Lecturer, Walter A. Haas School of Business, and Department of Psychology, University of California, Berkeley. Courses taught: Human Resource Management, Organizational Behavior.
- 1985 -1992      Research Associate, Institute of Industrial Relations, University of California at Berkeley. Organized conferences, conducted research on performance management.

1979 - 1984      Assistant Professor, Department of Management, Graduate School of Business, The University of Texas at Austin. Courses taught: Personnel Management, Organizational Behavior, Interpersonal Dynamics, Personnel Assessment.

1977 - 1979      Instructor, Department of Management, College of Business Administration, The University of Texas at Austin. Courses taught: Interpersonal Dynamics, Organizational Behavior.

### **AWARDS**

2010    Fellow, Society for Industrial/Organizational Psychology  
2010    Fellow, American Psychological Association  
2009    American Psychological Association Presidential Citation for Innovative Practice  
2004    Leadership California Service Award  
1988    Women Health Care Executives “Woman of the Year”

### **EXECUTIVE EDUCATION**

1990 - Present      United States:

- Strategic HR Executive Program, UC Berkeley CED
- HR University, Northern California Human Resource Association
- Sybase Executive Leadership Program.
- Berkeley Executive Program
- California State Court Program: Application of Business to the Courts
- Global Manager Program: Human Resource Management
- TAG Aviation Base Managers Program: Leadership and Management.
- Pacific Bell High Performance Program
- Robertson and Stephens, Inc., Venture Capital CEO Conference
- Alaska Public Radio Network Advanced Strategic Management
- Exxon Corporation
- Shell Oil
- National Network of Hispanic Women
- Colorado Home Economics Association and Home Economists in Business
- Advanced Cardiovascular Systems Management Training
- Texas Instruments Management Development Program
- Institute of Industrial Relations, University of California, HR Conferences
- The University of Texas Management Development Program
- Chugai Pharmaceuticals: Human Resource Management for R&D
- Bank of Thailand: Human Behavior and Leadership
- Federation of Korean Industries Top Management Program
- Kirin International Management Program
- Japan Productivity Center Management Consultant Program

Outside United States:

- Infotec Human Resource Managers Program, Mexico City
- Times Conferences Global Executive Program, Singapore

- Prosvi Management Program, Sicily
- Seminarium: Update in Human Resource Management
  - Ecuador
  - Bolivia
  - Uruguay
  - Mexico
  - Chile
  - Argentina
  - Peru
  - Columbia

## **PROFESSIONAL ACTIVITIES**

Professional Practice Officer, Executive Board of the Society for Industrial/Organizational Psychology  
Board of Directors, Northern California Human Resource Association

Advisory Board, HR Advisor

Editorial Board, Human Performance

Board of Directors, San Francisco Playhouse

Executive Advisory Board, Leadership California

*Ad hoc* Reviewer for:

Journal of Applied Psychology

Journal of Industrial Relations

Social Science Quarterly

Personnel Psychology

California Management Review

Military Psychology

Advisory Board Member for the University of California, Berkeley:

Certificate Program in Training and Human Resource Development

Certificate Program in Human Resource Management

Society for Industrial/Organizational Psychology (SIOP):

Committee Member, APA Testing Standards Review

Taskforce Chair, Healthiest Workplace Initiative

Delegate, The Future of Psychology Practice Summit

Committee Member, M. Scott Myers Award for Applied Research in the Workplace

SIOP Program Committee (Reviewer) and Program Subcommittee (Final Program)

Founder, Past President and Board Member, Foundation for LEADERSHIP CALIFORNIA.

A non-profit public charity that delivers educational programming to selected women leaders.

Faculty Sponsor:

Student Human Resources Association (1985 - Present)

OBIR Club (1987 - 1994)

American Society for Personnel Administration (1981 - 1984)

Graduate Business Women's Network (1980 - 1983)

Treasurer and Trustee, GOGGIO FAMILY FOUNDATION. A non-profit private foundation supporting education, health, ecological and technological innovations.

## **PUBLICATIONS**

### **Articles:**

Banks, C.G. and Hanvey, C.H. On the legal front: Wage and hour litigation developments and trends. The Industrial-Organizational Psychologist, 53 (3), 80-87, 2016.

Banks, C.G. and Arnold, E. California employers get a break with Brinker but what does it really mean? HR Advisor, Nov-Dec, 2008.

Banks, C.G. How to comply with meal and rest break law and policy. HR Advisor, May-June, 2006.

Banks, C.G. and Aubry, L. W. How to conduct a wage and hour audit. HR Advisor, Mar-April, 2005. Reprinted in Bender's Labor and Employment Bulletin, Vol. 5, No. 6 at 292-302, June, 2005.

Banks, C.G. Keeping exempt jobs exempt: How to avoid wage and hour litigation. HR Advisor, Mar-April, 2004.

Banks, C.G. and Murphy, K.R. Narrowing the research-practice gap in performance appraisal. Personnel Psychology, 1985, 38, 335-345. Reprinted in: Readings in Industrial and Organizational Psychology, Dorsey Press, 1986. Activities in Personnel and Human Resource Management: Readings, Cases, and Exercises, Houghton Mifflin Co., 1988. Performance, KEND Publishing, 1988.

Banks, C.G. and Roberson, L. Performance appraisers as test developers. Academy of Management Review, 1985, 10, 128-142.

### **Chapters and Other Articles:**

Maslach, C., & Banks, C. G. (in press). Psychological connections with work. In C. Cooper & M. P. Leiter (Eds.), Routledge companion to wellbeing and work. NY: Routledge.)

Hanvey, C.H., and Banks, C.G. Wage and hour litigation. In C.Hanvey and K. Sady (Eds.) HR Practitioners' Guide to Legal Issues in Organizations, 2015.

Banks, C.G. Going global or staying local. In J. Hedge and W. Borman (Eds.) The I/O Consultant's Handbook. APA Books, March, 2008.

Banks, C.G. An on demand world requires on demand people: Talent, not title or affiliation, is the new corporate currency. IBM Corporation, InsideOut Series, December, 2005.

Banks, C.G. and Cohen, L. Wage and hour litigation: I-O psychology's new frontier. In F. J. Landy (Ed), Employment Discrimination Litigation. Jossey-Bass/Pfeiffer, 2005.

Banks, C.G. Managing the extended enterprise: An organizational view. IBM Summit Conference Proceedings, New York, October 2004.

Banks, C.G., and May, K.E. Performance management: The real glue in organizations. In A.I. Kraut and A. K. Korman (Eds), Evolving Practices in Human Resource Management: Responses to a Changing World of Work. Jossey-Bass Inc., 1999.

### **Papers and Reports:**

Banks, C. G. The New Organizational Template: How to Design Work and Workplaces for Employee Health and Well-Being. Interdisciplinary Center for Healthy Workplaces, August, 2013.

Banks, C.G. Job Analysis for Assessing Time Spent Performing Exempt Work. Annual Society for Industrial-Organizational Psychology Conference, Houston , TX, 2013.

Banks, C.G. Issues and methodologies in wage and hour cases: Choosing the right methodology. Annual Society for Industrial-Organizational Psychology Conference, San Diego , CA, 2012.

Banks, C.G. Providing the right data to address certification and merits issues in wage & hour cases. ABA Section of Labor and Employment Law, 5<sup>th</sup> Annual Labor and Employment Law Conference, Seattle, Washington, 2011.

Banks, C.G. Creating opportunities for women pharmacists. Proceedings of the American Pharmacy Association Conference, Austin, Texas, 1984.

Banks, C.G. and Williams, L.L. Career antecedents, work styles, family situation, decision-making, and perceptions of women leaders: A descriptive study of Leadership Texas women. Texas Foundation for Women's Resources, Austin, Texas, 1984.

Banks, C.G., Ostroff, C., and Souter, E. Motivations, aspirations, perceptions, and work styles of Leadership Texas women. Texas Foundation for Women's Resources, Austin, Texas, 1983.

Banks, C.G. and Toquam, J. Validation of the IRJ technique for analyzing the rating process. Proceedings of the Military Testing Association, San Antonio, Texas, 1982.

Labig, C.E., and Banks, C.G. Attitudes Towards Unions. Proceedings of the Academy of Management, Southwest Division, Dallas, 1982.

### **ACADEMIC PRESENTATIONS**

#### **Society for Industrial/Organizational Psychology:**

Workshop: "Building a Compelling Brand: Guidebook for I-O's." (with W. Casio). Society for Industrial /Organizational Psychology Annual Meeting, Houston, TX, 2013.

Symposium: "Innovations in I/O Psychology Science and Practice: Pushing the Envelope." Society for Industrial /Organizational Psychology Annual Meeting, Houston, TX, 2013.

Symposium: "Issues and Methodologies in Wage and Hour Cases: Choosing the Right Methodology." Society for Industrial /Organizational Psychology Annual Meeting, San Diego, 2012.

Panel Discussion: "Job Analysis in a Legal Environment." Society for Industrial/Organizational Psychology Annual Meeting, San Diego, 2012.

Symposium: "SIOP 2035—The Next 25 Years: Visions for the Future." Society for Industrial/Organizational Psychology Annual Meeting, Atlanta, 2010.

Symposium: "Methodological Approaches to Wage and Hour Cases." Society for Industrial/Organizational Psychology Annual Meeting, New Orleans, 2009.

Master Tutorial: "Update in Wage & Hour Litigation: New Opportunities for I-O Psychologists" (with L. Aubry). Society for Industrial/Organizational Psychology Annual Meeting, San Francisco, 2008.

Master Tutorial: "I-O Psychology's New Frontier: Wage and Hour Litigation." (with F. Leffler). Society for Industrial/Organizational Psychology Annual Meeting, New York, 2007.

"Work/Life Balance in High Tech" (with M. Donovan). Society for Industrial/Organizational Psychology Annual Meeting, San Diego, 2001.

"Retention of 'Welfare to Work' Employees" (with K. Jung). Society for Industrial/Organizational Psychology Annual Meeting, New Orleans, 2000.

"HR Audit: The Procedural Perspective: Helping Small Businesses Make Smart Human Resource Practice Choices" (with K. May). Society for Industrial/Organizational Psychology Annual Meeting, St. Louis, 1997.

"Affirmative Action: Equal Opportunity or Equal Results?" Society for Industrial/Organizational Psychology Annual Meeting, San Diego, 1996.

"Downsizing and Other Organizational Transformations in the Public Sector." Society for Industrial/Organizational Psychology Annual Meeting, San Diego, 1996.

"Narrowing the Gap Between I/O's and CEO's: What CEO's Need to Understand About I/O Psychology and What I/O Psychologists Need to Understand About CEO's." Society for Industrial/Organizational Psychology Annual Meeting, Orlando, 1995.

"Development and Content Validation of Multiple-Test Selection Procedures" (with K. May and K. Mosier). Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Miami, 1989.

"The Impact of Changing Workforce Demographics on Selection and Training in Organizations." Roundtable discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology, Miami, 1990.

"Making Sense and Making Progress: The Performance Judgment Process," "The Contribution of Rater Training to Performance Measurement," and "The Usefulness of Academic Research." Symposia

presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, April, 1987.

**American Psychological Association:**

"Innovation in Job Analysis: Creating Solutions to Unique Challenges." (Symposium Discussant) Annual meeting of the American Psychological Association, Orlando, FL, 2012.

"Implications of Workforce 2000: Selection and Training." Paper presented at the annual meeting of The American Psychological Association, San Francisco, CA, 1991.

"Beyond Job Knowledge: Increasing Performance Appraisal Accuracy through Assessment Skills." Presented at the American Psychological Association Convention, Washington, D.C., August, 1986.

"The Appraisal Task and the Role of Observation." American Psychological Association, Anaheim, 1983.

"Relationship Between Cognitive Schema and Rating Accuracy" (with L. Roberson and C.A. Paradise). American Psychological Association, Anaheim, 1983.

"Behavior Indices of Raters' Cognitive Processing." American Psychological Association, Washington, D.C., 1982.

"Analyzing the Rating Process: A Content Analysis Approach." American Psychological Association, New York, 1979.

**Other Professional Societies and Organizations:**

Banks, C. "The Role of Psychological States in Worker Well-Being." Well-being At Work Conference, Amsterdam, 2016.

Banks, C. "How an Interdisciplinary View of Health and Well-Being is Greater than the Sum of the Parts." California Industrial Hygiene Council Conference, December 2014.

Banks, C. & Augustin, S. "Psychology of the Healthy Workplace." CoreNet Global Summit, Washington DC, October 2014.

Banks, C., Guendelman, S., Lindeman, D., & Schiavon, S. "Taking an Interdisciplinary View of Employee Health Protection and Promotion: A New Source of Traction." International Symposium To Advance Total Worker Health, Bethesda MD, October 2014.

Banks, C., "How Psychologists Can Help Create Healthy Workplaces." American Psychological Association Convention, Washington DC August 2014.

Banks, C., Hammer, L., & Salas, E. "Creating A New Organizational Template for Healthy Workplaces: Combing Forces." University of Sheffield Institute of Work Psychology Conference, Sheffield England, June 2014.

Banks, C. "Applying What We Know to Create Healthy Workplaces." Well-being At Work Conference, Copenhagen, May 2014.



- Banks, C. "How Psychologists Can Help Create Healthy Workplaces." Society of Industrial-Organizational Psychology Annual Conference, Honolulu, May 2014.
- Banks, C. "Leveraging What We Know." New Ways of Working Conference, Palo Alto CA, April 2014.
- Banks, C. "Leveraging What We Know." Working Well: Being Well Symposium hosted by Teknion, San Francisco, April 2014.
- Banks, C. "Faculty and Student Well-Being on Campus." Gensler Dialogues, Chicago, March 2014.
- Banks, C. "A New Organizational Template: How to Design Work and Workplaces for Employee Health and Well-Being." Xavier School of Management (XLRI), Jamshedpur India, February 2014.
- Banks, C. "Why the Healthy Workplace Requires Going Beyond Ergonomics." ErgoExpo Conference, Las Vegas, December 2013.
- Banks, C., Shuh, J., Schnidt, S., & Collins, B. "Transforming Health While Contributing to the Bottom Line." CoreNet Global Summit, Las Vegas, October 2013.
- Banks, C. (Keynote Address) "The New Organizational Template: How to Design Work and Workplaces for Employee Health and Well-Being." Australian Psychological Association Conference, Perth, Australia, July 2013.
- Banks, C. "Working with Experts in Wage and Hour Litigation." ABA Section of Labor and Employment Law, 5th Annual Labor and Employment Law Conference, Seattle, Washington, 2011.
- Banks, C. "Cue Selection and Evaluation in Performance Appraisal." Academy of Management Association, Los Angeles, 1985.
- Banks, C. "Performance Appraisers as Test Developers." Military Testing Association, San Antonio, Texas, 1982.
- Banks, C. "Validation of IRJ as a Technique for Analyzing the Rating Process." Military Testing Association, San Antonio, Texas, 1982.
- Banks, C. "IRJ: A New Technique for Measuring the Performance Rating Process." Military Testing Association, Toronto, 1980.
- Banks, C. "An Experimental Study of Rating Process: Correlates of Rating Behavior." Western Psychological Association, San Diego, 1979.

## **MEMBERSHIPS**

American Psychological Association  
Society for Industrial and Organizational Psychology  
Academy of Management  
Northern California Human Resources Association

**INVITED ADDRESSES**

- 2013 Australian Psychological Society Conference Keynote Address: "The New Organizational Template: How to Design Work and Workplaces for Employee Health and Well-Being." Perth, Australia, July 2013.
- 2013 Conference Workshop: "Applying What We Know to Create Healthy Workplaces." Australian Psychological Society Conference, Perth, Australia, July 2013.
- 2010 2010 IO-OB Graduate Student Conference: "Making a Difference in People's Lives: Wage and Hour Job Studies." Houston, TX.
- 2004 IBM Faculty Summit: "Managing the Extended Enterprise: An Organizational View." New York, NY
- 2000 iQuantic Annual Conference: Taking Stock: The Future of Stock Options Conference: "Equity Under a Microscope: Governance from Academic Perspectives." San Jose, CA
- 1997 The New Zealand Psychological Society Industrial/Organizational Psychology Conference: "Performance Management in the 21st Century."
- 1997 Workshop of the Academy of Social Sciences of Australia: "Issues in Training."
- 1995 Northern California Human Resources Council Annual Meeting: "Performance Management in the Next Century."
- 1995 "Complying with the ADA: Matching Workers' Physical Capabilities To Job Demands" (with K. May and K. DeStigter). Human Resource Planning Society Annual Meeting, Ithaca.
- 1994 Northern California Human Resources Council Annual Meeting: "Assigning Work to Disabled Workers at NUMMI."
- 1994 South Bay Chapter on Diversity Programs: "Organizational Restructuring and Downsizing: Implications for Affirmative Action."
- 1994 South Bay Chapter of Cal Business Alumni: "Empowerment and Self-Directed Work Teams."
- 1993 Western College Placement Association, San Francisco: "Preparing for Jobs in the Year 2000."
- 1992 University of California Cooperative Extension, Davis, CA: "Empowerment."
- 1992 University of California Academic Business Officers Group Conference, Ventura: "Seven Important Trends in Workforce 2000." (Keynote Address)

- 1989 University of California System EX-L Conference, San Diego: "Empowering Potential Leaders."
- 1989 Sacramento-Sierra Women Health Care Executives: "Leadership."
- 1988 Women Health Care Executives; San Francisco: "Creating Your Best Image."
- 1988 North Central Convention Association of the Alberta Teachers' Association: Edmonton, Alberta: "Leadership of the 1990's: Identification and Development of Tomorrow's Leaders" and "Women Leaders: What the Future Can Bring."
- 1987 Western Canada Educational Administrators' Conference '87; Edmonton, Alberta: "Critical Steps in Building Leadership Success" and "Practicing Leadership Skills."
- 1987 Women '87 Conference; Honolulu, Hawaii" "Women Leaders: A New Beginning" and "Speak Up with Confidence."
- 1987 Women Health Care Executives; San Francisco: "Building Leadership Skills in Women."
- 1987 Calgary City Teachers' Convention; Calgary Alberta: "A Legacy of Leadership: Critical Steps in Building Leadership Success."
- 1985 Delta Kappa Gamma Regional Conferences Keynote Address, San Lorenzo, Bakersfield and Pasadena, CA: "Women Leaders: A Legacy of Leadership."

**CRISTINA G. BANKS, PH.D.**

Expert Testimony

November, 2016

1. ABURTO V. VERIZON CALIFORNIA INC., CV 11-03683-ODW (VBKx) U.S.D.C Central District of California, Western Division, Declaration: 2011, 2012.
2. ADAMS V. HOME DEPOT USA, JCCP 4229 Riverside County Superior Court, Declaration: 2004, Deposition: 2004.
3. AKAOSUKI ET AL V. BENINHANA, INC., C 11-01272 WHA U.S.D.C. Northern District of California, Declaration: 2012, Deposition: 2012, Trial Testimony: 2012.
4. ARCHILA V. KFC US PROPERTIES INC., 09-CV-0107 R (FMOx) U.S.D.C. Central District of California; United States Court of Appeal 9th Circuit, Declaration: 2009, Deposition: 2009.
5. ARENAS V. EL TORITO RESTAURANTS INC., BC352538 Los Angeles County Superior Court, Declaration: 2008.
6. BENSON V. U-HAUL INTERNATIONAL INC., Los Angeles County Superior Court, Declaration: 2003.
7. BRIGHT ET AL V. DENNIS GARBERG AND ASSOCIATES, INC., LACV 10-07933 AHM (JCx); LACV 10-09574 AHM (ICx) U.S.D.C Central District of California, Declaration: 2011, Deposition: 2011.
8. COLDIRON V. PIZZA HUT INC., 03-CVC-05865 TJH (MCx) U.S.D.C. Central District of California, Declaration: 2004.
9. COLLINS V. AARON BROTHERS INC., BC208856 Los Angeles County Superior Court, Declaration: 2001, Deposition: 2001.
10. COOK V. DENNY'S INC., 06-CV-01421 PCF GJK U.S.D.C. Middle District of Florida, Declaration: 2007.
11. CUTLER V. WAL-MART STORES INC., CA-02-10206 Prince George County Circuit Court, Deposition: 2003.
12. DOWELL V. PETCO ANIMAL SUPPLIES, 37-2010-00091756-CU-OE-CTL San Diego County Superior Court, Declaration: 2011.
13. DRENCKHAHN V. COSTCO WHOLESALE CORPORATION, BC382911 Los Angeles County Superior Court, Declaration: 2009, 2010.
14. DUBROW V. PEP BOYS, JCCP 4202 Orange County Superior Court, Declaration: 2002, Deposition: 2002.
15. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION V. DENNY'S INC., 06-CV-02527 WDQ U.S.D.C. Northern District of Maryland, Declaration: 2009, Deposition: 2009.

16. FERNANDEZ V. VICTORIA'S SECRET STORES INC., 06-CV-04149 MMM (SHx) U.S.D.C. Central District of California, Declaration: 2007.
17. FRESCO V. CANADIAN IMPERIAL BANK, 07-CV-334112CP Ontario Superior Court, Declaration: 2008, Deposition: 2008.
18. FULAWKA V. BANK OF NOVA SCOTIA, 07-CV-345166CP Ontario Superior Court, Declaration: 2009, Deposition: 2009.
19. GARCIA V. ORACLE CORPORATION, RG07321026 Alameda County Superior Court, Declaration: 2010, Deposition: 2010.
20. GOLDMAN V. RADIOSHACK CORPORATION, 03-CV-00032 U.S.D.C. Eastern District of Pennsylvania, Declaration: 2004, 2005 , Deposition: 2005, Trial Testimony: 2005.
21. HASHIMOTO V. ABERCROMBIE & FITCH AND HOLLISTER, BC354479 Los Angeles County Superior Court, Declaration: 2008, Deposition: 2008.
22. HICKTON ET AL. V. ENTERPRISE RENT-A-CAR, INC., 2:09-mc-00210-JFC, U.S.D.C. Western District of Pennsylvania, Declaration: 2010.
23. HINES V. CSK AUTO INC. (KRAGEN), JCCP 4067 San Diego County Superior Court/Orange County Superior Court/Fresno County Superior Court, Declaration: 1999.
24. HOLTON V. MARVELL SEMICONDUCTORS, 106-CV-073295 Santa Clara County Superior Court, Declaration: 2011, Deposition: 2011.
25. HUCK V. PFIZER INC., 08-CV-01277 L (WVG) U.S.D.C Southern District of California, Declaration: 2009, Deposition: 2010.
26. HUIZAR V. CARL KARCHER ENTERPRISES INC. (CARL'S JR.), JCCP 4274 Los Angeles County Superior Court, Declaration: 2004, Deposition: 2004.
27. JENKINS V. STATER BROTHERS/BARNHART V. STATER BROTHERS, SCVSS70687/SCVSS70688 San Bernardino County Superior Court, Deposition: 2002.
28. JONES V. INTERNATIONAL COFFEE & TEA LLC (COFFEE BEAN), 37-2008-00080714-CU-OE-CTL San Diego County Superior Court, Declaration: 2009.
29. KELLY V. DAYTON HUDSON CORPORATION DBA TARGET STORES, 00CC02123 Orange County Superior Court, Declaration: 2001.
30. KHADERA ET AL V ABM INDUSTRIES, INC., C08-0417 MJP U.S.D.C. Western District of Washington at Seattle, Declaration: 2011.
31. KNIGHT V. CBS PERSONNEL HOLDINGS, INC. ET AL., BC424383 Los Angeles County Superior Court, Declaration: 2011.

32. KNOCH V. SAFEWAY INC. AND THE VONS COMPANIES INC., BC277481 Los Angeles County Superior Court, Declaration: 2006, 2007, Deposition: 2008.
33. LIBERTY MUTUAL OVERTIME CASES, JCCP No. 4234, Superior Court of California County of Los Angeles, Declaration: 2013.
34. LINARES V. DISCOUNT TIRE CO., GIC826602 San Diego County Superior Court, Declaration: 2005.
35. LOPEZ V. KAISER FOUNDATION HEALTH PLAN, RG07305405 Alameda County Superior Court, Declaration: 2008, Deposition: 2008.
36. MICHELLE LOU, MARSHA BEER, SIMON NIM AND JESUAN RUIZ RODRIGUEZ V. MA LABORATORIES, INC., No. 3:12-cv-05409-WHA (NC), U.S.D.C. Northern District of California, Declaration: 2014.
37. MCCracken V. CANADIAN NATIONAL RAILWAY COMPANY, 08-CV-351183CP Ontario Superior Court, Declaration: 2009, Deposition: 2009.
38. METZLER V. FOOD 4 LESS HOLDINGS INC., BC206244 Los Angeles County Superior Court, Declaration: 2001, Deposition: 2002.
39. MORENO V. MILLER BRANDS INC., BC278170 Los Angeles County Superior Court, Declaration: 2003.
40. MYART V. AUTOZONE INC., 05CC03219 Orange County Superior Court, Declaration: 2010, Deposition: 2010.
41. MYNAF V. TACO BELL CORPORATION, 196CV761193 Santa Clara County Superior Court, Declaration: 1998, Deposition: 2001.
42. O'HARA V. FACTORY 2-U STORES INC., C-834123-5 Alameda County Superior Court, Declaration: 2001, Deposition: 2001.
43. OHRLING V. AMR CORPORATION (AMERICAN EAGLE AIRLINES), INC041380 Riverside County Superior Court, Declaration: 2008, 2009.
44. PEREZ V. RADIOSHACK CORPORATION, 02-CV-07884 U.S.D.C. Northern District of Illinois, Declaration: 2005, Deposition: 2005.
45. PETERS V. CATALINA RESTAURANT GROUP (COCOS), 37-2011-94467-CU-OE-CTL San Diego County Superior Court, Deposition: 2013, Trial Testimony: 2013.
46. PRYOR V. KBR INC. (KELLOGG BROWN & ROOT), 1100052926 JAMS Class Action Arbitration, Declaration: 2010, Deposition: 2010.
47. PUCHALSKI V. TACO BELL CORPORATION, GIC870429 San Diego County Superior Court, Declaration: 2009, Deposition: 2009.

48. PUFFER V. ALLSTATE INSURANCE CO., 04-CV-05764 U.S.D.C. Northern District of Illinois, Declaration: 2008.
49. RAMOS V. SAFEWAY INC., BC346109 Los Angeles County Superior Court, Deposition: 2010, Trial Testimony: 2010.
50. RANIWALA V. MICHAELS STORES INC., S093188 Alameda County Superior Court, Deposition: 2001.
51. REYNA V. ANHEUSER-BUSCH INC., 02-CV-09886 GPS (AJWx) U.S.D.C. Central District of California, Declaration: 2003, Deposition: 2004.
52. ROSS ET AL. V. RBS CITIZENS N.A., No. 1:09-CV-5695, U.S.D.C. Northern District of Illinois Eastern Division, Declaration: 2012.
53. SALVAS V. WAL-MART STORES INC., 01-03645 Commonwealth of Massachusetts, Middlesex, ss Superior Court, Deposition: 2003.
54. SANTIAGO ET AL. V. AMDOCS, INC., C 10-043 17 SI U.S.D.C. Northern District of California, Declaration: 2013, Deposition: 2013.
55. SAVAGLIO V. WAL-MART STORES INC., C-835687-7 Alameda County Superior Court, Declaration: 2002, 2003, 2005, Deposition: 2002, 2005, Trial Testimony: 2005.
56. SCANLAN V. ENTERPRISE RENT-A-CAR COMPANY, JCCP 4223 San Diego County Superior Court, Declaration: 2002, Deposition: 2002.
57. SCHERRER V. GROUP VOYAGERS INC., 99-CV-04834 SI U.S.D.C. Northern District of California, Declaration: 2002, Deposition: 2002.
58. SHAFER V. RENT-A-CENTER INC., JCCP 4401 Los Angeles County Superior Court, Declaration: 2008, Deposition: 2008.
59. SWEARINGEN V. PENSKE AUTO CENTERS LLC, BC253168 Los Angeles County Superior Court, Declaration: 2003, Deposition: 2003.
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