



David D. Blaine, Esq., SPHR

PARTNER

dblaine@kdghrsolutions.com

**Employment Counseling &
Litigation for Management**

David Blaine combines legal expertise with practical human resources experience. As an employment lawyer, he has counseled hundreds of employers on legal compliance issues, and litigated a broad array of employment case involving discrimination, wrongful termination, wage and hour, breach of contract and harassment. Prior to his legal career he worked for a major bank as a manager and corporate trainer. David focuses on risk management and finding creative, business-based solutions to complex employment issues. David is also a dynamic public speaker that presents on California labor and employment matters. He also does extensive seminars, lectures, and in-house trainings, to assist and counsel employers in developing pro-active approaches to address virtually all employment and labor relations matters.

Education:

Bachelor of Arts,
California Polytechnic State University, 1991

Doctor, Magna Cum Laude, 1997
University of San Francisco School of Law

Admitted to State Bar. 1998

Professional Experience

Wells Fargo Bank, 1988-1997
HR Generalist, Branch Manager, Corporate Trainer

Klein, DeNatale, Goldner, Cooper, Rosenlieb & Kimball, LLP.,
1998-2001

Perkins Coie, LLP, 2001-2002

Klein, DeNatale, Goldner, Cooper, Rosenlieb & Kimball, LLP.,
2002-present

Practice Focus:

- Discrimination and Harassment
- Employee Handbooks
- Employment Counseling
- Managing Leaves of Absence
- Policy Development
- Wage and Hour
- Workforce Downsizing/
Termination Issues
- Workplace Investigations
- Wrongful Termination

Professional/Community Activities

- Kern County Bar Association, 1998-present
- Christmas in April, San Francisco, Inc., 1996-1998
- Mock Trial Coach, Kern County, 1998-2001
- Bakersfield Museum of Art, 1998-present
- "Employee Discharge and Documentation in California,"
Lorman Education Services, December 2000
- Leaves of Absence in California,"
Lorman Education Services, April 2001
- "HR Compliance in California,"
Lorman Education Services, July 2002
- Payroll Basics in California,"
Lorman Education Services, September 2002
- "Internal Investigations of Employment Issues In California,"
Lorman Education Services, December 2002
- SHRM, Kern County Chapter, 2002-present



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