

# SOUND WORKPLACE INVESTIGATIONS LLC

Fostering High-Performing Workplaces

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**Paige Dietrich**

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## SUMMARY OF EXPERTISE

- *Over 20 years of experience in labor and employment law, as a legal advisor and as a manager.*
- *Advised human resource professionals and agency leadership on conducting investigations, finalizing useful and defensible reports.*
- *Over 30 years of experience drafting clear and concise written materials.*
- *Trained clients and coached supervisors on a variety of employment law issues, including sexual harassment and performance management.*

## EMPLOYMENT

**Sound Workplace Investigations, LLC, Olympia WA**

September 2022-present

### **Investigator**

Our mission is to foster high performing, respectful workplaces by providing the highest quality workplace investigations. We work with a broad range of Washington State employers in both the public and private sectors. We help employers mitigate risk, hold employees accountable, and develop workplace solutions.

### **Washington State Office of the Attorney General**

#### **Senior Assistant Attorney General**

February 2017 - June 2022

Division Chief, Social and Health Services, Olympia Division

Led legal division of over 100 staff (AAGs, paralegals and legal assistants), served as appointing authority for professional staff, managed division personnel issues. Served as lead counsel to DSHS and provided oversight of legal services to six state clients: DSHS, DCYF, HCA, HBE, DVA and DSB. Supervised significant client advice, cases and class actions in state and federal courts, appellate courts, and in administrative proceedings. Served on the office performance management committee (evaluation system) and on the management team for collective bargaining with AAG/WFSE Union.

**Deputy Attorney General**

June 2015 - February 2017

Served on the Attorney General's Core Leadership Team. Supervised six legal divisions and served as appointing authority for AAGs in assigned divisions. Reviewed investigations by HR and took corrective or disciplinary action. Responsible for office wide policies (operational, legal and personnel); led contracted review of AGO case management system; served on performance management committee; managed office-wide contract with performance management coach; served on the National Association of Attorneys General Training and Research Institute.

**Senior Assistant Attorney General**

September 2005 - June 2015

Division Chief, Labor &amp; Personnel Division

Led division of 30 AAGs and professional staff providing employment and labor relations advice and representation to Washington State agencies and institutions of higher education. Primary employment counsel to the Attorney General's Office, the Governor's Office, Office of Financial Management, the State Auditor, and the State HR Director and State Labor Relations Office. Advised on client personnel investigations and disciplinary actions, wage and hour issues, and labor issues. Supervised division advice and representation in employment issues to all state clients.

**Assistant Attorney General**

January 2000 - September 2005

Labor &amp; Personnel Division

Provided legal advice and representation to a variety of state clients in the areas of employment and labor law, including investigations, disciplinary and corrective action, wage and hour law. Litigated cases in front of the Personnel Appeals Board and Personnel Resources Board, and in state court (this assignment pre-dates civil service reform and full scope state collective bargaining). Some clients included DSHS, State Auditor, WSDOT, Department of Information Services, Parks and Recreation.

**Assistant Attorney General,**

March 1995 - January 2000

Tacoma Division; represented DSHS in child welfare proceedings.

**Advertising Career**

from 1987 to 1991, held a variety of positions in advertising and direct marketing for two employers, Brems Eastman and Manus Direct.

**EDUCATION****University of Idaho College of Law, Moscow, ID**

J.D., 1994

Law Review Member 1992-93; Managing Editor 1993-94

**University of Washington, Seattle, WA**

B.A. in Communications/Advertising, 1987