

ANNE MARIE PUGLISI
apuglisi@webyamp.com

EDUCATION

J.D., Tulane University School of Law

CUM LAUDE

Tulane Journal of International & Comparative Law

Associate Executive Editor

Certificate of European Legal Practice

1991-1994

NEW ORLEANS, LOUISIANA

B.A., Texas Tech University

MAGNA CUM LAUDE

BACHELOR OF ARTS, HISTORY/ FRENCH

1985-1988

LUBBOCK, TEXAS

Licenses	Hawai'i	Bar No. 9595	2011
	New Mexico	(inactive status)	1996
	Louisiana	(inactive status)	1994

TRAINING & CERTIFICATIONS

High Conflict Institute

New Ways for Mediation Training, Mediating High Conflict Disputes November 2023

Eckerd College Mediation Training Institute

Certified Workplace Mediator and Trainer in Conflict Resolution November 2022

Association of Workplace Investigators

Association of Workplace Investigators Certificate Holder (AWI-CH) November 2022

Pepperdine Caruso School of Law

Straus Institute for Dispute Resolution

Mediating the Litigated Case August 2022

Mediation Center of the Pacific

Basic Mediation Training February 2016

Advanced Mediation Training September 2016

RECENT EXPERIENCE

Workplace Excellence by AMP, LLC

July 2022-present

OWNER

I founded Workplace Excellence by AMP to provide services to improve the workplace experience for both employers and employees. I conduct external investigations for both private and public sector employers. I have experience working with unionized employers, non-profit organizations, and private employers of all sizes. I also provide mediation services, both before and after complaints and/or litigation are filed; provide coaching for conflicts between employees in the workplace; provide training to employees and managers; and conduct workplace assessments to identify underlying issues causing conflict.

Bank of Hawai'i**October 2018-July 2022**

MANAGER EMPLOYEE RELATIONS/VICE PRESIDENT

As the Employee Relations Manager, my primary role was to oversee and conduct all investigations relating to employee complaints and concerns, make recommendations, and monitor workplace situations. I assessed all workplace concerns relating to employment, oversaw the ADA reasonable accommodations, worked with legal counsel to address issues and concerns, drafted and updated policies, monitored exit interviews, and screened outside employment.

State of Hawai'i, Department of Education**December 2016- October 2018**

DIRECTOR, CIVIL RIGHTS COMPLIANCE OFFICE

As the Director of the Civil Rights Compliance Office ("CRCO"), I was responsible for planning and developing new policies, rules, regulations, and guidelines relating to civil rights compliance for the State of Hawai'i Department of Education ("DOE") for all students and employees in the areas of Title IX, Title VI, Title VII, and Section 504/Title II of the Americans with Disabilities Act; overseeing and coordinating the proper handling of all civil rights complaints and investigations; overseeing and monitoring compliance with all policies, rules, regulations and guidelines relating to these laws; organizing and implementing training programs relating to civil rights; and personnel selection, training, management and evaluation of the CRCO staff.

State of Hawai'i, Department of Human Resources Development**May 2013-December 2016**

PROGRAM MANAGER, EQUAL EMPLOYMENT OPPORTUNITY OFFICE

In May of 2013, the State of Hawai'i created the Equal Employment Opportunity ("EEO") Office to provide centralized EEO services to the departments of the State Executive Branch (excluding the Department of Education and University of Hawai'i Board of Regent appointees). As the Program Manager, I oversaw the EEO Office in developing policies, conducting, and overseeing investigations, providing guidance to departments relating to recruitment and personnel practices, conducting training to ensure an environment free of discrimination and harassment, and providing guidance for departments relating to reasonable accommodations for qualified individuals with disabilities.

State of Hawai'i, Office of the Attorney General**January 2012-May 2013**

DEPUTY ATTORNEY GENERAL, EMPLOYMENT LAW DIVISION

While at the Office of Attorney General, I represented the State of Hawai'i in employment matters, including representing all departments of the State of Hawai'i in employment litigation brought in state and federal court, in claims brought before the Hawai'i Labor Relations Board, in grievance arbitrations under the State's collective bargaining agreements, in appeals to the Merit Appeals Board, and in appeals of workers' compensation decisions to the Department of Labor and Industrial Relations Appeals Board. In addition, I provided consultation and preventative advice to the State departments regarding employment matters and prepared training for all State departments.

PREVIOUS EXPERIENCE**Skill Supply, LLC****August 2007-March 2011**

PRESIDENT/OWNER

ALBUQUERQUE, NEW MEXICO

After years of representing employers and working in the construction industry, I formed Skill Supply, which was a temporary staffing company that provided temporary employees to construction and law firms. In the first 12 months, we provided construction staffing services in eight states. I oversaw all operations, including organizing the business to operate in each individual state, overseeing sales and marketing, obtaining the necessary insurance for each state, performing accounts receivable/payable functions, preparing monthly financials, preparing payroll, managing the office staff and temporary employees and insuring customer satisfaction. I prepared all the personnel policies and procedures,

assured they were compliant with state and federal law, trained the office staff on enforcement of these policies and assured compliance. I also provided Human Resources consultation services to clients, which included overseeing HR functions, reviewing, and updating policies and procedures and conduction investigations.

DKD Electric, LLC

January 2006-August 2007

GENERAL COUNSEL/HUMAN RESOURCE DIRECTOR

ALBUQUERQUE, NEW MEXICO

DKD is a large electrical contractor providing construction services throughout the State of New Mexico. As General Counsel, I oversaw pending litigation, reviewed construction contracts, and drafted contracts. I also provided legal advice in employment matters, revised employment policies and handbooks, and provided training to management and employees.

As the Human Resource Director, I oversaw all employment matters for over 200 employees, including the administration of employee benefits, workers' compensation claims, unemployment claims, and the preparation of an annual affirmative action plan. I created an affirmative action plan and all employee policies and procedures, assured compliance with state and federal laws, trained supervisors and management on compliance, trained staff on policies, ensured that all policies and procedures were enforced and implemented consistently throughout the company.

OTHER LEGAL EXPERIENCE

November 1994-December 2005

NEW ORLEANS, LOUISIANA

ALBUQUERQUE, NEW MEXICO

I began my practice in New Orleans, Louisiana and shortly thereafter returned to my native New Mexico. I defended companies in the areas of personal injury, medical malpractice, commercial disputes, oil and gas, construction, and surety and fidelity bond litigation and ultimately focused in the area of employment and labor law litigation. In that practice, I advised employers in employment matters, including age, race, disability and gender discrimination, harassment, retaliation, and wage and hour issues. I developed policies and procedures for various types of companies, advised on compliance with policies and procedures and state and federal laws and provided training to management and employees. I represented employers in claims brought before the New Mexico Human Rights Commission, Equal Employment Opportunity Commission, Department of Labor and in lawsuits brought in state and federal court. Reported cases include: *Healthsource, Inc. v. X-Ray Associates of New Mexico*, 138 N.M. 70, 116 P.3d 861 (N.M. App. 2005); *Gormley v. Coca-Cola Enterprises*, 137 N.M. 192, 109 P.3d 280 (N.M. 2005); *Gormley v. Coca-Cola Enterprises*, 135 N.M. 128, 85 P.3d 252 (N.M. App. 2003).

As a labor lawyer, I represented management in unfair labor practices claims, in administrative hearings before the National Labor Relations Board, in collective bargaining, in grievance arbitrations under collective bargaining agreements, and in union organizing campaigns. I advised clients on labor matters, interpretation of collective bargaining agreements and provided training to management and staff regarding their rights under collective bargaining agreements.

ARBITRATION FEE

Hourly rate: \$350 plus GET

Travel costs: Travel and lodging expenses reimbursed (if in-person hearings are required)