

Maier Law Group (MLG) offers comprehensive workplace and Title IX investigations in both English and Spanish. All our investigators are extensively trained in both employment law, generally, and investigations, specifically, and carry an AWI-CH* designation. In addition, MLG conducts post-investigation mediations and individual coaching when needed to heal rifts or leadership problems that the investigation process uncovers. We are also experts in Title IX and have been extensively trained in Title IX investigations, hearings, mediations, and trauma-informed interviewing techniques. MLG prides itself on unusually high-quality reports and adept investigation techniques. Recent (July 2023) client comments include:

- on a job well done. As a consultant in the private sector for some 40 years, I was required to draft at least one hundred management assessments. More often than not, the consulting engagement was instigated because there were substantive performance problems within the client organization. So I can appreciate the challenges of articulating 'bad news' in a manner that was received as objective, constructive and defensible. I feel that you delivered a work product which met those standards and provided an actionable road map for taking corrective actions. Your writing style is excellent, and your reasoning very clear.
- **I find that MLG was responsive and provided an excellent work product that was truly appreciated by the members of the board. I have worked with a number of investigators over the years, and Diana's written report is one of the best I have seen. Clear, and most importantly, readable. ** R.C.
- You were quick to understand our [investigation] request, and all the complexities of being a volunteer, church-based, policy-driven organization. Emily Harrington listened carefully, asked open-ended wise questions, and did this work quickly and carefully. She facilitated our 3-person (sometimes 4, with our lawyer) discussions with grace. We all have great confidence in her capabilities, her wisdom and are grateful for her help. Your 'back of office' staff and processes are also excellent. Very good communication on the business of hiring MLG. Very easy to send documents, to complete requests. And your invoicing matches that excellence.

^{*} AWI-CH stands for Association of Workplace Investigators – Certificate Holder, and is the gold-standard in workplace investigation training. It requires almost 40 hours of training in conducting an effective, attorney-client-privileged investigation. The AWI-CH designation is not granted unless the trainee passes an oral (mock interview) and written exam.

Meet the MLG Team

Diana Maier AWI-CH is the owner and founding partner of MLG and has twenty years' experience conducting and directing criminal and civil investigations in both English and Spanish. Diana received her JD from Stanford Law School (class of 1998). Diana has taken numerous trainings with the Association of Workplace Investigators (AWI), T9 Mastered, Title IX Solutions, and individual experts (classes in trauma-informed interviewing.) Diana has presented several times at AWI's annual conferences and also teaches legal and HR professionals the ins and outs of investigations in a one-on-one context. In addition, Diana has completed several mediation trainings and conducts both workplace and courtroom mediations. Diana currently serves as a private mediator and on panels for the U.S. District Court of Northern California and Central California, the Alameda, Contra Costa, and Riverside Superior Courts, and the San Mateo County Bar Association. Diana is also a trained coach and works with executives who need assistance in increasing their professional EQ. Diana finds that coaching and workplace mediation services are often helpful after an investigation is completed.

Margarita Wear AWI-CH conducts workplace investigations and counsels clients managing internal investigations. She attended Golden Gate University School of Law (class of 2006) and has experience as general counsel for Paradigm Hotels Group LLC and Engage Hospitality LLC, overseeing HR. She was formerly an associate at several law firms, representing hospitality, retail, financial, real estate, and technology companies. Margarita's investigation practice includes both workplace and educational institution (Title IX) investigations. Margarita has completed a 40-hour mediation training.

Emily Harrington AWI-CH attended Duke University School of Law (class of 2017). She was a litigation associate at Cooley LLP, and worked in-house at a non-profit organization where she counseled the agency on employment and compliance matters and oversaw HR functions. Emily enjoys serving as a neutral factfinder in investigations, which allows her to draw on her natural empathy for all sides and provide the participants the dignity and respect that enables them to feel heard.

Kristi Tremble AWI-CH attended University of San Diego, School of Law (class of 2007). Kristi represents employers in all aspects of labor and employment law. Kristi's professional experience at Jones Day and Petit Kohn included discrimination, harassment, retaliation, wage and hour violations, misclassification, trade secrets, and employment contract issues.

Kristen Williams AWI-CH attended University of San Francisco School of Law (class of 2004). Kristen's litigation and advice and counsel experience was honed at large and boutique employment law firms such as Curiale Dellaverson Hirschfeld & Kraemer and Jackson & Wallace.

Valeria Balfour attended the University of North Carolina at Chapel Hill School of Law and the Duke University Sanford Institute of Public Policy, receiving a joint J.D./M.P.P. (class of 1998). She formerly worked at Seyfarth Shaw and Liebert Cassidy Whitmore. She has conducted many workplace investigations for large and small employers, private, public, for-profit, and non-profit. In addition, she has expertise in California anti-discrimination laws, wage and hour laws, and leave laws. She is also fluent in Spanish.

For details, please read about our services at maierlawgroup.com/services.