

# Kristina D. Maritzczak

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## Introduction

Kristina is a member of Cairncross & Hempelmann's Employment team. Her legal experience has provided her with the ability to focus on human resources/employment matters, DEI, risk management, regulatory compliance, litigation, privacy/cybersecurity and fraud, employment and whistleblower investigations on behalf of employers.

Through her analytical and candid approach, Kristina has helped her clients identify major risk areas and prioritize areas of focus in which policies and procedures have been developed and implemented within the company's operations. Traditionally, companies have looked at compliance as hindering operations and negatively impacting the bottom line, but Kristina has a unique approach in understanding the company's operations and implementing new compliant strategies while taking her client's business to another level and becoming more competitive in the marketplace.

Kristina has served on a number of non-profit Boards of Directors, and currently serves on the Board of Mother Attorneys Mentoring Association of Seattle (MAMA Seattle), an organization designed to empower attorney mothers and encourage professional success while celebrating their roles as attorneys. Kristina has founded a number of groups to support the success of women in business as well as grassroots organizations to address social problems.

## Education

- Wayne State University (B.A., Political Science/International Relations, Russian, *summa cum laude*, 1992)
- University of Michigan Law School (J.D., 1995)
- Harvard University, Executive Certificate, Cybersecurity Risk Management (2023)

## Admissions

- Washington
- Michigan

## Honors & Recognition

- The Council for the United States and Italy, Young Leaders Conference (Trieste 1999, Ann Arbor 2005)
- Project Harmony International (Ukraine 1999-2000)

## Professional & Community Involvement

- Washington State Bar Association, Corporate Counsel Section (present)
- Society of Human Resource Managers (SHRM) (present)
- Tacoma Business Council, Founder (2022-present)
- WorkForce Central, Workforce Development Council, Pierce County (2021-present)
- Mother Attorneys Mentoring Association of Seattle, Board of Directors (2021-present)
- Business Impact NW, Board of Directors (2017-2022)
- Womens Business Initiative, Founder (2017-2022)
- Washington Women's Business Center, Board of Directors (2017-2022)
- Align Real Estate, Founder/Managing Broker (2020-present)
- Align Catalyst, Founder/CEO (2018-present)
- Passages Northwest, Board of Directors (2006)