

Eli Makus

Senior Partner

Firm Managing Partner

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Eli Makus, JD, AWI-CH, is a Senior Partner of Van Dermyden Makus Law Corporation and Firm Managing Partner. Eli has focused on helping resolve employment disputes throughout his legal career. After litigating disputes for many years and working as in-house employment counsel, his practice now focuses on conducting impartial investigations. Impartial investigations play an important role in helping create fair workplaces. Eli is committed to the Firm's vision of promoting fair workplaces and safe campuses through industry-leading neutral fact-finding services.

Eli conducts and manages neutral, unbiased investigations on complex and sensitive matters. He is experienced in all areas of employment law, including discrimination, harassment, retaliation, disability accommodations, protected leaves of absence, whistleblower claims, privacy, wage-hour compliance, and reorganizations.

Eli has been retained by both public and private employers to investigate a variety of issues, from complaints of workplace misconduct, to allegations focused on fraud, corporate abuse, and regulatory compliance. For example, he has investigated issues specific to hospital operations and compliance, partnered with physician leaders on medical staff peer review investigations, and audited safety and compliance programs. Eli has conducted investigations involving employees at all levels of an organization, including executives, managers, and front-line staff in union and non-union environments.

Eli is experienced at conducting investigations in the public sector. He has conducted high-profile investigations involving elected officials, citizen complaints, and public safety professionals. He regularly

conducts Internal Affairs investigations, including those involving the Public Safety Procedural Bill of Rights Act and the Firefighters Procedural Bill of Rights.

Eli's commitment to promoting and enhancing the quality of workplace investigations is manifested through his work with AWI. Eli is the current President for the AWI Board of Directors. He also co-chairs AWI's Training Institute Committee and regularly serves as Senior Faculty for AWI's multi-day Training Institutes.

Eli trains and speaks extensively on conducting workplace investigations. Eli has helped employers implement successful internal investigation programs and trained lawyer and non-lawyer investigators how to conduct thorough, prompt, and impartial workplace investigations. Much of Eli's training is delivered through AWI. Eli also presents regularly on current and emerging topics involving workplace investigations.

PROFESSIONAL INVOLVEMENT

- Juris Doctor, University of California, Davis
- Association of Workplace Investigators, President, Board of Directors
- AWI Certificate Holder, AWI Training Institute (AWI-CH)
- California Lawyers Association, Labor and Employment Law Section
- American Bar Association, Labor and Employment Law Section
- State Bar of California, Member

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