

**Mark S. Spring**

Partner  
Sacramento Office



## Contact Information

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## Education

George Washington University Law School (J.D., with honors, 1991)  
Georgetown University (B.S., Finance, *cum laude*, 1988)

## Admitted to Practice in

» California

## Primary Practice Areas

Areas of emphasis include labor and employment litigation for management (including all forms of discrimination and harassment, wrongful discharge and wage and hour litigation), labor/union relations, management training, and employer advice.

## Professional Experience

Partner, Carlton DiSante & Freudenberger LLP, 2000-present

Member, Firm's Executive Committee, 2001-2010

Firm Managing Partner, 2006-2007

Managing Partner, Sacramento Office, 2000-2007

Counsel, Carlton DiSante & Freudenberger LLP, 1997-2000

Associate, Seyfarth Shaw Fairweather & Geraldson, 1996-1997

Associate, Diepenbrock Wulff Plant & Hannegan, 1991-1996

## Representative Experience and Accomplishments

Named 2008 and 2009 Northern California Super Lawyer, an honor given to only the top 5% of all Northern California lawyers. One of only three attorneys in Sacramento to receive the Northern California Super Lawyer in the Employment Litigation: Defense category.

Received Martindale Hubbell's top rating of AV.

Obtained defense verdict in the longest (four month) defamation jury trial on record in Sacramento County Superior Court history where an eleven year employee claimed he was wrongfully terminated and defamed as the result of the publication of false statements made about him by management and human resources.

Received unanimous jury verdict for defense while serving as lead trial counsel for MTS Inc./Tower Records defending a same-sex sexual harassment case involving allegations of physical touching in federal court in Honolulu, Hawaii.

Served as lead trial counsel and successfully represented Sutter Health in obtaining verdict defeating overtime claim by proving that computer network administrator was an exempt employee not entitled to overtime compensation.

Served with partner Christopher Carlton as lead counsel representing Safeway, Inc. during the prolonged Northern California labor strike originating at its Summit Logistics Distribution Center.

Served as lead negotiator in collective bargaining negotiations with SEIU and Stationary Engineers, Firemen, Maintenance and Building Service Union.

Successfully represented public figures including elected officials, professional athletes, and real estate developers in high profile sexual harassment lawsuits.

Co-author of *The Employer Survival Guide*, a 110-page book designed to help restaurant industry managers and owners find solutions to everyday labor and employment law issues.

Regularly interviewed and quoted on labor and employment law issues in various media outlets including *New York Times*, *USA Today*, *Sacramento Bee* and *KFBK Radio 1530*.

## Published Opinions

*Kulshetha v. First Union Commercial Corp.*, 33 Cal. 4th 601 (2004)

*English v. IKON Office Solutions, Inc.*, 94 Cal. App. 4th 708C (2001)

*Ho v. IKON Office Solutions, Inc.*, 143 F.Supp. 2d 1163 (N.D. Cal. 2001)

*Rains v. Criterion Systems, Inc.*, 80 F.3d 339 (9th Cir. 1996)

## Professional and Trade Organizations and Activities

Committee Member, Sacramento County Bar Association Diversity Hiring and Retention Committee, 2005-present

Board of Directors, Sacramento No Glass Ceiling Task Force, 2005-2007

Adjunct Lecturer, Employment Law/Business Law, University of Phoenix, Sacramento Campus, 1998-2001

Legal and Legislative Director/Board of Directors, Sacramento Area Human Resources Association, 1998-2000

## Civic and Charitable Organizations

Leading Fundraiser, Northern California Chapter, Crohn's and Colitis Foundation of America, 2004 Pacesetter

AAU 17 & Under Boys Basketball Coach, 2004-2005 and 1999-2000

Assistant Varsity Boys Basketball Coach, Folsom High School, 2000-2002 and 2006-2009

Coach, El Dorado Hills Youth Lacrosse Club, 2007-2009

Board of Directors, Temple Or Rishon/Sunrise Jewish Congregation, 1996-1998

Graduate, Leadership Folsom Program, Folsom Chamber of Commerce, 1994