



**Catherine A. Balin**  
**Vice President**  
**EXTTI, Incorporated**

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**Practice Areas:**

**Expert Testimony, Training, Executive Coaching,  
Investigations - *in the Employment Area.***

**Professional History:**

**April 2002 to present – Vice President, EXTTI, Incorporated.**

Conduct investigations in the Employment Area specializing in sexual harassment, discrimination employee misconduct.

Provide expert testimony on investigations and other Human Resource issues.

Provide executive coaching as a method to achieve business and interpersonal objectives.

Conduct harassment and discrimination awareness training.

**1990 to 2002 – Executive Vice President, Bench International Inc.**

Bench International is a worldwide provider of management consulting and retained search services. Responsibilities included human resource consulting comprised of executive recruiting, executive coaching, cultural integration strategies, organizational design, career development and conflict resolution planning and implementation.

**1978 to 1990 – Vice President, Human Resources U.S. Administrators.**

A leading Third Party Benefits Administrator.

As the senior officer in Human Resources, was responsible for the management of a fully integrated human resource function for an organization with employees in sixteen states.

As a member of the Executive Board, assisted in the organization's growth through mergers and an acquisition.

**1974 to 1978 – Human Resources Coordinator, Home Savings and Loan**

Responsibilities included; Employee Relations, Staffing, Records Management and Affirmative Action.

**Professional Affiliations/  
Activities/Honors:**

Co-developed and moderated a panel on September 10, 2009, plenary training session of the **EEOC's** Technical Assistance Program Seminar (TAPS) held in Pasadena, California, entitled —Now What? Managing Performance in the Workplace in the Wake of a Discrimination Claim. Ms. Balin reprised her roles with another panel a year later at the EEOC's TAPS in Palm Springs on September 14, 2010, for a plenary session entitled —Twists in the Road: Navigating the Pitfalls and Dilemmas of Workplace Investigations.

Charter Member, California Association of Workplace Investigators (**CAOWI**), Member, Best Practices Committee.

Founding Member and Treasurer, Society of Independent Workplace Investigators (SIWI).

Member, Society for Human Resource Management (**SHRM**).

**2008-** Honored by San Diego State University, School of Public Affairs during its 40 year anniversary celebration as the Graduate of Honor for the 1970's.

**Education/Background:**

**Harvard University and the University of Western Ontario, Canada.** Joint International Executive Management Program, 1978.

**San Diego State University.**

B.S., with Honors. Major: Public Administration with an emphasis in Human Resource Management. 1973.

**EEOC Dispute Resolution Volunteer Program.**  
2009.

**Los Angeles County Bar Association**

Dispute Resolution Services, Inc.  
June 2007.

**Pepperdine University**

Straus Institute for Dispute Resolution.  
A Strategic Approach to Mediation Strategies,  
Certificate, June 2005.

**UCLA Extension**

Mediation Training Program.  
Dispute Resolution Certificate, May 2004.