



CAROLINE C. VINCENT, ESQ.

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Employment Specialty Biography

Caroline C. Vincent has been a professional mediator and arbitrator in over 2,000 disputes since 1991. Based in Los Angeles, but available statewide, she has served on the panels of ADR Services, Inc., JAMS, and local state and federal courts. She has mediated numerous multiparty and multisession disputes using a variety of techniques including process design, consensus building, and closure skills. Case areas include business, real estate, construction defect, consumer and employment, personal injury, mass and class actions. A graduate of USC Gould School of Law, she practiced with multinational law firms prior to becoming a full time neutral.

A large percentage of her cases involve all types of employment matters, including discrimination, accommodation, retaliation and other termination, trade secrecy, class actions and wage and hour. Ms. Vincent is known for her ability to move the parties to closure or the best and final offer, follow through to achieve a written resolution, develop rapport with sensitive parties in highly charged cases, assist the parties in analyzing their respective legal positions and develop and implement effective negotiation strategies.

Recent Cases

- \$200 million trade secret mediation between public company and former CEO/founder.
- \$1.5 million wage and hour class action settlement involving over 3,000 nationally based employees.
- Numerous wrongful termination mixed motive cases including disability and failure to accommodate, family leave, age, ethnic and gender discrimination, whistleblowing, including under *Harris v. City of Santa Monica*.
- Wrongful termination claim based upon retaliation after report of hostile work environment, coupled with request to discuss the workplace issues.
- Wage and hour claim coupled with wrongful termination claim based upon disability; where company paid long time delivery driver overtime based upon an estimated amount, that was paid on a regular basis in equal payments.
- Wage and hour and PAGA claim, involving alleged breach of oral contract by employer contractor to pay hourly wages during periods of inactivity in construction jobs to construction worker employee, and claim of unpaid overtime that was customarily paid by employer when requested.
- Termination of principal under management contract; issues involved fraudulent inducement, competency, interference with economic advantage.
- Sexual harassment case between owner and employee involving multi-year personal relationship. Issues included whether relationship was consensual, whether employee could stay at company or not, and special confidentiality provisions as to settlement and relationship.