

## MEDIATOR

# DAVID SARNOFF

David Sarnoff, a mediator since 2018, brings nearly two decades of sophisticated litigation experience to Sarnoff Mediations. After graduating *cum laude* from Loyola Law School in 2005 and earning membership in the Order of the Coif, David embarked on a legal career that would span both corporate defense and plaintiff advocacy, providing him unique insight into the dynamics of complex disputes.

Building on his extensive litigation background, David transitioned to full-time mediation in 2021, focusing on employment law, personal injury, real estate, and business disputes throughout California. His approach combines formal training from Pepperdine University's prestigious Straus Institute with practical wisdom gained from his work as an advocate on hundreds of mediations and negotiations.

As co-founder of Sarnoff + Sarnoff, APLC, David established himself as a formidable advocate in employment discrimination litigation. The firm specialized in representing employees facing workplace discrimination, harassment, and retaliation, while also handling personal injury claims and business disputes. This entrepreneurial experience provides valuable perspective in resolving business and employment conflicts.

Prior to founding his firm, David honed his expertise at Stradling, Yocca, Carlson & Rauth, where he handled complex business litigation including real estate, unfair competition, and intellectual property matters. He later gained invaluable experience working alongside renowned trial attorney V. James DeSimone at Schonbrun, DeSimone, Seplow, Harris & Hoffman, representing individuals in employment and civil rights cases.

David's transition to full-time mediation was inspired by witnessing firsthand how resolution, more than litigation victories, often provided clients their greatest sense of relief and closure. He approaches each mediation with thorough preparation, analyzing case dynamics and potential obstacles before formal negotiations begin. This proactive strategy, combined with his ability to understand both corporate and individual perspectives, helps parties find common ground in seemingly intractable disputes.

## PROFESSIONAL EXPERIENCE

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- Mediator, Sarnoff Mediations (2018-present)
- Partner, Sarnoff & Sarnoff, APLC (2010-2021)
- Associate, Schonbrun, DeSimone, Seplow, Harris & Hoffman (2008-2010)
- Associate, Mancini & Associates (2007-2008)
- Associate, Stradling, Yocca, Carlson & Rauth (2006-2007)

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## EXPERTISE

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- Business/Commercial
- Civil Rights
- Employment
- Personal Injury
- Real Estate

## EDUCATION

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- Certificate, Pepperdine University School of Law Straus Institute (2018)
- J.D., Loyola Law School (2005)
- B.A., Emory University (2002)

## LANGUAGES

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- Spanish

## CONTACT

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- Nikki Safavi, Case Manager
- [nikki@sarnoffmediations.com](mailto:nikki@sarnoffmediations.com)
- 415.788.0888



## LICENSES

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- State Bar of California (2005)

## PROFESSIONAL MEMBERSHIPS

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- International Academy of Mediators, Mediator Mentorship Program

## PUBLICATIONS

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- Featured, "Eternal Optimist," Los Angeles Daily Journal, ADR Profile (October 2023)
- Author, "Update on the Effect of CCP § 998 on FEHA Cases After Williams," California Employment Lawyers, LA Bulletin (September 2016)

## PUBLICATIONS

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- Speaker/Presenter, "Stocking the Armory - Assembling and effectively using the tools necessary for a successful mediation," Contra Costa County Bar Association MCLE Spectacular (November 2024)
- Speaker/Presenter, "Preparing for Mediation;" "Opening Demands and Offers;" "Doing the Dance and Cutting to the Chase," Advanced Mediation Conference: California Lawyers Association Labor and Employment Law Section (December 2022).
- Speaker, "Help Me[diators] Help You: Tips and Tricks to Get the Most Out of Your Mediations and Your Mediators," San Mateo County Bar Association, Labor & Employment Law Section (September 2022)
- Speaker, "Settlement Terms that Can Make or Break a Deal" Alameda County Bar Association, Labor & Employment Law Symposium (October 2018)
- Speaker, "Top 10 Things for a Successful Law Practice," California Employment Lawyer's Association Annual Conference (October 2015)
- Speaker, "Top Employment Law Myths," San Gabriel Valley Secretary's Association (September 2011)

## PERSONAL

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- David speaks near fluent Spanish, is an avid tennis player, skier, snowboarder, and cyclist. He is also a fan of ice hockey and soccer and enjoys spending time with his wife and two daughters. He also recently discovered the joy of performing on stage in various musicals with his daughters with their local community theater troupe.