



## **Resume – Mary Adams JD**

Human Resources Expert & Practitioner

The Employee Relations Group

Nationwide

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## **PART I of III – Summary Human Resources Expert & Practitioner**

Over twenty years as a Human Resources Generalist and an expert in all areas of Human Resources. (i.e. wage, safety, benefits, job descriptions, policies and procedures, labor laws and compliance, focusing on Employee Relations/ER). My ER knowledge focuses on the areas of providing advice, mediation, investigating workplace disputes, risk assessments, recommendations of remediation, training, involuntary termination, wage correction, discrimination, performance, drafting HR documents, etc. Expert in conducting salary drafting job description reviews and establishing salary ranges for fair pay in accordance with compliant job descriptions.

**EXPERT WITNESS** – Work with attorneys to provide Human Resources litigation consulting and expert witness services (depositions, in-court testimony, case review, etc.) in the areas of Human Resources. Provide expert witness, reports, consulting, investigating, analyzing, testifying and litigation support regarding: employment, Title VII, employment discrimination, human resources policies, performance issues, negligent hiring and retention, compensation, overtime exemption, proper classification, harassment, wrongful termination, workplace discrimination, benefits, recruiting, handbooks, job descriptions, background checks, as well as related topics in human resources issues and management.

**WORKPLACE INVESTIGATOR** – Conduct independent complex investigations into sensitive employee relations & EEO complaints of discrimination, harassment, and other workplace complaints in an efficient, thorough, and professional manner. Identify investigation scope, sources, and investigative actions. Plan, schedule, and conduct effective interviews of complainants, respondents, and witnesses. Interview witnesses at all levels of the organization using appropriate tact and impartiality. Analyze information collected from witnesses and evidence and reach timely and unbiased conclusions and findings. Provide practical, problem solving, even-handed solutions while serving as a trusted and confidential resource within the human resources team. Prepare thorough, professional reports of human resource, EEO, or personnel matters, including review of policy violations, performance, and/or conduct concerns. Compose correspondence and other highly confidential documents such as investigation summaries, corroboration charts, risk assessments, action plans, conclusion talking points, executive scripts, etc. Provide sound technical and practical advice and guidance to administration and managers on employee relations matters, employee concerns, and workplace issues.

**CERTIFIED MEDIATOR** – Serve as a neutral mediator on a variety of workplace matters, including discrimination claims, other workplace conflicts, regulatory compliance cases, public policy disputes, multiparty conflicts, and other disputes which are of a particularly unique, difficult, high-profile, or complex nature. Including drafting and conducting assessment, reporting, mediation facilitation, coaching, training, education, and change management efforts.



## **PART II of III – Case listing for Mary Adams JD - Human Resources Expert Cases since 2022: (last updated Sept. 2024)**

Expert for Class Action-Plaintiffs – Retained in 2024

Case Name: Majo v Sony Interactive Entertainment, LLC; Case Number: 22-CIV-02057

Attorney: Stephen Ilg Esq.

State: California

Subject Matter: Fair Pay-Wage

Expert Services: Provided Case Review and Declaration

Status of Case: Open and ongoing

Expert for 1-Plaintiff – Retained in 2024

Case Name: Dara Cooley v The Wilkes Firm P. A.; Case Number: 2022-CA-009992

Attorney: Matthew P. Rothrock Esq.

State: Florida

Subject Matter: Compensation and other employment-related civil actions

Expert Services: Pending

Status of Case: Open and ongoing

Expert for 1-Defendant – Retained in 2023

Case Name: Byrd v Aramark Healthcare Support Services, LLC, et al.; Case Number: 230400990

Attorney: John Hickey Esq.

State: Illinois

Subject Matter: Background Check

Expert Services: Provided a Case Review and some opinions on the case; awaiting next steps from the

Attorney; Expert Report; Deposition

Status of Case: Open and ongoing

Expert for 1-Defendant – Retained in 2023

Case Name: C. R., et al. v Massage Luxe Williamsburg, et al; Case Number: CL22-579

Attorney: Paige Ferros Esq.

State: Virginia

Subject Matter: Hiring Process and Background Check

Expert Services: Case review

Status of case: Closed, settled during mediation

Expert for 9-Plaintiffs – Retained in 2023

Case Name: Soony Jegede, Shaneika Johnson, Racquel McZeal, Latisa Mott, Shakeidra Rotich, Aneser Woulard, Erika Cuthrell, Roshonda Ivey, and Natasha v Ocean View Nursing and Rehabilitation Center, LLC and Millenium Health Systems, LLC d/b/a Nuvision Management; Case Number: 2018-1082 CIDL

Attorney: Kelly Chanfrau Esq.

Subject Matter: Racial Discrimination

State: Florida

Expert Services: Case Review

Status of case: Closed; unknown; my services are done

Expert for 1-Plaintiff – Retained in 2023

Case Name: Gary Berkovitz v University of Miami, FL; Case Number:

Attorney: Kraig Weiss Esq.

State: Florida



Subject Matter: Wage Discrimination and Retaliation  
Expert Services: Assisted in Mediation and provided a detailed Report to support the wage dispute.  
Status of Case: Closed. The case was over 12 years old when I was retained; case closed during mediation

Expert for 1-Plaintiff – Retained in 2022  
Case Name: Gibson v McKinnley Inc. et al formerly Staffing, LLC; Case Number: 5:21-CV-00029  
Attorney: Robert Jenkins Esq.  
State: North Carolina  
Subject Matter: Background Check  
Expert Services: Case Review and Deposition  
Status of Case: Closed, settled during Mediation

Expert for 1-Defendant/Counter-Plaintiff – Retained in 2022  
Case Name: Joseph Petruzzello, in the case DeFrancisci Machine Company, LLC, Joseph L. DeFrancisci and Leonard J. DeFrancisci v. Elizabeth Andrzejczak and Joseph Petruzzello, Brevard County; Case Number: 2016-CA-16399-xxx-xx  
Attorney: Adam Bird Esq.  
State: Florida  
Subject Matter: Background Check  
Expert Services: Provided a Case Review and some opinions on the case; awaiting next steps from the Attorney; Expert Report; Deposition  
Status of Case: Open and ongoing

## **PART III of III – CHRONOLOGICAL DETAILED LIST OF WORK HISTORY**

**SUMMARY:** Draft, implement and Audit policies and procedures for compliance with: FMLA, Background Checks, ADA, Safety, HRIS, Timekeeping, Payroll, Onboarding, EEO, Dispute Resolution, Pre-Termination Reviews, Workers' Compensation, Unemployment, etc. Conduct Workplace Investigations, Problem solve employee performance issues, and provide a report that includes risk assessments, recommendations of employment actions and training and development. Draft full-cycle employment documentation and train management, including but not limited to interviews, handbooks, confidentiality, 1099 and PEO statuses, to exit interview results. Support, develop, and coach supervisors and managers in their approach and consideration of employee issues, ensuring that they understand the impact of these on the individual and the business. Champion the accuracy of HR data by drafting and implementing the importance of timely aligning the resolution of employee issues with existing policies. Systems and Database skills and on-going training: Excel, PowerPoint and Report Smith, PC Payroll, Paychex, Peoplesoft, Resumix, Oracle, E-Verify, ISO auditing, Halogen, Six Sigma processes, ISO 9000, ADP payroll, Employee Retirement Administrator and Auditor. FMLA tracking, PEO contracts, and employment law compliance.

Company Name/Locations: The Employee Relations Group (TERG) Fort Lauderdale, FL and Nationwide

Title: Expert Witness, HR Consultant, Certified Mediator 2010 – present

Company description: TERG is a boutique Human Resources and Employment Law consulting firm, providing HR Consulting compliance to over 45 business models in 9 states and 3 countries worldwide. In the role of Principal HR Consultant provide support. auditing and training services remote and on-site. Including support for employees working 24/7 and various shifts.

Company Name/Location: Rainin Instrument LLC a Mettler Toledo Company Oakland, CA Corporate

Title: HR Manager June 2008 – August 2010

Company description: Mettler Toledo is a multinational manufacturer of scales and analytical instruments. It is the largest provider of weighing instruments for use in laboratory, industrial, and food retailing applications.



Company Name/Location: Google/Arvato Digital Services a Bertelsmann Company Mountain View, CA Google  
Title: Human Resources Business Partner June 2007 – March 2008

Company description: Google is a technology company that specializes in internet-related services and products. These include online advertising technologies, search, cloud computing, software, and hardware.

Company description: Bertelsmann is a German corporation based in Germany. It is one of the world's largest mass media companies and active in the service sector and education.

Title: Court Mediator – Internship Pittsburg, CA Intern 20 hours per week October 2005 – May 2007

Contra Costa County Courts - Assist Plaintiffs and Defendants in Small Claims Court Lawsuits and Disputes.  
January 2005 – Law Student-Full-Time, University Silicon Valley School of Law, Fremont, CA.

Company: HR Consultant

Title Regional HR Generalist – Hybrid office

Locations: San Francisco & Silicon Valley June 1996 – December 2004

Business model: Utilize extensive Human Resources generalist expertise to assist Venture Capital and Start-up technology companies with recruiting, compensation, and relocation plans. Establish company HR policies and procedures for legal compliance. Train management staff in interviewing and disciplinary compliance.

Client locations: San Francisco, CA region, Minnesota, and Texas. Clientele included:

- |                                   |                                      |
|-----------------------------------|--------------------------------------|
| (a) Dell Computer                 | (f) Meir Mitchell Accounting Firm    |
| (b) Shell Oil                     | (g) Pervasive Software               |
| (c) PeoplePC                      | (h) U.S. Office of Personnel         |
| (d) Cisco System                  | (i) GreyLock Venture Capitalist Firm |
| (e) Anila Venture Capitalist Firm | (j) Anila Venture Capitalist Firm    |

Company Name: IBM Corporation

Title: National Field Support Representative

Locations: Remote support to clients in CA, FL, NV, UT and AK

Seattle, WA and Austin, TX May 1989 – November 1996

Company description: IBM Corporation manufactures and markets computer hardware, middleware and software, and offers hosting and consulting services in areas ranging from mainframe computers to nanotechnology.

Education:

Certified EEO Investigator, since 2019

Jurist Doctorate, JD Law Degree, 2009

Supreme Court Certified Mediator, since 2007

Louisiana State University, Major: Finance/Computer Science

Southern University, Major: Business

Western Illinois University, Major: Business

Harvard University T.H. Chan School of Public Health Executive & Continuing Professional Education

Certificate - 2018 Women On Boards & Adding Value