

Doug Leach

MEDIATOR

INTRO

With over 30 years of combined business, negotiation, and legal experience, Doug seeks creative and specialized ways to resolve individual, class, and PAGA wage and hour actions. Following an accomplished tech and employment litigation career, Doug has become a full-time mediator who has swiftly risen to prominence as an up-and-coming sought-after employment mediator in California. Leveraging his experience in hundreds of mediations as a litigator, Doug has worked tirelessly for the last two years on resolving cases successfully in his mediation practice. Doug is rewriting the narrative of employment dispute resolution and positively changing the experience of mediation for every participant involved. His career includes the following highlights as a lawyer, in the tech field as an executive, and as a mediator:

LEGAL

- As a lawyer, Doug's litigation experience spans hundreds of employment lawsuits, including single-plaintiff employment cases, wage and hour individual claims, wage and hour class actions, and PAGA actions.
- As a lawyer, he's handled hundreds of wage and hour class and/or PAGA actions, taking them through to resolution and/or settlement, primarily through the mediation process.
- As a defense attorney, he's worked closely with the team that is the architect of the most comprehensive compliance and remediation plan for employers in California.

BUSINESS / EXECUTIVE

- Doug's experience leading large organizations as a tech executive and representing defendants, large and small, provides a balanced legal perspective, coupled with the additional experience of balancing business decisions related to managing risk and the pursuit of continuous improvement.
- As the Director of Sales Operations for HP, he built high-performance teams, coached and developed hundreds of employees, and effectively developed a culture of collaboration, accountability, trust, and respect.
- He also utilizes active listening skills developed throughout a long career launching and growing start-up organizations, leading organizational design and employee development programs, and expanding and integrating business systems through mergers and acquisitions.
- Doug is one of the few mediators in the state who has operated in an executive capacity and who understands firsthand the challenges employers and business owners face in California.

- Doug has represented the interests of multiple organizations in order to align operational activities, make organizational design recommendations, and implement growth-oriented business models.
- Doug has experience in real-world business, providing leadership, coaching, and mentoring to operational leaders in the areas of international business, software as a service, and customer relationship management.

MEDIATION

- Weaving together legal experience, business acumen, and emotional intelligence, Doug brings a fresh and innovative approach to mediation that is revolutionizing the way employment mediation is experienced.
- He has successfully mediated dozens of employment lawsuits in all aspects of employment law in cases ranging from low five to the seven figures.
- He has developed a successful method of resolving disputes that involves creative exercises and tools that help remove obstacles to settlement.
- His mediations are known for being both thoughtful and efficient, with participants being heard and having clear options for resolving the dispute.
- With decades of experience negotiating in various settings, including winning a world negotiation competition, he is passionate about using innovative negotiation tools designed to improve the negotiation experience and remove obstacles to settlement.
- Doug uses all these skills at mediation to nurture an environment that facilitates settlement and reduces the pain of traditional negotiation.
- His foundational business and organizational design knowledge, enthusiasm for innovation and technology, and employment law experience help him guide individuals and organizations through the mediation process in creative ways and pave a path to resolution.

EDUCATION

- **J.D., University of the Pacific, McGeorge School of Law**

With Distinction, Traynor Honors Society

- **M.A., Azusa Pacific University**

Leadership and Organizational Studies

- **B.A., Anderson University**

Business Administration and Management, Dean's List

CERTIFICATES / LICENSES

- **University California, Davis**

Executive Business Program Certificate

- **University of the Pacific, McGeorge School of Law**

Mediation and Alternative Dispute Resolution Certificate

- **American Bar Association**

Negotiations Team Competition National Champion and International Negotiations Competition International Champion

- **People and Change Consulting, LLC**

Emotional Intelligence Conflict Resolution Training

AREAS OF EXPERTISE

- Wage and Hour Class Actions
- Private Attorneys General Act (PAGA)
- Individual Wage and Hours Actions
- Labor and Employment Disputes
- Complex Financial Distress Scenarios
- Complex Business Disputes

SERVICE

- Previously served on the Sacramento County Bar Association Labor & Employment Executive Committee
- Vice President, actively serving on the Sacramento County Bar Foundation (non-profit)
- Doug is passionately devoted to serving his community and giving generously. He strongly advocates for anti-trafficking efforts, having partnered with the anti-trafficking organization AIM (<https://aimfree.org>), and Doug has visited Cambodia to support AIM's operations.
- 10% of the proceeds of all mediations at M Resolution are donated to anti-trafficking organizations.