

# Pavneet Singh Mac

Partner | Orange County

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Pavneet Singh Mac specializes in all things employment law, including defending some of the largest healthcare, nonprofit, technology, manufacturing and transportation and logistics companies in the United States. He defends employers in all aspects of employment litigation, including high stakes wage and hour class and representative actions, wrongful termination, retaliation, discrimination and harassment disputes. Pavneet also has extensive experience conducting independent investigations of workplace harassment claims and counseling employers and their respective employees on how to proactively avoid employment-related lawsuits.

Pavneet actively participates in all phases of his clients' business, oftentimes acting as their in-house counsel to establish reliable policies and procedures, resolve day-to-day issues, conduct workplace investigations and defend his clients in the event of litigation. He has extensive law and motion practice experience in his budding legal career, which includes several successful summary judgment motions and oppositions to class certification.

During law school, Pavneet served as a Judicial Extern to the Honorable David O. Carter in the U.S. District Court, Central District of California, and to the Honorable James Di Cesare in the Orange County Superior Court. He also served as a Lead Article Editor and Production Editor for the *U.C. Irvine Law Review*.

A zealous advocate of *pro bono* legal services for underrepresented communities and causes, Pavneet graduated with High Honors for the number of *pro bono* hours he completed during law school. He continues to serve underrepresented communities and causes by providing a significant amount of *pro bono* legal services each year.

Pavneet has been recognized by *Best Lawyers: Ones to Watch* every year since the award's inception, given to attorneys earlier in their careers who have demonstrated outstanding professional excellence in private practice in the United States.

## INSIGHTS

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### SPEAKING ENGAGEMENTS

Panelist, "California Employment Law Update: Tips for Staying Compliant in 2023," Nossaman Webinar, 12.08.2022

Speaker, "Sexual Harassment Prevention Training for Local Agency Officials (AB 1661)," 2022 State Association of County Retirement Systems Annual Fall Conference, Long Beach, CA, 11.8.2022 – 11.11.2022

Speaker, "California Employment Law Update: What Employers Need to Know in 2022," Nossaman Webinar, 02.03.2022

Speaker, "Sexual Harassment Prevention Training for Local Agency Officials (AB1661)," 2021 State Association of County Retirement Systems Annual Fall Conference, 11.09.2021

Speaker, "Legislative Updates for Employers to Plan for a Successful (and Compliant) 2021," Nossaman's Employment BUZZ Webinar Series, 12.15.2020

Speaker, "Back to Business: An HR Roadmap for Life After Lockdown," Nossaman Webinar, 07.09.2020

Speaker, "HR Challenges in a COVID-19 World," California Ambulatory Surgery Association 2020 Virtual Conference, 07.08.2020

Speaker, "California Employment Law: What All Employers Need to Know for 2020," Nossaman Webinar, 01.14.2020

## HONORS & RECOGNITIONS

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Included in *Best Lawyers: Ones To Watch*, 2021-2023

UC Irvine Law Review - Editor of the Year

Experian/Jones Day Moot Court - Quarterfinalist

Graduation High Honors (200+ Hours Pro Bono)

Wiley W. Manual Certificate for Pro Bono Legal Services

## COMMUNITY & PROFESSIONAL

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Orange County Bar Association

National Lawyers Guild

South Asian Bar Association

American Bar Association, Young Lawyers Division

## PRACTICES

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Class Actions & Multi-District Litigation

Employment

Litigation

Wage & Hour

Discrimination & Harassment

Workplace Investigations

Wrongful Termination

Handbooks, Policies & Procedures

Leave Laws

Termination & Severance Packages

## EDUCATION

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University of California, Irvine School of Law, J.D., 2014; Lead Article Editor and Production Editor, *UC Irvine Law Review*

University of California, Riverside, B.A., 2010

## LANGUAGES

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Hindi

Punjabi

Spanish

**ADMISSIONS**

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- California
- U.S. Court of Appeals, Ninth Circuit
- U.S. District Court, Central District of California
- U.S. District Court, Southern District of California
- U.S. District Court, Northern District of California