



## Kristin Rizzo, Esq.



*Results Beyond Dispute<sup>SM</sup>*

Kristin Rizzo is a full-time mediator who believes that parties seeking to resolve a dispute through mediation deserve a partner in resolution – a mediator who is dedicated to the needs and goals of the parties and has a command of the details of the case and the underlying laws involved. Passionate about dispute resolution, Kristin uses her strong work ethic, empathy, and tenacity to help parties resolve their disputes in creative and meaningful ways. Kristin mediates a variety of civil claims, specializing in employment mediation, from pre-litigated and post-investigative disputes to single-plaintiff, complex multi-party, and wage-and-hour class actions and PAGA matters. She also mediates business, contract, housing discrimination, ADA access, personal injury, and emotionally charged/high-impact matters. As a mediator, Kristin combines her varied legal background with her extensive leadership and organizational knowledge to bring a multi-faceted approach to every mediation. Kristin's prior legal experience includes representing individuals, employees, and businesses in a wide range of civil and employment law matters, including giving high-level strategic advice and counsel and performing neutral workplace investigations. Her extensive leadership background includes high-level positions in both the San Diego legal community and the community at large, working collaboratively with boards and professionals of numerous disciplines. Honored multiple times as a San Diego Super Lawyer in Alternative Dispute Resolution, Kristin recognizes that a knowledgeable and collaborative presence can assist the parties in building consensus and feel confident that the correct resolution has been reached.

### LEGAL CAREER & PRIOR EXPERIENCE

- Mediator, Judicate West (2022-Present)
- Mediator, West Coast Resolution Group (2019-2022)
- Mediator and Workplace Investigator, Rizzo Resolution (2019-2022)
- Founding Attorney, Rizzo Law; representing individuals and companies in harassment, discrimination, wrongful termination, wage and hour, PAGA and class action, separation, severance, and contract matters (2011-2018)
- Mediator, Civil Court Mediator Panel for the San Diego Superior Court (2019-2021)
- Mediator, Small Claims Mediator Panel for the San Diego Superior Court (2018-2019)
- Mediator, Paid and Pro Bono Panel for the State of California, Department of Fair Employment and Housing, San Diego and Los Angeles (2018-2022)
- Mediator, Pro Bono Panel for the Equal Employment Opportunity Commission, San Diego (2018-2019)
- Litigation Attorney, Higgs, Fletcher & Mack; Specializing in General Civil Litigation with an emphasis on Personal Injury, Medical Negligence, and Employment Defense (2008-2011)
- Litigation Attorney, Hosey & Bahrambeygui; Specializing in General Civil Litigation with an emphasis on Plaintiff Personal Injury and Employment (2006-2008)

### EDUCATION & PROFESSIONAL AFFILIATIONS

- J.D., University of San Diego, School of Law (2006)
- B.A., University of California, San Diego; Political Science and Spanish Literature, Cum Laude (2001)
- Pepperdine University School of Law, Straus Institute for Dispute Resolution, Mediating the Litigated Case and Advanced Mediation Training (2017; 2021)
- National Conflict Resolution Center, Mediation Skills Training (2012)
- University of San Diego School of Law, Part-time Adjunct Professor (2022)
- California Lawyers Association, Labor & Employment Executive Committee (2024 - present)

## PRACTICE AREAS

## ACHIEVEMENTS & AWARDS

- City of San Diego Human Relations Commission, Commissioner and Chair (2020-2023)
- Lawyers Club of San Diego, Mediator Taskforce Co-Chair (2020-2022)
- San Diego County Bar Association; President (2018); Treasurer (2015), Labor & Employment Section Chair (2013), New Lawyer Division President (2010)
- University of San Diego, School of Law, Board of Visitors Trustee, Past Alumni Board Director, and Executive Committee Member (2012-Present)
- Judicate West Foundation Board of Directors (2025-Present)

All types of Employment disputes including Labor Law, PAGA, and Wage and Hour Class Action; Business Litigation/Contract Claims; Fair Housing/Statutory Claims; Personal Injury including Sexual Assault

- Author, speaker, and presenter on a variety of topics, including mediation techniques, online dispute resolution, employment law, and current legal issues.
- Moderator, Speaker: Wage and Hour Basics for New Lawyers, California Lawyers Association, Labor & Employment Section, Feb. 2026
- Moderator, Speaker: Sealing the Deal: Preparing for a Class Mediation that Results in a Court-Approved Settlement, Judicate West, Jan. 2026
- Moderator, Speaker: Wage and Hour Basics for New Lawyers, California Lawyers Association, Labor & Employment Section, Jan. 2024
- Speaker: 998s in FEHA and Wage and Hour Contexts, California Employment Lawyers Association Annual Conference, Oct. 2024
- Speaker: 998 Offers and Their Impact on FEHA Mediations, Judicate West, Jan. 2023
- Speaker: Being an Employment Mediation Advocate: Strategies for Mediating Employment Cases, San Diego County Bar Association, Nov. 2022
- Speaker: Mediation Skills in Trial Advocacy Class, University of San Diego School of Law, Apr. 2022
- Adjunct Professor: Experiential Advocacy Program Class, focusing on Negotiation and Mediation, University of San Diego School of Law, (2022)
- Author: "New Laws and Guidance for the Workplace as Coronavirus Claims Rise: Mediation Provides Effective Resolution in 2021," San Diego Lawyer Magazine, Mar.-Apr. 2021, pp. 24
- Author: "Becoming an Employment Neutral: The Joy of the Journey," San Diego County Bar Association's For the Record Online Newsletter, Mar. 2021
- Speaker: Mediation in Changing Times, Online Dispute Resolution, San Diego Superior Court Mediator Training Program, Dec. 2021, Dec. 2020
- Speaker, DeVry University, Negotiation Course for Business Students, "Tips for Successful Negotiations," Oct. 2021; Oct. 2020
- Author: "Mediating Workplace Disputes: Novel Coronavirus Claims," North County Lawyer Magazine, Dec. 2020, pp. 8, 18, 22
- Speaker, San Diego County Bar Association, "Successful Early Mediations: Pre Litigation and Pre-Discovery Case Resolution (During and Post-COVID)" July 2020
- Speaker, 4LegalGlobal, "Mediation and Conflict Resolution in the Coronavirus" – an International Conference, June 2020
- Speaker, Southern California Mediation Association, "The Future of Mediation and You," May 2020
- Author, "Mediation During Separation: Embracing the Virtual Session," San Diego County Bar Association's For the Record Online Newsletter, Apr. 2020
- Speaker, San Diego County Bar Association, "How to Conduct Virtual Mediations," March 2020
- Speaker, University of California, San Diego, AIM Oversees International Program, "Launching a Mediation Practice," Jan. 2020

## HOBBIES & INTERESTS

## LOCATIONS

- Super Lawyers, Alternative Dispute Resolution, San Diego (2020-2026)
- Speaker, Southern California Mediation Association, Fall Mediation Conference, "Exploration of Niche Markets in Mediation," Nov. 2019
- Super Lawyers, Employment Attorney, San Diego (2019)
- Legal Source Citation, San Diego Union Tribune, "Crossing the Line: Defining Sexual Harassment," Feb. 11, 2018
- San Diego Metro, 40 Under 40 Award (2018)
- San Diego County Bar Foundation, Service Award (2018) · Legal Source Citation, NBC.com, "Accusations in the #MeToo era: How Companies Handle Complaints," Dec. 17, 2017
- Legal Source Citation, San Diego Union Tribune, "Beyond #Me Too: What You Need to Know About Reporting Sexual Harassment," Dec. 10, 2017
- Super Lawyers, Employment Attorney Rising Star, San Diego (2015 – 2018)
- Daily Transcript, Top Employment Law Attorney, San Diego (2013)
- Red Boudreau Trial Lawyers Judge David R. Thompson Recognition (2012)
- University of San Diego, School of Law, Distinguished Recent Alumni (2011)
- Daily Transcript, Top Employment Law Young Attorney, San Diego (2009, 2011)

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Kristin is a native of San Diego and lives in Poway with her husband, two daughters, and two dogs. She enjoys spending time with her family and friends, coaching youth soccer, volunteering at her kids' school, paddle-boarding and boating at their lake house, and skiing. Kristin has lived abroad in Madrid, Spain, and has traveled extensively throughout Europe.

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San Diego, All of California