

Clive A. Pontusson

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Detail-oriented professional with extensive experience in managing regulatory compliance, leading internal investigations, and steering high-stakes litigation. Excels in strategizing HR processes and EEO programs to ensure employment law compliance and education. Offers a proven track record of leading federal enforcement actions, adept at assembling and directing dynamic litigation teams for successful trial outcomes. Capable of interacting with external counsel to devise effective strategies and ensure favorable outcomes in commercial, employment, regulatory and oversight disputes. Committed to leveraging litigation skills and strategic planning acumen to support corporate legal departments in navigating complex and industry-specific regulatory compliance and risk management issues.

Education

Juris Doctor, University of Washington School of Law | Seattle, WA

Bachelor of Arts, American Studies, Cornell University | Ithaca, NY

Professional Experience

Seattle University School of Law Adjunct Professor of Law

August 2025 — Present

Teaching a full semester course for JD Candidates covering several areas of workplace law, including common law/torts, minimum standards, workplace investigations, employment discrimination, collective rights, labor law, and procedure and forum disputes.

Skidmore Fomina, PLLC Senior Attorney

March 2025 — Present

Oversight of litigation teams responsible for individual and class action employment litigation, including supervision and mentoring of junior Associates; manage pre-litigation disputes and litigation in state, federal court, administrative proceedings and private arbitration.

U.S. Equal Employment Opportunity Commission Trial Attorney

July 2021—February 2025

Managed and coordinated multi-disciplinary litigation teams, including attorneys, paralegals, investigators, and experts, ensuring streamlined case development and execution. Lead affirmative litigation efforts across Washington, Oregon, Idaho, Montana, and Alaska, enforcing federal anti-discrimination laws and supporting equal employment opportunities. Directed 30+ federal civil rights investigations, promoting fairness across various sectors. Guaranteed compliance with multiyear Consent Decrees for Fortune 500 companies, impacting thousands of employees.

Skidmore Fomina, PLLC Associate Attorney

March 2020 — July 2021

Litigated individual and class action employment discrimination and wage & hour disputes in state and federal courts, as well as binding arbitration, achieving favorable resolutions. Represented clients in complex litigation involving state and federal anti-discrimination laws, wage & hour regulations, ERISA benefits, and OSHA compliance.

Cline and Associates, PLLC

August 2018 — February 2020

Associate Attorney

Streamlined litigation activities, including trial and mediation preparation, to ensure comprehensive legal strategies in labor and employment law cases. Carried out in-depth legal research and drafted briefs covering a range of statutes such as Title VII, ADA, FMLA, WLAD, NLRA, and PECBA, providing robust support for case arguments. Examined and cross-examined witnesses during labor arbitration proceedings, demonstrating strong litigation skills. Represented public sector labor unions in collective bargaining negotiations, enhancing client labor relations.

Perkins Coie, LLP

June 2018 — August 2018

Review Attorney

Strengthened complex civil litigation cases by analyzing discovery materials, evaluating production requests, and applying evidentiary standards. Conducted document reviews for relevance, privilege, and confidentiality. Applied evidentiary standards to ensure compliance with legal requirements. Drove efficient case preparation through expertise in Relativity and advanced electronic discovery strategies.

Additional Experience

Hearing Representative, Unemployment Compensation, The Unemployment Law Project

Policy Advocacy Intern, American Civil Liberties Union of Washington

Research Assistant, American Bar Association Task Force on Juvenile Justice Standards

Rule 9 Limited Practice Intern, King County Department of Public Defense

Researcher, Public Contracts and Civil Rights, Office of the Seattle City Attorney

Volunteer Roles

King County Bar Association Neighborhood Legal Clinics, Volunteer Attorney

King County Bar Association Records Project, Volunteer Attorney

Washington Employment Lawyers Association, Legislative Committee Member

Publications & Presentations

The EEOC: An Overview. Gonzaga University School of Law. (2023)

Mental Health Awareness and the ADA. Montana Disability Employment Awareness Conference. (2022)

COVID-19 and the Accommodations Process Under the ADA and Title VII. Northwest TERO Leadership Forum. (2022)

Driven to Fail: The High Cost of Washington's Most Ineffective Crime, DWLS III. ACLU of Washington. (Contributor) (2017)

Eluding the Benefit of the Laws: Bail Practices in Seattle Municipal Court. Presentations to King County Public Defense Advisory Board, Northwest Community Bail Fund and Seattle Reentry Task Force. (2016, 2017)