



Creating Joyful Workplaces for Conscious Businesses

Maier Law Group (MLG) was founded on the radical idea that the workplace could be the means for effective social and personal change one happy employee at a time. We partner with our clients to help them create compassionate and effective workplaces where employees and businesses thrive. MLG provides skilled employment and data privacy advice and conducts workplace investigations. Specifically, we offer these services:

Strategic defense of employment claims:

- MLG defends against state and federal lawsuits; responds to pre-litigation demand letters; and
- defends against regulatory actions and state and federal audits such as wage and hour, discrimination, harassment, and retaliation claims.

Conflict resolution services:

- Pre-litigation mediations;
- workplace conflict mediations (post-investigation or otherwise);
- one-on-one executive counseling and coaching; and
- workplace trainings on conflict resolution.

Workplace and Title IX investigations in Spanish or English:

- MLG investigates claims of discrimination;
- harassment;
- retaliation;
- hostile work environment, whistleblowing and policy violation complaints;
- offers workplace assessments;
- full-scale employment audits; and
- Title IX investigations, hearings, and mediations.

Privacy compliance:

- MLG audits organizational privacy compliance;
- drafts workplace privacy policies for handbooks and websites;
- advises on CCPA compliance;
- advises on GDPR compliance;
- HIPAA compliance; and
- trains employees in data privacy and security best practices.

Practical, risk-mitigating legal advice on:

- Employee handbooks, policies, and procedures;
- hiring, disciplining, and terminating employees;
- employment contracts/offer letters;
- whistleblower and workplace complaints;
- ADA compliance, leaves of absence, and reasonable accommodations;
- wage and hour audits;
- independent contractor vs. employee status;
- exempt vs. non-exempt employee classification;
- employee privacy;
- background checks;
- joint employer status; and
- vacation and sick leave policies.

Employment and data privacy training:

Including

- Preventing Sexual Harassment;
- Workplace Professionalism/Citizenship;
- Workplace Diversity;
- HIPAA Compliance;
- Terminating Employees in California;
- Workplace Investigations 101;
- Discerning Contractors vs. Employees;
- Data Privacy and Cyber Security 101;
- Top 5 Threats to Data Security and Privacy for Life Sciences Companies; and
- One-on-one sensitivity training/coaching for executives needing a tune-up in their interpersonal and professional skills.

Meet Our 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.



EMPLOYMENT LAW • WORKPLACE INVESTIGATIONS • MEDIATION

maierlawgroup.com | tel. 415-515-1707 | info@maierlawgroup.com

Meet Our Team

Diana Maier CIPP/E, CIPP/US, Employment and Privacy Attorney, and Workplace Investigator. Stanford Law School class of 1998. Extensive trial (criminal), litigation (civil), investigation, and advice and counsel experience at a small firm, in-house, and as a public defender. Diana has completed a 40-hour mediation course based on The Understanding-Based approach to mediation in addition to other trainings in this method and mediation, generally. Spanish-speaking.

Brittney Bottorff AWI-CH, Employment and Privacy Attorney, and Workplace Investigator. University of Texas School of Law class of 1996 (Order of the Coif). Litigation, trial, and advice and counsel experience. Previously, in-house counsel for Texas Children's Hospital, associate at Mayor Day Caldwell & Keeton (a top-tier Texas firm), and briefing attorney for Justice Craig T. Enoch at the Supreme Court of Texas.

Jenny Wiegley Employment Attorney and Workplace Investigator. University of Southern California School of Law class of 2008. Litigation, trial, and workplace investigation experience at top large law firms, including Paul Hastings Janofsky & Walker, Norton Rose Fulbright, and Fenwick & West.

Margarita Wear Employment Attorney and Workplace Investigator. Golden Gate University School of Law class of 2006. Experience as general counsel for Paradigm Hotels Group LLC and Engage Hospitality LLC, overseeing HR. Formerly an associate at several law firms, representing hospitality, retail, financial, real estate, and technology companies. Margarita has completed a 40-hour mediation training.

Caitlin (Caitie) Emmett Employment Attorney and Workplace Investigator. Golden Gate University School of Law class of 2012 (Order of the Coif). Experience as an associate at Bledsoe Diestel Treppa & Crane, assistant general counsel with The State Bar of California, and in-house counsel with Check Point Software Technologies, Inc.

Kymberly LeGolvan Employment Attorney and Workplace Investigator. University of San Diego School of Law class of 2013. Previously, an associate with Gordon & Rees, and with Sheppard Mullin Richter & Hampton.

Kym McCourt AWI-CH, Employment Attorney and Workplace Investigator. University of California, Berkeley School of Law class of 1998. Experience as an associate with top corporate firm Howard Rice, and as a mediator at the Alameda County Superior Court Alternative Dispute Resolution Program.

Kristen Williams Employment Attorney and Workplace Investigator. University of San Francisco School of Law class of 2004. Litigation, and advice and counsel experience at top large and boutique firms such as Curiale Dellaverson Hirschfeld & Kraemer and Jackson & Wallace.

Kellie Delaney AWI-CH, Employment Attorney and Workplace Investigator. California Western School of Law class of 2009. Kellie has worked as both in-house and outside counsel, and defended clients in trade secrets litigation and assisted in eDiscovery disputes and class actions. She has extensive privacy training from the International Association of Privacy Professionals. She has helped clients address GDPR, CCPA, HIPAA, FERPA, and other data protection laws.

Megan Roberts Hutchinson Employment Attorney and Workplace Investigator. University of California, Los Angeles School of Law Class of 2008. Megan has litigation, investigation, and advice and counsel experience at top firms such as Miller Law Group and Allen Matkins. She is a University of San Francisco School of Law professor.

