



VICTORIA AGUILAR, ESQ., SPHR

Victoria Aguilar is the Founder and Managing Director of The AR Group, LLC, a law and HR consulting firm based in Greenwood Village, Colorado. A preeminently rated attorney, Ms. Aguilar is licensed to practice law in Colorado, New Mexico, and Minnesota, with extensive experience in federal, state, municipal, and regulatory proceedings.

Her legal expertise spans adjudicating hearings, appellate advocacy, and compliance matters, with a particular focus on employment law, including Title VII, Title IX, and Reasonable Accommodation standards. She is widely recognized for her nuanced understanding of workplace dynamics and her ability to navigate complex legal and HR challenges.

Ms. Aguilar has personally conducted hundreds of investigations and assessments, including Administrative, Misconduct, EEO, and Climate Assessments. She is a respected thought leader in employee engagement, conflict resolution, and organizational ethics.

Her leadership and expertise have earned her appointments to several prestigious roles:

- Member, Committee on Conduct, U.S. District Court for the District of Colorado
- Ethics Committee Member, Colorado Bar Association
- Delegate, American Bar Association, representing the Colorado Bar Association

Ms. Aguilar also serves as:

- Special Counsel Hearing Officer for Ethics, City of Longmont, Colorado
- Employee Disciplinary Hearing Officer, Cities of Fort Collins and Lakewood, Colorado

In addition to her legal practice, Ms. Aguilar is a highly sought-after expert witness in HR policy and compliance, frequently retained to provide testimony in complex employment disputes involving workplace investigations, discrimination claims, and organizational misconduct. Her expert opinions are valued for their clarity, credibility, and grounding in both legal standards and practical HR realities. She regularly delivers customized training on topics such as conflict management, EEO compliance, and workplace investigations, helping organizations foster ethical, inclusive, and legally sound environments.

Victoria holds an undergraduate degree in Psychology from Boston College, graduating with the honor of *Summa Cum Laude* while also being recognized as a *Scholar of the College*. Victoria earned her law degree from the University of Michigan Law School.

Contact Information

The AR Group, LLC

Year Established: 2009

Contact: Victoria Aguilar, Managing Director

Phone: (720) 452-3301

Email: victoria@theargroup.com

Website: www.theargroup.com

Location: 4850 E Perry Parkway, Greenwood Village, CO 80121

Fee Structure for Expert Witness Services

\$450/hour for consultation work (i.e., file review and report preparation).

\$525/hour for deposition prep/deposition.

\$595/hour for trial preparation and attendance.

\$195/hour for Paralegal support.

We do not charge separately for administrative services. In the event travel and lodging are necessary, expenses will be invoiced at cost, and travel time is at a rate of \$250.00 an hour.

Company Details

Description: Employment Expert Witness, HR Consulting, Employment Law

Accepted Forms of Payments: Check or Online via Payment Portal (Credit Card)

Credentials

- Licensed to practice law in Colorado, New Mexico, and Minnesota.
- Certified by the Human Resource Certification Institute as a Senior Professional of HR (SPHR).
- Certified by the Association of Title IX Administrators as a Civil Rights Investigator.
- Certified Independent EEO Investigator and Counselor by the National Equal Employment Offices Investigative Services Office (NEEOISO) and the United States Equal Employment Opportunity Commission Training Institute.

Honors and Awards

- Member of the Board of Avanza Latino; past Director for the Excelsior Youth Center Foundation; Hispanic Chamber of Commerce of Metro Denver; Rocky Mountain Minority and Supplier Diversity Council; and the Audience of One Youth Theatre Program.
- 2013 Named "Top Woman Lawyer" by Law Week Colorado.
- 2013 Awarded "Local Leader" award by Interise for exceptional local community impact.
- 2012 Recognized as "Businesswoman of the Year" by Hispanic Chamber of Metro Denver.
- 2012 Selected as a "e200 Emerging Leader" by the US Small Business Administration.
- 2008 Honored as a "Triumphant Woman" by the Excelsior Youth Center
- 1996 Graduate of the National Hispana Leadership Institute.

Expert Witness Services Testimony List

<u>Date</u>	<u>Expert</u>	<u>Case Name</u>	<u>Case No.</u>	<u>Venue</u>	<u>Type</u>
2025	Victoria T. Aguilar	Peter W. Dawes v Moser Engine Services Inc.	2024-cv-0114584	Wyoming Seventh Judicial District	Trial
2024	Victoria T. Aguilar	Jessica Edgar v Advanced Exteriors, Inc., and Tyler Correy	1:23-CV-02558-CNS-MEH	U.S. District Court, District of Colorado	Trial
2016	Victoria T. Aguilar	Sorensen v. Louis Trujillo and Barnes Electrical	2015CV31501	Boulder County District Court, Colorado	Trial
2016	Victoria T. Aguilar	Muscle Activation Techniques, LLC v. M. Bernier et, al.	16-cv-00916 MEH	U.S. District Court, District of Colorado	Trial
2016	Victoria T. Aguilar	Melinda Brown v. Regional West Medical	CI-13-54	U.S. District Court, District of Scotts Bluff County, NE	Trial
2015	Victoria T. Aguilar	Holic v. Pulaski County, et, al.	4-14-CV-580	Est. Dist, Ark, W.D.	Trial
2015	Victoria T. Aguilar	E. Michael Gomez, in his capacity as Guardian ad Litem for Palthera Shired, v. Jonathan Wesson and Roswell Hospital Corporation d/b/a Eastern New Mexico Medical Center	CV-2011-857	New Mexico	Trial
2015	Victoria T. Aguilar	Wendy Senger v. Tattered Angels, LLC	2014CV30307	Larimer County District Court, CO	Trial
2014	Victoria T. Aguilar	Genell Johnson v. Rocky Mountain Offender Management Systems, LLC	2013CV32204	Adams County State of CO	Trial
2014	Victoria T. Aguilar	Estate of Jimma Reat, et. Al. v. Juan Jesus Rodriguez,	2012CV02531	U. S. District Court District of CO	Trial

		Individually; City and County of Denver			
2012	Victoria T. Aguilar	I.M., a Minor Child, et. al. v. Doing His Time Ministry, et, al.	2011CV5173	Jefferson County	Trial
2012	Victoria T. Aguilar	Marie Schwarz v. BRC Real Estate, et, al.	2011CV2418	Jefferson County	Trial
2011	Victoria T. Aguilar	Roumain Ochoa v. Holcim U.S., Inc.	2011CV1759	County of Denver	Trial
2011	Victoria T. Aguilar	Restauri v. Wyeth	2010CV5655	County of Denver	Trial