



MICHAEL A. ROBBINS
President

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Practice Areas:

**Expert Testimony, Training, Investigations—
in the Employment
Area.**

Professional History:

Michael A. Robbins founded EXTTI, Incorporated in 1998. EXTTI provides **Expert Testimony, Training and Investigations** on employment issues. Mr. Robbins frequently appears as an Expert Witness in harassment, discrimination and other employment matters--both for Plaintiffs and Defendants. He has worked as an expert witness on over 400 occasions. In addition, he regularly conducts harassment/discrimination awareness training. He has extensive experience conducting harassment, discrimination and employee misconduct investigations--having conducted over 250 workplace investigations and supervised over 200 more.

From 1991 to 1998 Mr. Robbins was a Partner in the Beverly Hills law firm of Rosenfeld, Meyer & Susman, LLP. With 60 attorneys, RM&S was the largest firm in Beverly Hills. From 1991 to 1997 he was head of that firm's Labor and Employment Law Department. In 1997, Mr. Robbins was elected C.E.O. and Managing Partner of the firm.

From 1982 through 1990, Mr. Robbins was first, a Senior Associate, and later a Partner in the International law firm of Pepper, Hamilton, LLP. During that time, he twice headed that firm's West Coast Labor Law Department.

In 1981 and 1982, Mr. Robbins worked as Director of Labor Relations and Labor Counsel for Golden West Broadcasters/Golden West Television (which then owned KTLA-TV, KMPC, KSFO and the Angels baseball franchise, among other companies).

In 1980 and 1981, Mr. Robbins was a Senior Attorney at CBS, Inc. working in the Labor Law Department.

Mr. Robbins began his career in 1977 at the National Labor Relations Board (NLRB).

**Professional
Affiliations/
Activities:**

Mr. Robbins is a Founding Member and President of the Society of Independent Workplace Investigators (SIWI) and is a Charter Member of the California Association of Workplace Investigators (CAOWI) and is Co-Chair of the Strategic Planning Committee. He is a member of the State Bar of California (Labor and Employment Law Section) and is on the Executive Board of the Los Angeles County Bar Association's

Labor & Employment Law Section. Also, he is a member of the American Bar Association (Section of Labor and Employment Law). In 1995, *The Los Angeles Business Journal* selected Mr. Robbins for inclusion in their “Who’s Who in Law”. In 2006, Mr. Robbins was selected for inclusion in “Best Lawyers in America, Preferred Experts”. He has been extensively involved with non-profit entities—including serving as Vice President of Personnel and later President for one such organization.

Teaching/ Lectures:

Mr. Robbins has widely written and lectured in the area of Employment Law and Human Resources. For more than a decade, he was a speaker for the Continuing Education of the Bar (CEB) at its Employment Law Practice: Annual Recent Developments Program—moderating the program for most of that time. He has spoken at numerous seminars for Bar Associations and Human Resource conferences. For three years, he was an Adjunct Professor at the Loyola Marymount University Center for Industrial Relations. He has been a guest lecturer at Stanford Law School and UCLA’s Anderson School of Management and has conducted harassment and discrimination training seminars and workshops throughout the U.S. Also, he has trained both attorneys and Human Resource Professionals on how to conduct workplace investigations and on ways to prevent harassment and discrimination.

**Publications/
Appearances:**

Mr. Robbins was twice a Contributing Editor for The Developing Labor Law (BNA) and was a Contributing Author of a chapter on sexual harassment, in Workers’ Compensation Abuse (Griffin). His articles have been published in the *Civil Litigation Reporter*, *Employee Relations Law Journal*, *Forum Magazine*, and *Matthews Benders’ California Labor & Employment Bulletin*. Periodically, he has been quoted in *Daily Variety*, *The Los Angeles Times*, *The Los Angeles Business Journal*, *The Los Angeles Daily Journal*, *The San Jose Mercury News* and in other publications regarding labor and employment issues. Also, he has appeared on NBC, on several local television stations and on Public Radio.

Education:

Mr. Robbins is a Phi Beta Kappa graduate of San Diego State University in History (A.B., Highest Honors, 1975), where he was Valedictorian—first in a graduating class of over 5,000.

In 1978, he graduated from the UCLA School of Law where he was selected to participate in the Moot Court Honors Program. While in Law School, Mr. Robbins worked for the UCLA Institute of Industrial Relations and was a Judicial Extern for the Second District, California Court of Appeal.

Selected Speaking engagements and presentations (2005 to 2010):

"Mastering the Art of Workplace Investigations." Sponsored by the California State Bar Association, Labor & Employment Section and the California Association of Workplace Investigator's (CAOWI).

"Dispelling Misconceptions Pertaining to the Employment of Individuals with Disabilities." HR Conference sponsored by EMPOWERTECH.

"The Year in Review." The Los Angeles County Bar Association's 30th Annual Labor and Employment Law Symposium.

"Work Place Investigations on Trial: How Defendants Conduct Bulletproof Investigations and How Plaintiffs Shoot Them Down." The Los Angeles County Bar Association's Labor & Employment Section.

"Hot Topics in Disability Discrimination." The 28th Annual Los Angeles County Bar Association's Labor and Employment Law Symposium.

"Sexual Harassment Investigations; Protecting Your Clients, Protecting Your Law Firm." The Wilshire Bar Association.

"Internal Investigations on Trial: Plaintiff and Defense Perspectives." The California State Bar' Association Labor & Employment Section.

"Harassment and Discrimination Investigations: Protecting Your Clients, Protecting Your Law Firm." The Labor & Employment Section of the Orange County Bar Association.

"Disability Discrimination Cases; From Intake Through Trial". The California Employment Lawyers Association.

"Working on the Chain Gang, Accommodating the Disabled Worker". The Consumer Attorneys of California.

"Employee Discharge and Documentation in California." Lorman Educational Services.

Moderator of the Los Angeles County Bar Association's program on *Lyle v. Warner Bros.* (the "Friends lawsuit").

Conducting Workplace Investigations. The Sixteenth Annual Convention of the National Employment Lawyers Association (NELA).

"Investigation Advice - Workplace Investigations by the Experts." The Beverly Hills Bar Association.

Conducting Workplace Investigations In The Public Sector. The annual meeting of the County Counsels' Association of California.