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DIRECTORS

NEWTON J. CHU is the resident attorney in the firm's Hilo office and practices in the areas of corporate, labor, immigration, I-9 compliance, and general business law matters. Mr. Chu received his B.A. degree from the University of Hawai'i, and his J.D. degree from Antioch School of Law. At the University of Hawai'i, Mr. Chu earned the Lee-shao Chang Award for Excellence in Chinese Studies. Prior to joining the firm in 1995, Mr. Chu was a partner with Eng, Nishimura & Chu in Los Angeles, California. Mr. Chu serves on the boards of directors of the Big Island AIDS Project, Na Leo O' Hawai'i, and the Chinese Civic Association, and is a member of the Big Island Mountain Bike Association, the Rotary Club of Hilo, and the Hawai'i Island Chamber of Commerce.

PERRY W. CONFALONE is a shareholder and director of the firm. Mr. Confalone defends and counsels Hawai'i employers in civil rights litigation, wrongful discharge, and union matters, including union organizing, arbitration and collective bargaining. Mr. Confalone was lead counsel in *Ross v. Stouffer Hotel Co.*, 76 Hawai'i 454 (1994) -- a wrongful discharge case in which the Hawai'i Supreme Court significantly restricted damages remedies against employers; and *Hawai'i Civil Rights Commission v. Jeyte*, ___ Hawai'i ___ (1998) in which the Court ruled that the Commission may be held liable to businesses for damages resulting from negligent investigation of civil rights complaints. Mr. Confalone is Chairperson of the Chamber of Commerce of Hawai'i's Human Resources Committee, which successfully advocated legislative reforms in workers' compensation, employer job referral liability, and repeal of a state discrimination law dealing with criminal conviction records. Mr. Confalone received the Chamber's 1998 "Individual Member of the Year Award" for his efforts. Mr. Confalone is also a director for Goodwill Industries of Hawai'i and serves on Goodwill's executive committee. He received Goodwill's 1997 "Community Partner of the Year Award" for his *pro bono* efforts dealing with privatization of government services. Mr. Confalone is also a director of the Waikiki Yacht Club.

ROGER W. FONSECA is co-chair of the firm's Corporate Department and a director with the firm, where he practices in the areas of corporate law, business organization, ERISA and employee benefits. Mr. Fonseca received his B.A., *summa cum laude*, in Political Science from Occidental College and his J.D. degree from Yale University and has practiced with the firm since 1974. Mr. Fonseca is an officer of the Hawai'i Chapter of the Small Business Council of America and a member of the Hawai'i Department of Business, Economic Development & Tourism's Advisory Committee on Employee Ownership and Participation and the Hawai'i Department of Commerce and Consumer Affairs Advisory Committee on Business Registration Procedures. He has taught and lectured extensively in the pension field both in Hawai'i and on the mainland.

TAMARA M. GERRARD is a director with the firm, where she practices in the area of general civil litigation and Labor and Employment Law. Ms. Gerrard received her B.A. degree, with distinction, in Economics from the University of California at Berkeley and received her J.D. degree, *magna cum laude*, from the University of California, Hastings College of Law in 1992 where she was a member of the Hastings Law Journal and the Thurston Honor Society, and was elected to the Order of the Coif. Ms. Gerrard is admitted to practice law in both Hawai'i and California.

JEFFREY S. HARRIS is a director with the firm, where he practices in all areas of employer-employee relations and has clients from diverse industries ranging from start-up companies to large corporations. He has practiced with the firm since 1980. Mr. Harris received his B.A. degree, with honors, in Rhetoric from the University of California at Berkeley and his J.D. degree from the University of Michigan in 1980. He is a member of the bar of the U.S. Court of Appeals, Ninth Circuit. Mr. Harris provides *pro bono* work to the American Red Cross of Hawai'i, the Domestic Violence Legal Clearinghouse, Protection and Advocacy Agency of Hawai'i, and the YWCA of Kauai.

ROBERT S. KATZ is a director with the firm. An experienced trial attorney, his practice is concentrated in the area of complex business and real estate transactions, employment and labor law matters, healthcare law, and complex business litigation. He also serves as an arbitrator in complex business transactional disputes. Mr. Katz has practiced with the firm since 1968 and has been consistently recognized as one of Hawai'i's preeminent lawyers and has also been consistently selected by The Best Lawyers in America and honored by Who's Who in America. He was recently named as one of Hawai'i's "A+ Lawyers" by Honolulu Magazine. Mr. Katz received his B.A. degree in History from Rutgers University and his J.D. degree, *cum laude*, from the University of Michigan Law School. Mr. Katz is admitted to the bar of the U.S. Court of Appeals, Ninth Circuit, and the U.S. Supreme Court. Mr. Katz is active in many community projects, and currently serves as a trustee of the Blood Bank of Hawai'i. He also served several years as co-chair of the American Bar Association's employment law section on antitrust and labor relations law.

JOHN L. KNOREK is a director with the firm and is the past chair of the labor and employment law department. He provides counsel and representation to large and small employers before government agencies and commissions, in federal and state courts, as well as in collective bargaining negotiations and arbitration. He provides training to businesses on employment discrimination and preventative personnel practices, including family leave, disability law, sexual harassment and affirmative action compliance. He has practiced with the firm since 1981. Mr. Knorek received his B.A. and Masters degrees from the University of Cincinnati, and his J.D. degree from Georgetown University. He has served as co-chair of the Human Resources Committee of the Chamber of Commerce of Hawai'i, is a director of the Society for Human Resource Management, and guest lectures at the University Hawai'i, William S. Richardson School of Law.

ERNEST C. "CARY" MOORE III is a director with the firm, where he has practiced in the area of employment law and labor relations since 1974. He represents management in all employment and labor law matters, including alternative dispute resolution, discipline and discharge policies, and avoiding discrimination and sexual harassment claims. Mr. Moore received his A.B. degree in Government from Dartmouth College and his J.D. degree from Southern Methodist University Law School. He is listed in the current edition of *The Best Lawyers in America*, and was recently named one of the State's "A+ Lawyers," a list of 70 outstanding attorneys compiled by Honolulu Magazine. Mr. Moore has presented numerous seminars on all aspects of employment and labor law to a wide variety of community groups.

RICHARD M. RAND is a director of the firm and has chaired the firm's labor and employment law department. He has extensive experience in trial and appellate work and preventative advice on state and federal employment law issues. Mr. Rand received his B.A. degree in English from the University of Pennsylvania, and his J.D. degree from Georgetown University. Mr. Rand does *pro bono* work for Hina Mauka, a substance abuse treatment center, and speaks before community and business groups on a wide range of subjects, including wrongful discharge, wage and hour issues, sexual harassment, and the Americans With Disabilities Act.

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GREGORY M. SATO is a director with the firm and chair of the Labor and Employment Law Department. He represents only management in his practice of labor and employment law. His practice includes state and federal compliance counseling, defending discrimination and wrongful discharge lawsuits, and responding to union organizing drives and their aftermath. In 1974, he earned his undergraduate degree in history from the University of Southern California and in 1978 completed a joint M.B.A./J.D. degree at Northwestern University's Kellogg School of Management and the School of Law. Greg is active in community affairs and has been a Director, President and Chair of the Hawai'i and State Council for the Society of Human Resource Management, Director of the Hawai'i Justice Foundation, Director of Winners at Work, Deacon and Trustee of Central Union Church, Chair of the Hawai'i Public Employees Health Trust Fund, and a member of the Local Rules Committee for the United States District Court of Hawai'i.

KAREN R. TASHIMA is a director with the firm, where she practices in the areas of employment litigation and insurance defense, including wrongful termination, discrimination, disability/disability management, workers' compensation, and work injury matters. She is a member of the American, Hawai'i, and Oregon Bar Associations. Ms. Tashima serves as a state liaison for the Workers' Compensation and Employers' Liability Law Committee of the American Bar Association's Torts and Insurance Practice Section and is a member of the Disability Management Employer Coalition, Hawai'i Chapter. She received her B.A. degree, *cum laude*, in Economics and Psychology from the University of Denver and her J.D. degree from the University of Oregon School of Law. Prior to joining the firm in 1997, she practiced law in Oregon and Hawai'i in the areas of civil litigation and insurance defense. Ms. Tashima is a past president and member of the Leeward Oahu Junior Chamber of Commerce.

MATT A. TSUKAZAKI is a director of the firm who received his undergraduate degree in Zoology from the University of Hawai'i at Manoa and his J.D. degree from Southwestern University School of Law in Los Angeles. He was a writer on Southwestern's 1986-1987 International Law Moot Court team, which tied for Best Memo at the 1987 Philip C. Jessup National Moot Court Competition. Mr. Tsukazaki is also admitted to practice in California, where he previously worked in the litigation department of the Los Angeles office of Phillips Nizer Benjamin Krim & Ballon. His practice is in complex business and commercial litigation in both state and federal courts, and he represents clients on matters before state, city and county commissions and agencies.

WAYNE S. YOSHIGAI is a director with the firm, where he practices in the area of and has extensive experience in representing employers in administrative and judicial proceedings, including arbitration, and litigation in state and federal courts. He has practiced with the firm since 1986. Mr. Yoshigai received his B.A. degree, *cum laude*, in History and Literature from Claremont McKenna College and his J.D. degree from George Washington University. He has presented numerous seminars to employers and community groups on sexual harassment, substance abuse in the workplace and the Americans with Disabilities Act. Mr. Yoshigai provides *pro bono* counsel to the Episcopal Church in Hawai'i, Ronald McDonald House, and the Chamber of Commerce of Hawai'i. He also serves on the volunteer board of the Hawai'i Industry Venture, which provides free workplace training for employees and managers about HIV and AIDS, and the Hawai'i State Council of the Society for Human Resource Management.

ASSOCIATES

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SHERI-ANN S.L. LAU joined the firm as an associate in the Labor and Employment Department in 2001. She received her B.B.A. in Human Resource Management from the University of Hawai'i at Manoa and later received her J.D. degree, *magna cum laude*, from the William S. Richardson School of Law. During law school, she was the managing editor of the University of Hawai'i Law Review and was awarded the CALI Excellence for the Future Award for both Constitutional Law I and Evidence.

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