



# Employment

Employers rely on people to get the job done. People bring creativity, drive and commitment but also complexity. We work with employers to minimize disruptions, preserve value and mitigate risk surrounding their most valuable asset, their people.

We have extensive experience representing public and private companies and public entities throughout California and the West. Clients rely on our counseling, advice, and litigation services to help prosecute trade secret theft, investigate discrimination claims and defending against class actions and wrongful terminations.

Our counseling services help employers avoid or mitigate costly administrative proceedings and litigation. We help clients proactively review and establish practical and compliant policies and procedures. We also offer assessment services that often eliminate the threat of a lawsuit and grievances, and establish an effective roadmap for responding to inquiries.

When disputes cannot be resolved informally, our litigators have had considerable success representing employers before mediators, arbitrators, administrative tribunals, and federal and state courts.

Our goal is to empower clients to better comply with pertinent laws and regulations and navigate the complex labyrinth of employment issues they face daily.

## PRACTICE CONTACTS

---

Drew R. Hansen  
dhansen@nossaman.com

Roy Z. Silva  
rsilva@nossaman.com

## AREAS OF CONCENTRATION

---

Compensation & Benefits  
Discrimination & Harassment  
Handbooks, Policies & Procedures  
Leave Laws  
Termination & Severance Packages  
Wage & Hour  
WARN Act  
Workplace Investigations  
Wrongful Termination