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March–April 2024



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*Cover: The Central Coast produced a superbloom in spring 2023.  
Photo by Tara Jacobi.*

**BAR BULLETIN COMMITTEE**

**Editor:** Tara Jacobi — tarajacobi@icloud.com

**Photographer:**

**Publisher:** Joni Hunt — jonihunt@att.net

**Advertising:** Kerrin Adams — (805) 541-5930  
slobar@slobar.org

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# President's MESSAGE



## Enjoy The Beauty of the Season...

by **Melissa Chabra**

**Y**ou've made it to March! Congratulations! You've survived the dreariness of January and February, full of rain and overstuffed calendars (thanks to everything you put off in November and December). Although the weather may not have brightened quite yet, there is the promise of hope and new beginnings that spring brings.

Spring is a great time to plan a quick weekend getaway and enjoy the budding flowers as life is stirring awake after winter. Several years ago, I took a quick trip to New York City with my family in the spring. I can still recall our walk—through Central Park—the air cool and crisp, but the sun on my cheeks warm, the flowers already starting to bud and the buzz of animated conversations all around. We ended our walk with fancy cocktails at the Plaza Hotel (Shirley Temples for the kids), and I can't imagine a more perfect spring day.

Spring is also a natural time to pause and take a moment to breathe and to ponder. Is your life in need of a bit of spring cleaning? Most of us could use some reorganization and

redirection at times; spring provides great motivation to make that happen.

Speaking of organizational planning and changes, this seems like a fitting time of year to update you on plans that the Bar Association Board of Directors and I have been working on for the year. We all gathered together on a Saturday morning in January and spent several hours charting out the course of this year for the Bar Association and identifying areas of focus for improvement.

I'm excited about the MCLE courses that we are busy setting up for the year. The laws and regulations in our profession continue to get increasingly complicated and convoluted every year, and the stress is ever increasing. I see these MCLE courses as an important part of the armor we need to protect our competency, licenses and our sanity. I was recently reading an appellate decision in a criminal re-sentencing case in which Justice Elena Yegan filed a concurring opinion ruminating about some of the constant changes.

"[t]here is a price to be paid in the quest for perfect justice. Here, by reason of the Legislature's

constant tinkering with sentencing rules, we are asked to reverse/remand for a fourth sentencing hearing.... This is an undue burden upon the criminal justice system, the Superior Court and the Court of Appeal. It also adversely impacts the civil justice system. And, perfect justice, while an admirable goal, is unattainable despite our best efforts." (Yegan, Acting P.J., concurring. *People v. Ruiz* (2023) 97 Cal.App.5th 1068.)

I felt these words in my soul and can only hope the legislature will consider them in the future.

It is with all of this in mind that the Board and I have been planning an array of MCLE courses. The goal is to provide a good mix of legal topics that are broadly relevant and provide updates on the state of the law, with other topics to support a healthy lifestyle and provide tools to help manage a work/life balance.

As a brief preview, MCLEs we have on tap will explore issues including landlord/tenant law, an update on issues related to homelessness in our county and our courts, substance abuse in the legal profession, and employment law. Although we have scheduled most of this year's MCLEs, please



*Melissa Chabra and family in New York's Central Park during a previous spring.*

let us know if you have any novel ideas or requests for future MCLEs. We are always looking to add to our list of potential courses, and we want to make sure we are providing courses that are interesting and pertinent to our members.

Another area of discussion at our January retreat was the item you hold in your hands at this very moment, the *Bar Bulletin*. The *Bar Bulletin* represents a significant cost to the Bar Associa-

tion every year and it is time once again to review and reevaluate the content, costs and specs involved in its production. I have already heard from many members about the value they place on this *Bulletin*, and I promise we are not going to eliminate it or go all digital.

It is, however, not an all-or-nothing question, and there are myriad choices we can review to try to bring down costs. One change upcoming will be to offer

the option, for those members who prefer it, to receive only a digital copy. This would both reduce costs and also prevent the waste of producing unwanted paper copies for those who would prefer a digital version.

We will keep you updated about any changes. Please rest assured, the goal is to continue to provide a high-quality (hard copy) bulletin to keep our members connected, engaged and updated.

This year, we also hope to bring our new website online, which will give members easier access to resources, making things like membership renewal and MCLE access easier. We will also be making a big push to increase donations to our scholarship endowment this year. The success of this scholarship endowment depends on our community's continued generosity. Expect to hear much more from me about the scholarship program and why it matters over the coming months.

That's it as far as updates for now. Please reach out if you have ideas you would like the Board to consider. I wish you all much success as you slide into these spring months. Whether you decide to reorganize your desk or book that weekend trip, don't forget to take some time to breathe and enjoy the beauty of the season. ■



## Editor's Note

by Tara Jacobi

Last spring was a superbloom in California. I made it a point one Saturday afternoon to hop in the car with my son and our dog, drive an hour east and check out the floor of flowers for as far as one can see.

Walking among the blooms felt like being in the movie, "The Wizard of Oz," when the trio skipped through the fields of poppy flowers before succumbing to their sleep-inducing

fragrance that required the trio, at least for a time, to give up in the face of their obstacles.

My trio did the same as we skipped among the blooms. But over the last several years, ironically, it has been my dog, a strong-willed German Short-haired Pointer, who reminds me daily not to give up in the face of obstacles. Her strength of will astonishes me every time it is on display and reminds me to do the same.

Spring, traditionally, is about new beginnings and transformations. After graduating this May, I have some hopes for my own transformation.

Our Court in one year's time has undergone a major transformation of its own as well. Presiding Judge Rita Federman

shared with us her State of the Court Address in January. If you missed her highlights, they are printed in the pages ahead.

The Women Lawyers Association recently gave out its annual awards in honor of Women's History Month. Melodie Riva, an attorney at SLOLAF representing survivors of sexual assault and professor at our local law school, received the OWL Award. And Nicole Mullikin received the Rising Star Award for representing survivors of domestic violence in immigration matters and also mentoring and teaching at the law school. Congratulations to you both!

In honor of Women's History Month, I am sharing some inspirational quotes. ■



"The best protection a woman can have is...courage."

—Elizabeth Cady Stanton



"When you get into a tight place and everything goes against you, till it seems as though you could not hold on a minute longer, never give up then, for that is just the place and time that the tide will turn."

—Harriet Beecher Stowe



"We delight in the beauty of the butterfly but rarely admit the changes it has gone through to achieve that beauty."

—Maya Angelou

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# State of the Courts Address Presented by Presiding Judge Federman

by Tara Jacobi

Presiding Judge Rita Federman gave the annual State of the Courts Address to San Luis Obispo County Bar Association members at Madonna Inn on January 18, 2024. She began her speech by outlining the duties of the presiding judge, which include working with the Chief Executive Officer of the court, Michael Powell, to establish policies, allocate resources, promote access to justice, maximize judicial resources, increase efficiencies, enhance services to the public and more. That's no short order for any judge who has taken on this role.

She acknowledged prior Presiding Judge Craig van Rooyen's many accomplishments, which include integrating six new bench officers, addressing the backlog in criminal trials, working with other judges to address vacancy issues, and working with Chief Executive Officer Michael Powell to hire Dana Dowse, his new assistant.

Judge Federman briefly introduced the six new bench officers: Commissioner Kenneth McDaniel, assigned to the family law division; Judge Erin Childs, the supervising judge of the family law division; Judge Michael Fry, assigned to the criminal division; Judge Catherine Swysen, assigned to the criminal division; Judge Michael Kelley, assigned to a civil assignment in Paso Robles; and Judge Crystal Tindell Seiler, assigned to the criminal division.

She reported that Judge Matthew Guerreo has returned to the criminal division to handle a vertical assignment, where he will hear cases from start through trial and sentencing. Judge van Rooyen is in department two with civil cases. Judge Jacquelyn Duffy is presiding over family law cases in Paso Robles.

Judge Federman will take over the early disposition court, conducting arraignments for new felonies. This court is staffed with a probation officer and a member of the department of behavioral health, both of whom work with the court and attorneys to assess defendants for possible programs to address the root causes of criminal behavior. This program is successful in resolving a high degree of cases at an early stage.



*Photo courtesy of Judge Federman*

According to Judge Federman, 2024 will likely be a year of change and progress. She expressed that while COVID 19 will still be with us, we certainly have learned to use a lot of new tools to manage its impact on our daily business, making it less of an impediment to addressing our cases. She told the audience that the courts have now been conducting live trials for all case types for well over a year and that will continue to be the norm. The criminal departments host all appearances live but use Zoom for prisoner appearances.

In regard to the criminal division, two to three jury trials were conducted every week for most of 2023, with a total of 49 jury trials last year. Thus, the criminal division is back on track with pre-pandemic numbers of jury trials, with those numbers being close to jury trial numbers in 2018 and 2019.



Civil departments will continue to use Zoom for calendar appearances such as a case management conferences and motion practices, but trials and evidentiary hearings are being conducted live. At this time, the civil division does not have a backlog of cases.

With regard to the family law division, live appearances are being made, but Zoom is used for appearances in trial setting and readiness and certain other matters for good cause.

Juvenile justice cases, formerly called juvenile delinquency cases, are being heard at the juvenile justice center on Kansas Avenue. Juvenile protection cases were formerly called dependency cases. For both types of cases, the parties have a choice between appearing in person or via Zoom, and there is no backlog of cases.

For small claims and traffic matters, hearings are being conducted both live and via Zoom.

Judge Federman acknowledged the statewide shortage of court reporters. While court reporters

are retiring, there is also a decrease in the number of students becoming court reporters. Many are moving out of the profession, but fewer are coming into it, which impacts courts throughout California. San Luis Obispo Superior Court has dealt with this challenge by using court reporters only when it is mandated by law in felony jury trials, juvenile matters and other case types. This will continue to be a challenge for the courts.

She reported on the new courthouse site. The site selection process narrowed it down to a few options downtown and selected the Kimball Motors site on Monterey Street. The target date for completion is 2030.

Finally, Judge Federman said she believes the key to San Luis Obispo Superior Courts' success is embracing collegiality. This involves open and frank discussions and regular communication between the judges themselves and between the bench and the bar. It is our spirit of cooperation that makes her proud to serve. ■

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## WLA Presents Annual Awards— OWL to Melodie Rivas and Rising Star to Nicole Mullikin

by Tara Jacobi

The Women Lawyers Association (WLA) of San Luis Obispo County created the Outstanding Lawyer (OWL) Award and the Rising Star Award to honor female attorneys in San Luis Obispo County who embody the organization's mission to promote the advancement of women within our community.

Presented annually in March to coincide with Women's History Month, the OWL Award is given to a female attorney practicing for seven or more years, while the Rising Star is given to a female attorney practicing for less than seven years.

WLA presents the awards to remind our legal community that these women, these attorneys, are deserving of recognition because of their contributions to our community. The award recipients are honored at WLA's local history of women lawyers.

Congratulations to Melodie Rivas,  
the 2023 OWL Award Recipient.

### Tell us about your role at SLOLAF.

I oversee the Family Law program at SLOLAF. Along with our client advocates and new staff attorney, I assist survivors of intimate partner violence, sexual assault and stalking, and get restraining orders to protect them from their abusers. Through restraining orders, we can also get additional orders, like custody or move-out orders. With the addition of our new staff attorney, we anticipate that we will begin assisting survivors with stand-alone custody cases later this year.

### What are some of the challenges for local organizations that support sexual assault survivors?

The biggest challenge is funding. There's an upcoming reduction to the State of California's funding in this area, resulting from a reduction in

the federal Victims of Crime Act (VOCA) funding. Issues of intimate partner violence, sexual assault and stalking affect women of all races and socio-economic statuses, and we know survivors are in need of help in our county. Awareness of these issues is just the first step in supporting survivors. The next step is securing adequate funding to address this need, most of which comes from federal and state governmental sources.

### What is most rewarding about representing survivors and why?

The look on a client's face when I'm just listening and giving them choices. My clients have had their agency taken away and have not been allowed to make choices to define their own lives. From simple choices like where to meet and for how long, to big choices like how to proceed with their case, each choice creates such a visible look of relief. It's really powerful.

### Tell us about your work with the San Luis Obispo College of Law.

I started there in summer 2019, teaching Professional Responsibility. After that, I began teaching Civil Procedure. I currently teach Civil Procedure in person during the fall and spring sessions, and an online Multi-State Bar Exam review course during summer.

### What are some of the challenges in teaching at the law school? And what is most rewarding about teaching at the law school?

The challenge for me teaching is the same challenge that my students face. I work during the day, and my days are unpredictable. I might be tired, emotionally drained, hungry or just generally grumpy at the end of my day. And then I go

to school in the evening and do the work of engaging students. Sometimes, it's hard to want to keep going through the evening.

Once I get there, though, it's so worth it. My students are interesting and caring people. They are just fun to be around. They are engaged in learning and give me so much energy as I work with them. I'm privileged to help my students as they work through the challenges of law school. Seeing a student graduate cannot be beat.



*Photo courtesy of Melodie Rivas*

### **What motivates you and why?**

It sounds silly, but I'm motivated to help people. It's the thing I enjoy most about being a lawyer. As for why, I was always a people pleaser, and I've tried to turn that in a healthy direction.

### **Who inspires you and why?**

People who try new things and are successful in spite of their fears. My inner voice is usually telling me why I should be scared of something and why I shouldn't do it. Now my rule is: if something scares me, I should run toward it, not away.

### **What guidance might you give to future women lawyers?**

Don't let other people define who you are or what you can accomplish. It's easy to let other people's voices sneak into your head. Learn to recognize when that happens and stay true to the lawyer you know you want to be.

### **Thank you.**

**C**ongratulations to Nicole Mullikin, the 2023 Rising Star Recipient.

### **What is most rewarding about practicing immigration law and why?**

I know that the work I am doing is making a difference in people's lives. I've been able to reunite family members, help families to stay together, help people get work permits so they can better provide for their families, help people find stability and safety through becoming residents or citizens, and provide immigration solutions for victims of crimes.

Helping someone to get their residency, a visa or citizenship gives them security and hope for a better future. While I can and have represented clients around the world, I am particularly grateful to be giving back to the local community in which I grew up. I am always grateful for any referrals.

### **What are some of the challenges in practicing immigration law? What are some of the challenges in assisting survivors of domestic violence in immigration matters?**

One difficult aspect of immigration law in general is having to tell people when they are not eligible for immigration benefits. These are people who have been here for decades, pay their taxes, have U.S. citizen children, are involved with their communities, but don't fit into the narrow requirements of the law. Over time, I have realized that while it's not the outcome they were hoping for, people are grateful for an honest evaluation. It is my hope that those who are citizens recognize this inequity and vote or use what influence they have to help change our immigration system for the better.

No matter how many stories I've heard, it doesn't get any easier to feel my clients past and current challenges. I try to meet each individual where they are at and recognize that for many people, this may be the first time that they have talked about what has happened in their life. When applicable, I help to connect them with SLOLAF, Lumina and other local services. Because I am bilingual in Spanish and English, I can communicate directly with clients, which helps when topics are particularly sensitive.

### **Tell us about your work mentoring students at San Luis Obispo College of Law.**

I have enjoyed teaching from a young age and have taught or volunteered in classes at all levels,

*Continued on page 12*

## WLA Presents Awards continued

from kindergarten to graduate courses. I have taught two semester-long mentorship workshops for first-year students and two test-taking and essay-writing skills courses for second-year students through SLOCL.

Since the mentorship workshops were during the pandemic, it provided a way to connect to make up for not being in person. When my students expressed that they were missing out on networking, I set up a series of guest speaker attorneys in areas they were interested in, including a superior court justice from Canada. I also enjoyed making YouTube videos to pair along with some of my classes.

It meant so much to be on stage as a professor and watch as the first of my students graduated last May. While I am not currently teaching semester-long courses so I can focus on my practice, I continue to teach one-night courses as needed, present as a guest speaker, volunteer on the SLOCL advisory board and at school events, and mentor students individually. I'm particularly proud to have connected one student to a fellowship and another to an internship, both in immigration law! I am also focusing on community education about immigration law. Since opening my office in August 2022, I have given more than 15 presentations.

### What motivates you and why?

I believe we each have an individual responsibility to help create a more equitable future for

all. Immigration doesn't solve everything, but it is what I can do to make the world a better place. To paraphrase a quote from St. Thérèse of Lisieux, it isn't the greatness of our actions or their difficulty that matters, but the love with which we do them. I truly love what I do.

### Who inspires you and why?

I am inspired by so many people. My mother has spent her whole life caring for others and is one of the most selfless, honest and intelligent people I know. From her, I received my desire to help people.

My wonderful husband inspires me daily with his support and love. He deserves an honorary law degree for all the hours he spent quizzing me for exams, tucking me in when I fell asleep on textbooks, and then supporting this crazy idea to open a law office right out of law school.

My mentor, immigration attorney Kevin Gregg, inspires me more than he will ever know. He is my role model, and I am so grateful for his continued mentorship and friendship.

My husband's grandmother also greatly inspires me. She immigrated from China as a teenager after the death of her parents. She often tells me to make sure to be kind to my clients, as they are immigrants like her. I hope to make her proud.

Every teacher, professor and mentor I have had along the way, from Pacheco Elementary and on up, has helped to shape me into who I am today. Their dedication inspired me to teach and mentor others. I am also inspired by all of the amazing individuals and organizations in our local community with whom I have had the opportunity to work and collaborate.

It is very important to me to express my gratitude to the wonderfully supportive immigration attorney community—Amber Heffner, Jeraline Singh Edwards, Desi Lance, Sarah Overacker, Vanessa Frank, Kevin Gregg, and so many more. My uncle, attorney Daniel O'Neill, and the rest of the O'Neill clan—I hope to uphold the name. Thank you to Erica Baltodano and Angie King for the nomination.

And thank you to all of the local organizations who I have had the opportunity to work with including, but very much not limited to, San Luis Obispo College of Law (Dena Dowsett, Jan Marx, Christina Chong-Nakatsuchi, Elizabeth Xyr, Erica Baltodano, and so many more), Cal Poly (Karen



Photo courtesy of Nicole Mullikin

Munoz-Christian, John Thompson, Sophia Chen, Marion Winrow Hart, Lisa Sperow, and Extended Education), SLOLAF (Melodie Rivas and Francisco Ramirez), UndocuSupport (Chelsea Ruiz), Catholic Charities (Alondra Ortiz), the Latino Outreach Council, and so many more.

**What guidance might you give to future women lawyers?**

Graduating law school and becoming an attorney is a huge accomplishment. There are so many barriers that you had to overcome to get to this point. I would ask that you remember what you had to overcome in your life and use it as fuel to improve the lives of your clients and of the next generation. Each one of us has the power to make a positive difference, and you are now equipped with a unique and powerful set of tools to do so. ■

*Nicole Mullikin's immigration law office is located in San Luis Obispo and can serve clients anywhere in the world remotely. She is accepting new clients and offers payment plans. Feel free to reach her by phone, text, or WhatsApp at (805) 242-2030 or email. nicole@nicolemullikinlaw.com.*



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# Opportunity & Community— What’s New at SLO College of Law & How to Help Students Thrive

by Erica Flores Baltodano,  
San Luis Obispo College of Law Campus Dean

Images courtesy of SLO College of Law

For better or worse, you probably remember your law school experience well. It likely included endless hours of reading, outlining, and studying. Opportunities for intellectually stimulating classroom discussions, I hope. Perhaps a clinical course or internship, and probably a moot court competition too. Students at San Luis Obispo College of Law (SLOCL) are provided these opportunities and more right here in our community.

## An Opportunity Law School

SLOCL offers evening classes for individuals who work full time or have caretaking responsibilities during the day but want to pursue a legal degree at night. For those who have dreamed of a legal education, but have roots, jobs, spouses or kids in San Luis Obispo County, SLOCL is both accessible and affordable.

In addition to in-person evening classes, we offer an online hybrid option for students who live in more remote areas of the county or otherwise cannot access our Broad Street campus just north of SLO Regional Airport. And unlike most law schools, bar exam prep fees and coursework are built into our reasonable tuition rates.

Accessibility and affordability make SLOCL an opportunity law school. SLOCL is one of a small family of nonprofit California-accredited law schools affiliated with Monterey College of Law, which has been educating California attorneys and judges for more than 50 years. Other campuses are located in Bakersfield (Kern County College of Law) and Santa Rosa (Empire College of Law).

Our student body is diverse in all ways, spanning a wide age range and range of lifetime experiences. Some of our students recently obtained a bachelor’s or associate degree, and others are embarking on a second career. Most of our students



*SLOCL alumni and graduates participated in Law Day at the Courthouse in 2023.*

intend to practice to law, but some are pursuing a legal degree to enhance their current career and skillset. A majority of our students are women or students of color, some represent the LGBTQ+ community, and many are first-generation law students.

And they are incredible. I cannot fathom making my way through law school while balancing a full-time job and a family, but that is precisely what most of our students accomplish. They have no choice but to develop good time management skills, a strong work ethic and tenacity. Our students work for local law firms and government agencies during and after law school, build successful solo practices, and often return to SLOCL as mentors, academic advisors or professors because they feel compelled to give back.

## A Community-Based Law School

That so many of our graduates give back in this way is not surprising. In addition to providing a quality, accessible legal education in a community-based setting, our mission is to produce graduates who are dedicated to professional excellence, integrity and community service.

SLOCL's commitment to training legal professionals dedicated to community service is one reason our students are required to complete clinical coursework serving members of the community under the supervision of a licensed attorney Professor. SLOCL students enroll in the SLO Immigration Law Clinic, Clean Slate Clinic (offered in collaboration with California Rural Legal Assistance Foundation and People's Justice Project), SLO Mediation Clinic (offered in collaboration with Wilshire Creative Mediation), or any number of other law school clinics providing free legal services where the Monterey College of Law family of law schools have a presence.

In addition to serving our community through our clinical program, SLOCL is a community-based law school because local attorneys and bench officers serve as faculty. Intentionally small class sizes foster deep learning and meaningful relationships with classmates and professors. During law school, students begin networking with members of our local legal profession. Nearly all our graduates remain in SLO County, which means classmates and professors quickly become colleagues.

Support from our local legal community has been tremendous. Many of our faculty members have been teaching at SLOCL for years, and I have been overwhelmed by the numbers of local attorneys and judges who have reached out to me about teaching a class at SLOCL or conducting a seminar or workshop. I work as quickly as possible to meet with prospective faculty members and then connect them with our Dean of Academic Affairs when positions become available.



*Dean Baltodano (seated center) with members of the SLOCL Advisory Board in December 2023.*



*Internship Spotlight Program takes place at SLOCL March 8, 2024.*

On March 8, SLOCL is hosting an "Internship Spotlight" program for students with several local employers to demystify the internship application process, learn how to earn course credit for internships, and shine a light on local internship opportunities for law students. Local attorneys have generously agreed to attend and share about the internships they offer. If successful, this event will be replicated annually to showcase different employers each year.

In addition to teaching in-person or online and offering internships, local attorneys and judges regularly share their wisdom and their time as guest speakers at the law school and serve as members of the SLOCL Advisory Board, which I chair. The Advisory Board is comprised of representatives of local institutions of higher education (Cal Poly, Cuesta and Alan Hancock) and the local legal community. I cannot think of a single attorney or bench officer who has declined an invitation to engage with our students as a speaker or panelist or serve on the Advisory Board, and for this I am tremendously grateful.

I try to press upon students the benefits of professional networking, particularly in our small community, and I encourage them to practice by joining a local bar association while they are still students. The San Luis Obispo County Bar

*Continued on page 16*

## SLO College of Law continued

Association and Northern Santa Barbara County Bar Association now generously offer free membership to our law students. The Women Lawyers Association of San Luis Obispo County offers students a reduced rate for membership and monthly lunch meetings and allows students to attend some meetings for free. I salute the leaders of our local bar associations for your commitment to access and inclusion.

### Helping Students Thrive

As SLOCL Campus Dean, I am committed to helping our students thrive. This means supporting and encouraging them during their law school journey and setting them up for a successful career in the law after they graduate.

I facilitate lively panel discussions with members of our local legal profession as part of our “Exploring Careers in the Law” series, which introduces students to specific areas of legal practice. Recent panels have focused on Insurance Law, Consumer Law and Mediation. In April, I will facilitate a panel on Municipal Law.

But thriving in our legal profession is not just about finding the right fit in terms of practice area. It’s also about having the passion and perseverance to achieve long-term goals, learning how to face challenge, change, and the complexity of legal practice with grit, identifying ways to maintain work-life balance and good physical/mental health, and ensuring an inherent sense of belonging. To develop these skills, I have introduced a new speaker series called “Building Resilience in the Legal Profession.”

The first Building Resilience program featured an expert from Cal Poly on the topic of imposture phenomenon. The next program highlighted the success stories of two Central Coast attorneys and two Central Coast judges from diverse backgrounds who graduated from a California Accredited Law School like SLOCL.

Panelists told of their transition from non-legal careers to the law and from law school to law practice, how they overcome imposture phenomenon when it creeps up, and advice they wish they had when in law school that students can use now. Future Building Resilience programs will address parenting while lawyering, implicit bias in our judicial system, mindfulness for lawyers and more.



*SLOCL students, alumni, faculty and administrators with Luis Céspedes (seated center), Governor Gavin Newsom’s Secretary of Judicial Appointments at the October 5, 2023, Unity Bar SLO Inaugural Dinner.*

Students also continue to remain engaged with Unity Bar San Luis Obispo, which launched in October 2023 and is dedicated to outreach, education and mentorship with the goal of diversifying the bar and bench and improving access to justice. Thanks to the generous sponsorship of local law firms and organizations, nearly two dozen law students attended Unity Bar SLO’s Inaugural Dinner. Unity Bar SLO has since signed up a dozen attorneys, sitting and retired bench officers, and law students who are willing to speak in K-12 classrooms on the Central Coast to share their stories and encourage young people to consider careers in the law.





## How You Can Help

What I have learned in my first year as Campus Dean is just how much San Luis Obispo College is an asset to our community and how critical it is to have a community-based law school creating opportunities for those who might otherwise be unable to afford or access a legal education. Our students and graduates have roots in our community, provide critical legal services to the public at our law school clinics, support local firms and legal entities as interns and employees, and are diversifying the legal profession to achieve access to justice for all.

We appreciate your continued support. Please send prospective students our way!



Here are some ways you can support our local law school and help our law students thrive.

**1. Spread the word about San Luis Obispo College of Law.** The summer enrollment deadline is April 1. We would be happy to give a brief presentation about SLOCL to your professional organization or association any time of the year. Contact Assistant Dean of Admissions & Marketing Dena Downset (ddowsett@slolaw.org) for information.

**2. Hire an intern.** Non-public entities are required to pay student interns at least minimum wage (unless the student is doing *pro bono* work from which the firm will not financially benefit). Internships at governmental agencies or nonprofit organizations can be unpaid. We are happy to share internships announcements with our students. Contact Associ-

ate Dean of Clinical Education/Internships Maren Christensen (mchristensen@montereylaw.edu) for more information about our internship program.

**3. Be a mentor.** Contact Mentorship Program Coordinator Jeanine E. Kraybill, PhD (jkraybill@montereylaw.edu) to sign up and be matched with a law student interested in your practice area. We also offer a mentorship program for first-generation law students.

**4. Employ students and graduates.** Many of our students work as part-time or full-time law clerks, legal assistants, litigation assistants, and/or paralegals while attending law school. They are eager to find full-time employment after graduation and the Bar Exam. Contact Associate Dean of Admissions & Marketing Dena Dowsett (ddowsett@slolaw.org) with job announcements to circulate to students and graduates at SLOCL and our other campuses.

**5. Consider teaching.** Teaching law students is as challenging as it is rewarding. If you are interested in being considered when positions become available, contact SLOCL Campus Dean Erica Flores Baltodano (ebaltodano@slolaw.org).

**6. Be a panelist, guest speaker or Advisory Board Member.** SLOCL Campus Dean Erica Flores Baltodano regularly extends invitations to be a guest speaker, panelist or Advisory Board Member. Thank you in advance for returning her call!

**7. Donate to the San Luis Obispo College of Law Advisory Board Scholarship.** Please help us fund scholarships for students attending SLOCL. Visit [www.slocl.org](http://www.slocl.org) and select DONATE > Donate Now and select "SLOCL Advisory Board Scholarship" from the drop-down menu. Or contact SLOCL Campus Dean Erica Flores Baltodano (ebaltodano@slolaw.org) to contribute. ■

<p><b>THE OTHER BAR</b></p>	A black and white illustration of a person standing on top of a large, stylized letter 'A' that is shaped like a life preserver. The person is holding a small flag.	<p>Free confidential assistance to lawyers, judges, paralegals and law students with substance abuse problems.</p> <p>Weekly Other Bar 12-Step Meetings are held in many areas, and others are being established. For times and locations, or to start a meeting in your area, contact the number or website below.</p> <p>Provider of Certified MCLE Instructors</p> <p>Confidential Hotline 24 Hours a Day: (800) 222-0767 <a href="http://www.otherbar.org">www.otherbar.org</a></p>
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# New Beneficial Ownership Reporting Requirements for Entities, Effective January 1, 2024

by Courtney R. McKeever, Esq. and Brodie Surfas, Esq.

## General Background and Key Reporting Dates

On January 21, 2021, the Corporate Transparency Act (CTA) became a federal law in the United States. The CTA mandates the Financial Crimes Enforcement Network (FinCEN), a division of the U.S. Department of the Treasury, to establish a nationwide registry containing beneficial ownership information (BOI) for the beneficial owners of most entities formed or registered for business purposes in the United States, which are referred to as Reporting Companies. The primary objective of the CTA is to deter illicit activities, such as money laundering, fraud and the financing of terrorism.

On September 30, 2022, FinCEN issued a final rule that enforces Section 6403 of the CTA, which includes the BOI reporting requirements (Final Rule). The Final Rule requires Reporting Companies to disclose specific personal details of each “beneficial owner” and “company applicant” to FinCEN, as well as information about the Reporting Company itself. The Final Rule took effect on January 1, 2024.

*Reporting Companies created or registered before January 1, 2024 must file their initial BOI reports by January 1, 2025. Reporting Companies created or registered on or after January 1, 2024 must file their initial reports within certain time periods.*

If created or registered in calendar year 2024, the BOI report

must be filed within 90 calendar days. If created or registered thereafter (beginning January 1, 2025), the BOI report must be filed within 30 calendar days. For both the 30-day and 90-day requirements, the clock begins ticking as of the earlier of (i) the date on which the entity receives actual notice that its creation has become effective or it has been registered to do business, or (ii) the date on which a secretary of state or similar office first provides public notice.

## The Final Rule Impacts Reporting Companies

All entities classified as “Reporting Companies” are mandated to submit BOI reports to FinCEN. An entity is deemed a Reporting Company if it came into existence in the United States by filing documents with a secretary of state or a similar office, or in the case of a foreign entity, if it registered to conduct business in the United States by filing documents with a secretary of state or an equivalent office. Reporting Companies include any entity that is (1) a corporation, (2) a limited liability company (LLC), or (3) created by the filing of a document with a secretary of state or any similar office under the law of a state or American Indian tribe.

There are 23 categories of exemptions from the Final Rule, and Reporting Companies that qualify under these exemptions will not need to file BOI reports (unless

they later become non-exempt). BOI reporting requirements are only applicable to Reporting Companies who do not meet an exemption.

In general, the exemptions only cover highly regulated entities and other “low-risk” entities (e.g., large operating companies with a physical presence in the U.S., 501(c) nonprofit organizations, charitable trusts, split-interest trusts, publicly traded companies, SEC-registered companies, insurance companies, banks, etc.)

Privately held entities typically used for estate planning, investments, real estate, tax planning, privacy or personal purposes are generally not exempt. Therefore, in spite of the great number of exemptions, many newly and recently formed companies are not likely to qualify for an exemption and thus will be required to report.

## What If a Reporting Company Is Owned by a Trust?

If an ownership interest in a Reporting Company is held through a trust, each of the individuals listed below is deemed to have an ownership interest in that Reporting Company:

1. A grantor/settlor who has the right to revoke the trust or otherwise withdraw the trust’s assets;
2. A beneficiary who is the sole permissible recipient of the trust’s income and principal;
3. A beneficiary who has the right to demand a distribution of

or withdraw substantially all of the trust's assets;

4. A trustee of the trust;

5. Any other individual who has the authority to dispose of trust assets.

Depending on the specific circumstances, other individuals may also be considered to own or control ownership interests through a trust. This may include individuals like trust protectors, distribution or investment advisors of trusts, or beneficiaries of trusts with multiple beneficiaries. The determination of ownership interests through trusts can vary based on the particulars of each situation.

### **What Information Must Be Reported and By Whom?**

If you are required to report your company's BOI to FinCEN, you will do so electronically through a secure filing system available via FinCEN's website. Reporting Companies are required to furnish specific personal details of both "beneficial owners" and "company applicants" to FinCEN.

A "beneficial owner" is any individual (can be more than one individual) who exercises "substantial control" over the Reporting Company or who owns or controls a 25 percent "ownership interest" in the Reporting Company. An individual exercises "substantial control" over a Reporting Company if the individual meets any of four general criteria:

(1) the individual is a senior officer; (2) the individual has authority to appoint or remove certain officers or a majority of directors of the reporting company; (3) the individual is an important decision-maker; or (4) the individual has any other form of substantial

control over the reporting company.

"Ownership Interest" includes any of the following: equity, stock or voting rights; a capital or profit interest; convertible instruments; options or other non-binding privileges to buy or sell any of the foregoing; and any other instrument, contract or other mechanism used to establish ownership.



A "company applicant" is any individual who directly files the document that creates the domestic reporting company or registers the foreign reporting company, and the individual who is primarily responsible for directing or controlling such filing if more than one individual is involved in the filing.

Not all Reporting Companies are required to report their company applicants to FinCEN. A Reporting Company is required to report its company applicants if it is a domestic or foreign reporting company created on or after January 1, 2024. Each Reporting Company that is required to report company applicants will have to identify and report to FinCEN at least one company applicant, and at most two. All company applicants must be individuals; companies or legal entities cannot be company applicants. If a client directs their attorney, spouse,

business partner, accountant, etc. to file the formation documents of an entity, both the client and the second individual who actually filed will be company applicants.

Reporting Companies must disclose specific information about itself and the beneficial owners and company applicant. The Reporting Company disclosures include: (1) legal name, (2) trade name, (3) business address (cannot be a P.O. Box Number), (4) jurisdiction information, and (5) U.S. Internal Revenue Service taxpayer identification number. The beneficial owners and company applicant disclosures include: (1) legal name, (2) date of birth, (3) current address, and (4) an identification document with a unique identifying number (e.g., passport).

### **Changes or Updates to Reported Information**

If there is any change to the required information about the company or its beneficial owners in a filed BOI report, the company must file an updated BOI report no later than 30 days after the date on which the change occurred. The same 30-day timeline applies to changes in information submitted by an individual in order to obtain a FinCEN identifier. However, a reporting company is not required to file an updated report for any changes to previously reported personal information about a company applicant.

If an inaccuracy is identified in a BOI report that a company filed, the company must correct it no later than 30 days after the date the company became aware of the inaccuracy or had reason to know of it. This includes any inaccuracy in the required

*Continued on page 21*



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## Reporting Requirements continued

information provided about the company, its beneficial owners, or its company applicants. The same 30-day timeline applies to inaccuracies in information submitted by an individual in order to obtain a FinCEN identifier.

If a company filed a BOI report and later qualifies for an exemption from the reporting requirements, the company should file an updated BOI report to indicate that it is newly exempt from the reporting requirements.

### Penalties for Non-Compliance

Reporting violations, such as false reporting or the failure to report, can result in civil or criminal penalties for both a Reporting Company and certain individuals affiliated with it. As specified in the Corporate Transparency Act, a person who willfully violates the BOI reporting requirements may be subject to civil penalties of up to \$500 for each day that the violation continues. That person may also be subject to criminal penalties of up to two years imprisonment and a fine of up to \$10,000.

Potential violations include willfully failing to file a beneficial ownership information report, willfully filing false beneficial ownership information, or willfully failing to correct or update previously reported beneficial ownership information. ■

### References

- Corporate Transparency Act: 31 U.S.C. §5336 (Beneficial ownership information reporting requirements)
- 31 CFR §1010.380 (excerpt from Beneficial Ownership information Reporting Requirements Final Rule)
- [https://www.fincen.gov/sites/default/files/shared/BOI\\_Small\\_Compliance\\_Guide.v1.1-FINAL.pdf](https://www.fincen.gov/sites/default/files/shared/BOI_Small_Compliance_Guide.v1.1-FINAL.pdf)

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*Courtney R. McKeever's areas of expertise include real estate, general business law, ag business, entity formation, and business sales and acquisitions. She regularly assists her clients with the sale, acquisition and/or lease of agricultural, commercial and industrial properties. She has handled large*

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*and small business sales and mergers, and she regularly assists her business clients with business contracts of all types.*

*Courtney McKeever resides in San Luis Obispo County and is a member of the San Luis Obispo County and Fresno County Bar Associations. She currently leads the real property section of the SLO County Bar.*

# Workplace Investigations (In Human Terms)

by David P. Warren

A workplace investigation is a critical process that is often resisted by those who need it most. A company's top management may not like it because it doesn't make money; it costs money. When human resource departments try to convince the executives that they need to conduct an investigation, they sometimes get eye rolls because they aren't a profit center either. They are a cost center trying to sell executives on more costs—costs that no manager wants to have come out of his or her departmental budgets.

So, what sells them on the need for a workplace investigation? The answer is experience and the downside of ignoring the problem and doing nothing. Executives who don't want to spend money to hire an investigator certainly don't want to get hit with a seven-figure judgment, and those possibilities are real when the need for a workplace investigation is ignored or nothing more than going through the motions. Managers will never want to spend money on investigations if they can avoid it, so human resource executives have to carry the burden of educating executives who don't believe that they need educating.

All of that said, there is a growing corporate awareness in the fact that such expenses are a cost of doing business that are best not avoided. In California, the FEHA and controlling case law make it clear that possible harassment, discrimination and retaliation claims must be "promptly and thoroughly" investigated. California Government Code Section 12940(k)

also provides that it is an unlawful employment practice:

"For an employer, labor organization, employment agency, apprenticeship training program, or any training program leading to employment, to fail to take all reasonable steps necessary to prevent discrimination and harassment from occurring."

Case law over the years has helped to clarify what the terms "promptly and thoroughly" mean in the context of workplace investigations, and what is required to conduct a workplace investigation that can withstand scrutiny. (*Cotrans v. Hudig Hall Int'l, Inc.* (1998) 17 Cal 4th 93; *Silva v. Lucky Stores* (1998) 65 Cal App 4th 243; *Nazir v. United Airlines* (2009) 178 Cal App 4th 243; *Mendoza v. Western Medical Center Santa Ana* (2014) 222 Cal App 4th 1334).

From the collective guidance of these decisions, we have learned that "promptly" requires an investigation to commence when an employer has notice, from any source, of possible harassment, discrimination or retaliation. No formal complaint is required. Once information is gained from any source, the clock starts running.

"Thoroughly," means interviewing all witnesses who may have pertinent information and analysis of all available documents. It means that an employer can't cut the witness list to save money or pick and choose which of the witnesses it chooses to interview. The goal of the investigation cannot be to sweep concerns under the rug or simply to go through the motions of an investigation. The investigation must be conducted for the purpose of uncovering the

underlying facts and make reasonable decisions based upon what those facts reveal.

In my many years of attacking investigations as "inadequate," I encountered those deficiencies many times, and those deficiencies greatly strengthened my case. By way of example, I deposed the HR director in a sexual harassment case against a top company executive. I had seen the investigation that the HR director had personally conducted, and it left me with numerous questions and several lanes of attack.

There were nine clearly identified witnesses to sexual harassment occurrences, yet only five of the witnesses had been interviewed. I took the deposition of the HR director and asked if she was aware of these witnesses. She said she was. I asked if she was aware that each had witnessed one or more events that, if they occurred, would constitute violations of law and policy. She again said that she was aware. I asked her why these witnesses were never interviewed, and her answer was stunning. The very executive accused of the harassment had instructed her to cease the investigation.

In the wake of that deposition, that case settled well, but that was not the end of the story. Two weeks later, the HR director, who had an eight-year exemplary record, was fired and she called me to pursue her own claims. Needless to say, that case was also a good one. The information garnered from these examples is that an investigation poorly performed can be as harmful as an investigation not undertaken.

So, we know that from an employer's vantage point there is an important need to conduct a timely and thorough investigation. If an employer does so, it can be protected from liability, if its ultimate decision is reasonable and based on that prompt and thorough investigation, even if it later proves inaccurate.

There are many good reasons for an employer to make sure such investigations occur, and employees need such investigations to take place as well. When an investigation is unreasonably delayed, or simply doesn't occur, employees do not feel supported. They come to a work environment where inappropriate conduct is occurring, yet no corrective action is taken.

It is a license for the harasser to become bolder. If a harasser or perpetrator of discrimination can be confident that no one is coming for him, it's a brand-new ballgame. The confluence of ongoing harassment or discrimination and the employer's failure to act create an uncomfortable environment that employees want no part of. I have interviewed numerous employees who have said things like, "This was clear to everyone, including my supervisor, but nothing was done, and we all knew it never would be. It was easier for them to ignore the problem."

Once this dynamic is in play, problems with absenteeism increase, productivity decreases and good employees start posting their resumes and leaving the organization. Neither the company nor the individual employee come out ahead.

Once it is determined that an investigation is needed, it is incumbent

on the investigator to do his or her utmost to put the interviewed employees at ease. Employees functioning in the environment are being asked to talk about occurrences in the workplace that can be extremely uncomfortable to them, and which may result in discipline to one or more coworkers.

It is critical that employees are made aware that both the investigator and the employer care about what is taking place and are acting to create a comfortable, non-hostile,

their level of experience and training in conducting the specific type of investigation in issue will be under a microscope in any subsequent litigation. What's more, in-house personnel are more vulnerable to allegations that there was pressure to keep costs low, cut short investigations or even reach certain findings. An independent, well-qualified investigator is not subject to allegations that the investigation is tainted by such incestuous factors of that nature.

It is critical to be mindful that the workplace environment in which allegations or concerns about harassment, discrimination, retaliation or other violations of law or policy arise affect many hard-

working, devoted employees. Workplace investigations properly undertaken encourage their loyalty and productivity, and let the employee know that the working environment matters to the employer. If investigations are undertaken haphazardly, or not at all, the work environment is slowly poisoned, and there will be deleterious long-term effects for both the employees and the company.

The message to all who would prefer to duck the costs of an investigation is that the long-term costs, monetarily and in human terms, will be much greater. ■

*David P. Warren is a 45-year attorney whose practice emphasized employment law. For the past six years, his practice has focused exclusively on mediation, arbitration and workplace investigation.*

**“In California, the FEHA and controlling case law make it clear that possible harassment, discrimination and retaliation claims must be ‘promptly and thoroughly’ investigated.”**

working environment. The investigator must convey that information gathered will be kept on a “need to know” basis. If rapport between the investigator and the interviewed employee can be established, credible and critical information can be obtained. While validating the interviewed employee's concerns, the investigator is also assessing the credibility of every witness interviewed. The investigator's report will also address the credibility of each witness, along with the factors that enhanced, or detracted from, that credibility.

All of this brings us to the critical question of who should conduct workplace investigations. While smaller investigations can be conducted in-house, larger investigations should almost always employ an independent investigator (I acknowledge that I am one, so that inures to my benefit, but there is good reason). When in-house personnel are used,

# *In Memoriam*

## Robert A. del Campo

(December 21, 1937–November 1, 2023)

by Carol Ramirez

Photos courtesy of Carol Ramirez

**B**eloved husband, father, grandfather, brother and friend, Robert Arthur del Campo passed away at his home in Arroyo Grande on November 1, 2023, at age 85 of leukemia. He was born December

21, 1937, in Los Angeles to William and Mildred del Campo.

Growing up as the eldest of seven children, he was recognized as a father figure to some of his younger siblings in the del Campo family, known as “Bob” to siblings and friends and “Bobby” to his mother, and later in life as simply “Robert.” He placed a high value on family and getting together regularly, not only on special occasions. He also maintained life-long friendships since grammar school.

Robert attended Dorsey High School in Los Angeles (Class of '56). He was a competitive athlete, excelling in all sports, includ-

ing baseball and football. Robert and Herb Barthels, best friends since second grade, played varsity football together for three years and remained friends for nearly



*Robert del Campo, attorney and judge (left), youngster (above), high school graduate (above right) and U.S. Marine (right).*





75 years. During the past year, Robert would visit Herb in Santa Barbara each month to reminisce about the many good times they shared so many years ago.

After high school graduation, Robert attended Cal State University Los Angeles and earned his bachelor's degree in June 1960.

On December 10, 1960, Robert began his career in the U.S. Marine Corps. He was commissioned a second Lieutenant and trained in aviation, including making a carrier landing. He later transferred to artillery and acted as an Assistant Battery Commander in the 11th Marines, obtaining rank of Captain at the time of his honorable discharge in 1970. Though he rarely spoke about his active-duty service, his patriotism and dedication to serve never left his soul.

In 1962, he resumed his education and was awarded his general elementary credential to teach both elementary and junior high school and, in 1964, he was invited to work in Los Angeles Unified School District. Remark-

ably, while simultaneously teaching full time, Robert pursued law school at the University of Southern California, later achieving his law degree in 1970 from Southwestern School of Law. He began his legal career at a worker's compensation firm in Los Angeles.

Later that same year, he was offered the position of Deputy District Attorney of San Luis Obispo County. He served with Orlan Donley, Chris Money, Steve McNichols, Ed Olpin and Barry Hammer. Barry and Bob remained close friends, often getting together during the past 50 years. Robert handled several criminal jury trials and developed a firm grasp of criminal law.

Later, he left the DA's office to join two other former DAs—Neil Hovis and Norm Sherr. The new firm of Hovis, Sherr and del Campo had the public defender contract for the county, and Robert worked as a public defender for the next couple of years. Robert also served as a judge on Marine matters at Vandenberg Air Force Base.

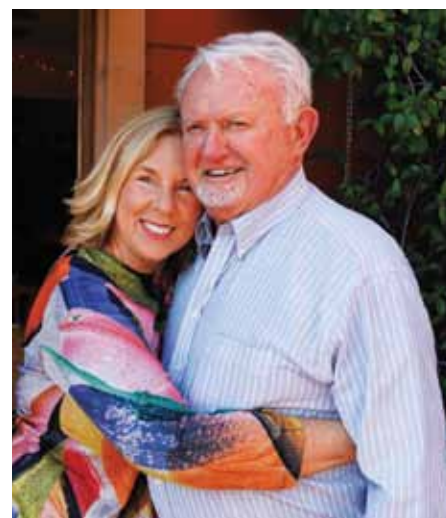
Robert was admitted and qualified as an attorney to serve in the Central District Court in 1972, the Northern and Eastern District Courts in 1983 and the Southern District Court in 1990. He was also appointed to serve as a U.S. Magistrate Judge in 1987 and reappointed to serve two additional terms in 1995 and 1999. Robert also formed a partnership with Darold Cook and practiced in Arroyo Grande, and finally went into private practice and continued serving a small but loyal group of clients.

Robert is survived by his wife, Carol Ramirez, with whom he was happily married for the past four years. They met in 2015 and learned they shared the same interests. Together, they loved exploring historical places, including California's Spanish missions and cemeteries throughout the state. They also enjoyed hiking and biking the many trails throughout San Luis Obispo County. They attended and sponsored the San Luis Obispo Legal

*Continued on page 26*



*Robert and Carol (third and fourth from left) in theme costumes at a SLO Legal Aid Foundation fundraiser.*



*Carol Ramirez and husband Robert del Campo.*

## Robert A. del Campo continued

Aid Foundation (SLOLAF) annual fundraiser for several years and were lucky enough to win some live auction bids to Costa Rica, Cabo San Lucas and Cancun.

Of all the places Robert traveled over the years, he truly believed that paradise was right at home in Arroyo Grande, tending to and enjoying the many fruits of his labor: blackberries, figs, plums, oranges, tangelos, lemons, limes, tomatoes and an assortment of other organically grown vegetables. He often took long walks on Pismo Beach with his dog, Bella, watched USC football and LA Dodgers, was an avid reader of historical books and loved to cook and bake homemade apple and peach pies. Most of all, he loved having family and friends visit for a barbecue to celebrate special occasions or any occasion.

Robert and second wife, Marsha, were high school prom dates and did not reconnect until

40 years after graduation. They welcomed Marsha's grandchildren: Emma, Abigail, Gabriel and Asher. They were married for 13 years before her passing.

Robert was married to his first wife, Ines, for 25 years. Together, they established his local law practice, became active members of the Elks Club, Corvette Club and St. Patrick's Catholic School and Church. They enjoyed caring for a multitude of pets, including bird dogs, and they lovingly raised two wonderful children, Philip and Marisa (Lopez). They shared two exceptional grandchildren, Dante Lopez and Cora Lopez. Together the family will miss "Dad/Grandpa" for his humble demeanor, sharp wit and easygoing attitude—and most of all, his barbecue skills.

Robert looked forward to his annual fishing trips to Kern River and June Lake with friends from high school and father-son trips with his son, Philip. He also loved hunting quail in Edna Valley and



*Robert and Bella walk Pismo Beach.*

Carrizo Plains and personally trained his own English Setter bird dogs.

Over the years he enjoyed hunting with his brother, Chris, and son, Philip, and nephew,



*Robert enjoying a travel destination (above) and barbecuing at his Arroyo Grande home (right).*



Christian, and many close friends. He went on a Bobwhite Quail hunting adventure with a friend on the East Coast while he was training as a Marine Corps aviator. He gushed about this experience with Chris, who believes this event ushered in Robert's unwavering interest in quail hunting when he later moved to Arroyo Grande in his early 30s.

Robert spent the rest of his life training, field trialing and hunting behind his exemplary Setters. Robert regularly re-told the story to Chris of his first hunt on the Carrizo National Monument with his very good friend, Bill Marvos. It was a wonderful memory of his that he relayed a number of times during the last 50 years.

Robert's love of cars started early, largely due to the fact that his father was a mechanic by trade and owned a mechanic shop. In the mid-1980s, Robert bought a 1961 Corvette—red convertible—from his good friend, Rob Rossi. They agreed that if Robert ever wanted to sell the 'Vette, he needed to give Rob first right of refusal for a "fair price." Each anniversary, Rob called Robert to

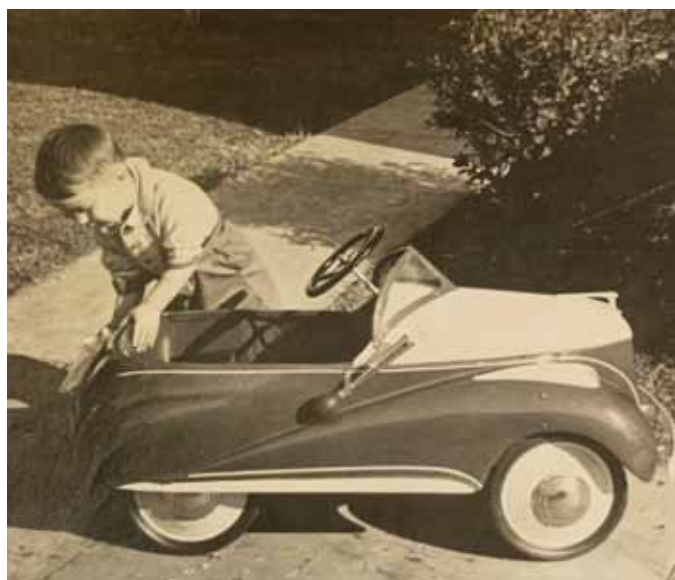


check in about buying back the 'Vette, which became a labor of love for Robert over the years. On one fateful day in April 2023, the 'Vette was sold back to Rob. It was the end of an era of nearly 40 years and a very emotional day shared between two friends who both treasured one particular '61 'Vette.

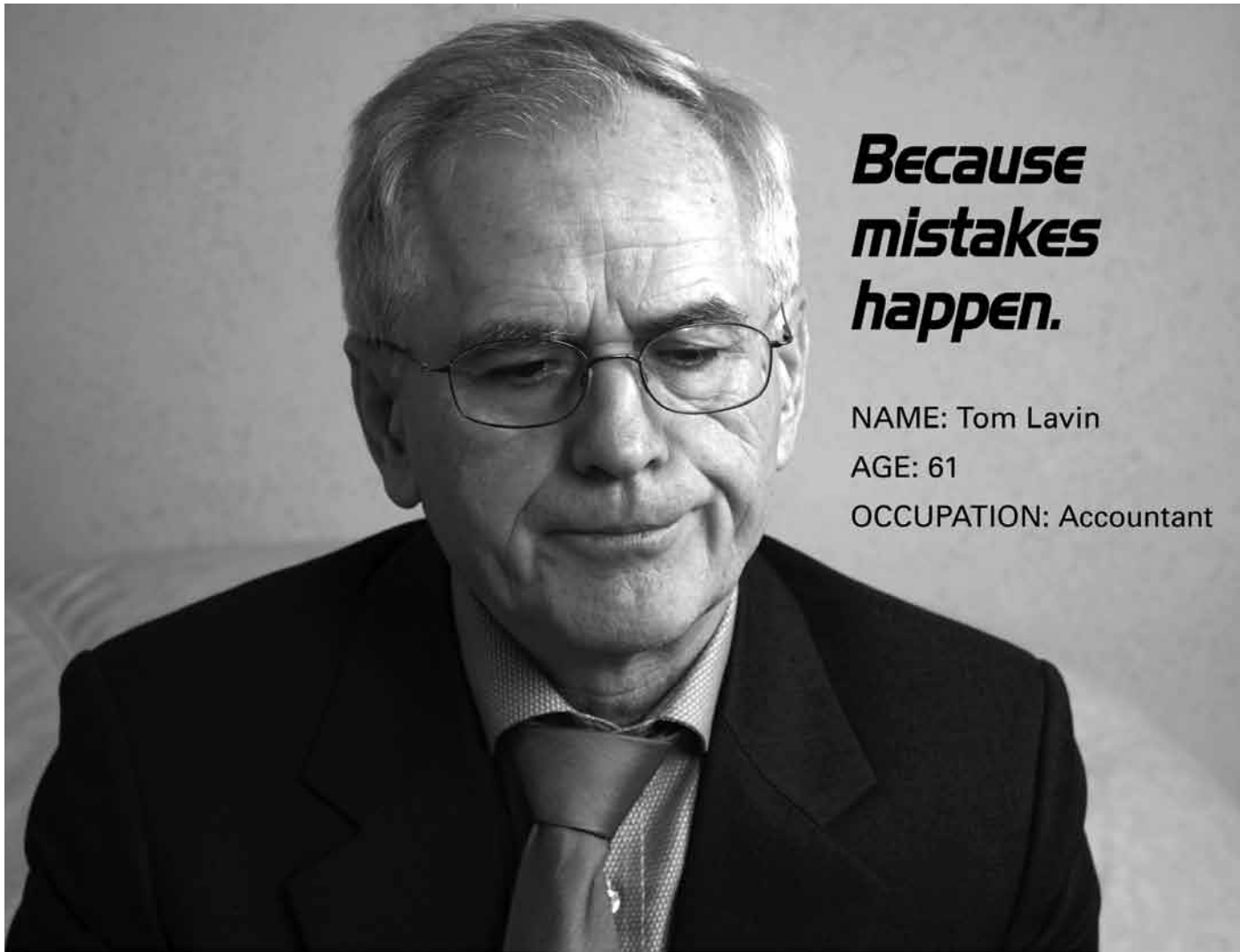
Robert will always be remembered as living and loving his life to the fullest that he could. He

always had the best sense of humor and was very sentimental of his family, both past and present. Connections with family were full of laughter and sometimes "mischief." No matter your relationship to Robert, he would always listen, provide sound advice, and he could always be counted on. Robert was wonderfully kind, patient and loving.

*Continued on page 29*



*Robert's love of cars began early (left) and continued to his red convertible 1961 Corvette.*



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## Robert A. del Campo continued

Surviving Robert is his wife, Carol Ramirez, of Arroyo Grande; daughter, Marisa Rose Lopez, and husband, Nick, along with two grandchildren, Dante and Cora of Redondo Beach; siblings Carmen (and Curt) Campbell of Huntington Beach, Letty Blanco of Westlake Village, Nancy (and Steve) Alduenda of Venice, Marylee (and Wayne) Winbauer of San Juan Capistrano, and Chris (and Isabel) del Campo of Los Angeles; and numerous first cousins, nephews and nieces. In addition to his parents, Robert was predeceased by his son, Philip, and brother, Bill.

The family extends their heartfelt gratitude to friends for their support and for keeping the memory of Robert alive. We believe that Robert would want you to spend as much time as possible with family and friends, always reminding them how much you love them. ■



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Contributors are encouraged to limit the length of their submitted articles to 2,500 words or less, unless the article can be published in two parts in successive issues. Lengthy lists of footnotes or citations should be incorporated into the the article.

Editorial contributions to the *Bar Bulletin* must be submitted electronically **ONLY** in Microsoft Word format directly to the 2023 Editor at [tarajacobi@icloud.com](mailto:tarajacobi@icloud.com)

**To ensure consideration for inclusion in the next scheduled edition, your articles, photographs and art, advertisements and ad payments must be received by the deadines listed in the Publications Schedule at right.**

The *Bar Bulletin* reserves the right to reject or edit any contributions. By submitting contributions for publication, contributors consent under this policy to the editing of their work, the publication of their work and the posting of their work online.

The San Luis Obispo County Bar Association does not pay contributors for their submissions.

Opinions expressed in the *Bar Bulletin* do not necessarily reflect those of the San Luis Obispo County Bar Association or its editorial staff. The *Bar Bulletin* does not constitute legal advice or a legal resource and must not be used or relied upon as a substitute for legal counsel that may be required from an attorney.

## Photograph/Artwork Policy

Your submission of photographs/artwork to the *Bar Bulletin* authorizes their publication and posting online. All photographs must be submitted in jpg or tif format with a resolution of not less than 300 dpi via email or, for large files, via WeTransfer. Please include the photographer’s name and that you have permission to use the photograph.

## Publication Schedule

The *Bar Bulletin* is published six times per year. **The deadlines for accepting articles, photographs/art, advertisements and ad payments follow.**

ISSUE	DEADLINE
• January–February	11/25
• March–April	1/25
• May–June	3/25
• July–August	5/25
• September–October	7/25
• November–December	9/25

## Advertisement Policy

All advertisements in the *Bar Bulletin* must be submitted in jpg, tif or pdf format with a resolution of not less than 300 dpi.

Flyers or announcements for the opening, closing or moving of law practices, upcoming MCLE programs or other events put on or sponsored by organizations other than the San Luis Obispo County Bar Association are considered advertisements, and therefore they are subject to this policy and to all applicable advertising rates.

Information on advertisement sizes and rates can be found online at [www.slobar.org](http://www.slobar.org). All advertisements should be prepared prior to publication.

**Contact Kerrin Adams at (805) 541-5930** to reserve advertising space and arrange payment.

**2023 Bar Bulletin**  
*Tara Jacobi, Editor*  
[tarajacobi@icloud.com](mailto:tarajacobi@icloud.com)



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