

# ERIN HISANO KOGEN

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## EDUCATION

**Lewis & Clark Law School, J.D., Portland, OR** 2008 – 2011

- Honors:
- Cornelius Honor Society, Member (2011) (selected by faculty based on scholarship, leadership, and contribution to the law school community)
  - Community Service Honors Award (2009-2011)
  - *Lewis & Clark Law Review*, Member (2009-2010), Notes & Comments Editor (2010-2011)
  - Legal Writing Department, Teaching Assistant (2009-2010)
  - First-Year Moot Court Competition, Outstanding Oral Advocate and Best Brief (2009)

Publication: - Note, *Gestational Surrogacy Maternity Disputes: Refocusing on the Child*, 15 LEWIS & CLARK L. REV. 517 (2011)

**University of Southern California, B.A., International Relations/Global Business** 2002 – 2006

- Honors:
- Trojan Scholar (2002-2006)
  - USC Global Freeman Fellows Intern (Hong Kong, Summer 2004)

**‘Iolani School** 1989 – 2002

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**PROFESSIONAL RECOGNITION:** Super Lawyers, Rising Stars (2022, 2023); Pacific Century Fellow, Class of 2018

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## PROFESSIONAL EXPERIENCE

**Hisano Kogen LLC, Honolulu, HI** August 2021 – Present

*Owner/Attorney at Law*

- Counsel employers on proactive and preventative practices to minimize risk, manage personnel issues, comply with state/federal laws and assist with labor relations matters
- Conduct complex workplace investigations regarding HR and non-HR related issues such as patient complaints
- Review and draft employment and third-party contracts and other employment-related documents
- Represent employers and individuals in state and federal courts and before administrative agencies, mediators and arbitrators

**ProService Hawaii, Honolulu, HI** July 2015 – July 2021

*Senior HR Consultant/Staff Attorney*

- Provided best practice advice to local companies (ranging from five to 1000 worksite employees) and internal management about compliance and strategic issues regarding HR and management functions
- Conducted client/internal workplace investigations and assisted clients with wage and hour investigations
- Conducted comprehensive client and internal trainings regarding compliance and strategic issues including harassment, discrimination, workplace violence, leave laws, performance management and professionalism

**Marr Jones & Wang LLP, Honolulu, HI** November 2011 – July 2015

*Associate Attorney*

- Advised clients on preventive labor and employment practices, including discipline and discharge, discrimination, retaliation, harassment, wage and hour compliance and state and federal leave laws
- Represented employers and management in state and federal courts and before administrative agencies, mediators, and arbitrators on labor and employment matters and union grievances
- Conducted multi-issue workplace investigations for local and national employers

**United States District Court, District of Hawaii, Honolulu, HI** August 2011 – October 2011

*Graduate Extern to the Honorable J. Michael Seabright*

- Researched and drafted opinions for a wide range of topics such as civil rights, constitutional law and labor disputes

**Aon Consulting Worldwide, San Francisco, CA** July 2006 – July 2008

*Health & Benefits Consultant*

- Advised clients on compliance issues related to benefits, state wage and hour laws, ERISA, COBRA and FMLA

**Office of Senator Daniel K. Inouye (D-HI), Washington, D.C.** January 2005 – June 2005

*Congressional Intern*

- Researched and drafted memos regarding various legislation and proposed initiatives, including appropriations

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## VOLUNTEER

**Society for Human Resource Management** November 2023 – Present

- Legislative Affairs Committee, Co-Chair

**Court Annexed Arbitration Program, First Circuit Court, State of Hawaii** August 2023 – Present

- Arbitrator

**Nu‘uanu YMCA, Board of Managers** May 2023 – Present

- Board Member; Communications/Events Chair

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**ARBITRATION FEE:** \$300 per hour plus GET; Travel Costs: travel plus lodging expense reimbursement (if in-person hearing required)