



CAROLINE C. VINCENT, ESQ.



EMPLOYMENT DISPUTE RESOLUTION EXPERIENCE

Ms. Vincent has resolved over 300 employment related disputes, enjoys a high settlement rate and is used repeatedly by both plaintiff and defense counsel. During her legal career representing large corporations and small businesses, Ms. Vincent drafted and negotiated several hundred employment agreements and policy handbooks and advised employers on various matters including trade secret issues and termination of employees. She has also represented plaintiffs in resolving wrongful termination and wage and hour claims. In addition to serving as a mediator, arbitrator and neutral fact finder, she designs and delivers training programs to lawyers, management and human resource professionals in mediation advocacy and drafting and implementing ADR clauses. She recently co-designed and developed a conflict resolution skills training program for human resource and management professionals.

REPRESENTATIVE EMPLOYMENT CASES CAROLINE VINCENT HAS SUCCESSFULLY MEDIATED

- \$200 million trade secret mediation between public company and former CEO/founder
- Pre-suit claim by managerial employee against publicly known CEO involving allegations of sexual assault & battery
- \$1.5 million wage and hour class action settlement involving over 3,000 nationally based employees
- Numerous individual and class action wage and hour claims in a variety of industries (see specialty bio for wage and hour claims)
- Sexual harassment in the workplace alleged by 3 females against manager of a national restaurant chain, and wrongful termination due to whistleblower claims
- Wrongful termination based upon faulty drug testing; invasion of privacy; investigation and termination without notice to employee
- Failure to promote long term manager of large city office of national delivery organization based upon sexual orientation discrimination; defamation
- Sexual discrimination claim by 3 male plaintiffs alleging harassment by gay male supervisor of college residential facility
- Numerous race and sex discrimination cases involving hostile work environment, termination and failure to promote
- Termination of principal under management contract; issues involved fraudulent inducement, competency, interference with economic advantage
- Several internal dispute mediations between employees in workplace disputes, and between employees and human resources professionals concerning transfers, accommodations and termination

WHAT EMPLOYMENT COUNSEL SAY ABOUT CAROLINE VINCENT

- “I use Caroline repeatedly because she is so helpful to my clients.” - *Plaintiff’s counsel.*
- “Our session lasted past midnight, but our mediator stayed with us. Extraordinary service!” - *Defense counsel.*
- “Caroline really perseveres and helps the parties hammer out a settlement.” - *Defense counsel.*
- “Caroline does not give up and calls the parties after the session to follow up.” - *Plaintiff’s counsel.*