

Curriculum Vitae

Charles A. Conine, SPHR **Human Resources Consultant & Expert Witness**

Consilium Advisory Services LLC
(949) 632-2282 (949) 209-1813 Facsimile
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- Employer investigations
- Discipline and discharge
- Performance evaluations
- Harassment
- Workplace violence
- Workforce restructuring
- Background checks
- Employee benefit claims
- Constructive discharge
- Retaliation
- Union grievance resolution
- Failure to hire, train or promote
- Wage/hour claims
- HR processes, policies and protocol
- Third-party complaint systems
- Executive coaching
- Class action claims
- Diversity planning
- Safety and risk management
- FMLA, ADA and disability accommodation
- Expert witness testimony

Career Highlights

- Led HR organizations at the local and corporate level in union and non-union environments
- Directed multiple collective bargaining and labor relations programs as chief spokesperson
- Conducted and supervised numerous employer-level investigations
- Testified as principal employer representative before Federal and State courts, EEOC, NLRB, FEP and wage/hour enforcement agencies
- Led acquisition synergies program during a corporate merger
- Supervised litigated employment-related matters, including class actions, as principal employer representative
- Served as Secretary on for-profit board of directors and Chair of non-profit community services organization
- Founded multi-discipline HR consulting firm

Education

- Cornell University: Bachelor of Science degree
- Human Resources Certification Institute: Senior Professional in Human Resources (SPHR) certification

Professional Associations

- Society for Human Resource Management
- Southern California Mediation Association
- Labor & Employment Relations Association
- Cayuga Hospitality Advisors

Employment History

- June 2008- **Consilium Advisory Services LLC**
Principal Consultant
- 2006-2008 **Perkins & Marie Callender's Inc.**
*Executive Vice President, Human Resources & Administration;
Chief Compliance Officer*
- 1989-2006 **Wilshire Restaurant Group, Inc.; Marie Callender Pie Shops, Inc.**
*1989-1994 Vice President, Human Resources
1994-2006 Senior Vice President, Human Resources & Administration;
1997-2006 Secretary*
- 1986-1989 **Marriott Corporation, HOST Division**
*1986-1987 Director of Labor Relations
1987-1989 Vice President, Industrial Relations*
- 1984-1985 **Hungry Tiger, Inc.**
Vice President, Human Resources
- 1979-1984 **Marriott Corporation, HOST Division**
*Industrial Relations Manager; Industrial Relations & Affirmative Action
Manager; Director of Labor Relations*
- 1973-1979 **Westin Hotels Company**
*1974-1976 Assistant Personnel Director, San Francisco, CA
1976- Personnel Director, Southfield, MI
1976-1977 Pre-Opening Employment Manager, Detroit, MI
1977-1979 Personnel Director, Detroit, MI*

Attorney References

James J. McDonald, Jr., Esq., Managing Partner, Irvine
Fisher & Phillips LLP
(949) 851-2424

William D. Claster, Esq., Labor & Employment Partner
Gibson Dunn & Crutcher
(949) 451-3804

Richard F. Taylor, Esq.
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