

KYM M. LEGOLVAN

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PROFESSIONAL EXPERIENCE

LeGolvan Law, Inc.

San Diego, CA

Attorney Workplace Investigator

May 2020 – Present

- Founder of woman-owned law firm specializing exclusively in conducting external workplace investigations for California employers and organizations.
- Conduct investigations in response to internal employee complaints and concerns, including for complaints of harassment, discrimination, retaliation, wrongful termination, bullying, and other allegations of misconduct.
- Perform in-depth interviews of the complainant, respondent, and other relevant parties.
- Gather, interpret, and analyze relevant evidence related to the investigation, including email correspondence, text or other electronic messages, relevant policies and procedures, photographs, and video evidence.
- Write detailed and defensible investigative reports, including factual background, witness and evidentiary summaries, and complex factual analyses.
- Engage in business development activities.

Maier Law Group

San Diego, CA

Employment Attorney and Workplace Investigator

February 2018 – May 2020

- Performed external workplace investigations from intake to completion for a variety of California-based organizations and employers, including a large hospital system with unionized employees, technology companies, and retailers.
- Provided legal advice to human resources and management personnel on employment issues to ensure compliance with applicable employment laws.
- Defended employers in pre-litigation and litigation matters brought by current or former employees, including in class and PAGA actions, administrative agency charges (DFEH, EEOC, DLSE), and in state court.
- Developed and drafted personnel policies, procedures, and other employment-related documents.
- Conducted trainings with groups of employees or one-on-one, including for sexual harassment prevention, sensitivity, and diversity and inclusion.

Sheppard Mullin Richter & Hampton LLP

San Francisco, CA

Associate Attorney – Labor and Employment

September 2015 – December 2017

- Represented employers in employment cases involving wage and hour violations, breach of contract, wrongful termination, discrimination, retaliation, harassment, and other violations of state and federal employment statutes.
- Conducted on-site workplace investigations related to litigation and pre-litigation matters.

Gordon Rees Scully Mansukhani, LLP

San Diego, CA

Associate Attorney – Labor and Employment

June 2014 – September 2015

- Served as lead associate in employment litigation cases in federal and state court.

EDUCATION

University of San Diego School of Law

San Diego, CA

Juris Doctor

May 2013

- San Diego Law Review, Executive Comments Editor, Volume 50
- CALI Award for Academic Excellence (top score) in Advanced Tax
- Judicial Extern for the Honorable William V. Gallo, U.S.D.C. for the Southern Dist. of California

University of Arizona

Tucson, AZ

Bachelor of Arts, Journalism

May 2009

PROFESSIONAL MEMBERSHIPS, CERTIFICATIONS & AWARDS

State Bar of California, December 2013

Association of Workplace Investigators (“AWI”) 2018 – Present

- Co-Instructor at Investigation Basics Seminar, March 2023 and July 2023
- Membership & Marketing Committee Member
- Presenter, "Investigating Complex Sexual Harassment Cases," 2024 AWI Annual Conference

AWI Certificate Holder, August 2021

Association of Title IX Administrators Certificate Holder, September 2021

ProVisors, Member, September 2021

Super Lawyers, San Diego Rising Stars, 2023