



SAMANTHA E. BLAKE

Director

EXTTI, Incorporated

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Practice Areas:

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

Professional History:

Samantha E. Blake joined EXTTI in 2007. EXTTI provides **Expert Testimony, Training and Investigations** on employment issues. Ms. Blake is available to provide services as an Expert Witness in harassment, discrimination and other employment matters—both for Plaintiffs and Defendants; to conduct harassment/discrimination awareness training; and to conduct harassment, discrimination and employee misconduct investigations.

From 2001 to 2007, Ms. Blake was employed with the U.S. Equal Employment Opportunity Commission, (EEOC) first as a Trial Attorney, then serving details as an Administrative Judge, an Enforcement Supervisor, and State and Local Coordinator.

While a litigator at the EEOC, Ms. Blake worked with investigators to identify and develop litigation-worthy cases, focusing on underserved communities and emerging legal issues. Ms. Blake handled all aspects of litigation and was instrumental in a successful Ninth Circuit reversal of a summary judgment decision and attorneys' fees award in *EEOC v. Robert L. Reeves and Associates*.

As an Administrative Judge with the EEOC, Ms. Blake presided over hearings and decided complaints of discrimination brought by federal employees against the agencies for which they worked. Ms. Blake also worked creatively to resolve discovery disputes and other pre-hearing issues.

From 1996–2000, Ms. Blake was a general business litigator at Kehr, Schiff & Crane in West Los Angeles, California.

From 2000-2001, Ms. Blake was a senior litigation associate for Crowe & Rogan in Santa Monica, California.

Teaching/Lectures:

Ms. Blake has conducted numerous lectures and training sessions, providing sexual harassment and discrimination training to private- and public-sector entities. She also has been a panelist in several MCLE lectures on elimination of bias.

In 2004, Ms. Blake participated as a panelist in a televised Santa Barbara, California community forum concerning emerging issues in immigration.

In 2006, Ms. Blake presented to law enforcement officials and advocacy groups at a human trafficking convention held at the Chicago-Kent School of Law.

In 2008 and 2009, Ms. Blake was a panelist in MCLE training offered by the Beverly Hills Bar Association Inn of Court and assisted in the development of the programs and materials. The November 6, 2008, program, "To Accommodate or Not to Accommodate—Is That a Question?" for which EXTTI Director Robert L. Sniderman, Ph.D., was also a panelist, involved a discussion of disability accommodation issues under the ADA and FEHA. The December 3, 2009, program, "Protecting the Privilege, Conflicts and Waiver—Ethical Issues When A Firm Represents the Company and Its Officers," included a discussion of potential conflicts and ethical concerns that arise when the same law firm is retained to represent a company and its officers simultaneously in litigation and an internal investigation.

Ms. Blake helped develop and participated as a panelist in a 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." The panel was moderated by EXTTI Vice President Catherine Balin. Ms. Blake and Ms. Balin reprised their 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."

Ms. Blake also has been quoted numerous times in newspaper articles concerning cases she was litigating on behalf of the EEOC.

Professional Affiliations:

Ms. Blake is a member and past officer of the Beverly Hills Bar Association Inn of Court (formerly known as the Southern California Business Litigation Inn of Court), and also is a member of: the Labor and Employment Law Sections of both the State Bar of California and the Los Angeles County Bar Association; the Women Lawyers' Association of Los Angeles; the California Association of Workplace Investigators; the Society of Independent Workplace Investigators, and the Southern California Mediation Association.

Ms. Blake is a volunteer mediator on the EEOC's and California Academy of Mediation Professionals' mediation panels. Also, she volunteers annually as a scorer and has served as a presider for the Constitutional Rights Foundation's Mock Trial Competition. Ms. Blake volunteered as a Scoring Judge for the 2010 UCLA Mock Trial Invitational Tournament, a collegiate-level tournament in which teams from all over the United States competed.

Education/Background:

Ms. Blake obtained her Juris Doctor from Loyola Law School in Los Angeles, California, in 1993.

Ms. Blake graduated with Honors from the University of Washington in 1987, earning a Bachelor of Arts in Philosophy and Psychology.