



**Patti Paniccia** was a hearing officer for the Employee Relations Commission for five years prior to being appointed as Commissioner. During that time, she rewrote and updated the ERCOM Rules and Regulations.

Ms. Paniccia has taught at Pepperdine Law School since 1987 where she specializes in courses on employment rights, discrimination based on gender and sexual orientation, and the First Amendment. She is a member of the bar in California and Hawai'i, and two-time recipient of Pepperdine's David McKibbin Excellence in Teaching Award. Ms. Paniccia arbitrated automobile manufacturer consumer cases for fifteen years for a California Department of Consumer Affairs Certified Arbitration Program.

In 2000, she authored *Work Smarts for Women: The Essential Sex Discrimination Survival Guide*, published by Ballantine Books (Random House) after realizing a need to level the playing field between management and employees. The book enables women workers to understand complex legal concepts so that they can protect their workplace rights.

As a former CNN correspondent and freelance print journalist, she covered a wide range of stories, including crime, civil unrest, federal and state elections, labor strikes, walkouts, negotiations, and high-profile trials. In 1987, she was nominated for an Emmy Award from the Academy of Television Arts and Sciences for an investigative series on the Los Angeles justice system's failure to deal adequately with infant abuse. She is general counsel for the Radio Television News Association of Southern California.

She received her B.A. from the University of Hawai'i and her J.D. from Pepperdine Caruso School of Law.