



## BIOGRAPHY

**Karen Dinino, Esq.**  
***Brownstein Hyatt Farber Schreck LLP ◊ EmployMentor, Inc.***  
***kdinino@BHFS.com ◊ 818.991.9171***

EmployMentor, Inc. guides employers through state and federal employment laws, including preparing and providing California's required harassment prevention training; analyzing employee classifications for wage and hour purposes; creating employee handbooks, employment agreements, leave of absence documentation and notices, new hire forms and packets, employee evaluations, and responding to daily employment law issues. Ms. Dinino provides training to national and international businesses regarding harassment and discrimination prevention, how to investigate and resolve employee complaints, downsizing, cultural respect, management techniques, and effective communication and problem solving in the workplace. She investigates and oversees investigation of fair employment law violations, teaches managers to give effective appraisals and manage employee performance issues, and counsels employers regarding implementing new laws and procedures.

Ms. Dinino also represents employers and employees in resolving employment disputes, and handles litigation on behalf of employers and employees. Ms. Dinino also has been retained and testified as an expert witness in sexual harassment, discrimination, disability discrimination, wage and hour, and wrongful termination cases.

Brownstein, Hyatt, Farber & Schreck, LLP Los Angeles, CA Of Counsel, October 2009-Present

Practice consists primarily of prosecution and defense of First Amendment, defamation, and employment claims, including fair employment laws and leave of absence implementation, counseling and training, and civil litigation involving harassment, discrimination, defamation, unfair competition, wrongful termination, wage and hour claims.

Stroock, Stroock & Lavan, LLP Los Angeles, CA

Contract Employment Attorney, October 2000-2009

Employment issues counseling and training, and civil litigation involving harassment, discrimination, unfair competition, wrongful termination, wage and hour claims. Included pro bono work for employees with claims of harassment, discrimination, and wage and hour violations.

Century City Bar Association

Board of Governors, 2003-June, 2005, Chair, Employment Law Section, 2001-June, 2005

Century City Lawyer Magazine

Columnist, 2001-February, 2005

Wrote column titled, "Meanwhile, Back At The Office," providing employment law updates and office management information for lawyers and law office managers. Columns have covered such topics as California's paid leave law, classifying exempt and non-exempt employees, California's "baby" WARN act, sexual harassment training requirements, etc.

Lectures, MCLE, and Training

Ms. Dinino has lectured on employment law issues and human resources practices for the Western Independent Bankers association, and general and in-house counsel and executives in financial institutions, health care, entertainment, construction, retail, real estate and securities firms. She has provided or coordinated continuing legal education programs for the Century City Bar Association on harassment prevention, leave of absence laws, wage and hour issues, and trial preparation. She regularly conducts seminars on human resources practices and harassment prevention throughout the U.S., as well as one-on-one training for managers and executives on best practices in employment.

University of Southern California Law Center Juris Doctor, 1989

Honors: Champion, Hale Moot Court Honors Program; Second Place, written advocacy, Hale Moot Court Honors Program

University of California, Los Angeles

Bachelor of Arts, Psychology, 1986

Honors: Society of Professional Journalists' Mark of Excellence Award; Chancellor's Scholarship; Alpha Lambda Delta Honor Society; National Dean's List; College Honors Program



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**Tobias Kennedy**  
**Vice President Account Sales and Service**  
**Montage Insurance Solutions**

Tobias Kennedy, Vice President of Account Sales and Services at Danone Simpson Insurance Services DBA Montage Insurance Solutions graduated from LMU with a degree in Political Science. Since his arrival at Montage in early 2007, he has become a trusted advisor to clients ranging from Religious Non Profits to Credit Unions, from Charter School Associations to Commercial Real Estate Developers and more. His broad base of knowledge and experience coupled with his fanatical dedication to rapid response time has seen him become a close friend and trusted partner to clients in Employee Benefits, Workers' Compensation and various Commercial Insurance lines. In his capacity as Vice President of Account Sales and Service, he has given many seminars to organizations such as LANSAs and in-house at Montage, many consultations to boards of directors and Executive Teams, helping explain the complexities of Health Care Reform in all of its phases. Tobias sits on the board of directors of SMA: The Staffing Management Association (a division of SHRM), has been trained in underwriting principles at Blue Shield headquarters in San Francisco and enjoys bringing a refreshing enthusiasm to every encounter. Bachelor of Arts- Political Science, Loyola Marymount University. Affiliations, board member, SMA