

Fall 2018 Newsletter

WELCOME



Kading Briggs welcomes Jared Zeidman to the Firm and congratulates him on his recent marriage to Thomas Nguyen. Jared's positive energy and driven approach to complex matters brings a fresh perspective to his clients. We are grateful to have him join our team!

JUST FOR FUN



For the third year, the Firm indulged in a little county fair fun. The Firm again sponsored a car in this year's Demolition Derby at the Orange County Fair and 18 friends and family joined for a night of roaring engines and crazed cheering. The car finished in 6th place out of 18 cars.

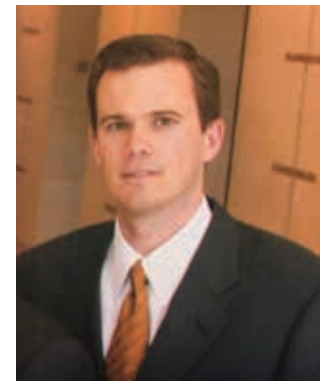
GLENN BRIGGS – REFLECTING BACK ON 15 YEARS

As I turn the calendar toward the end of 2018, yet another milestone is here – 15 years since I left the “big firm.” I wanted to take a few minutes and reflect on these 15 years, and thank all of our clients, especially those that have been with us since day one in 2003, my two fabulous partners, Terrie Kading and Kym Damron-Hsiao, our talented colleagues, and the many friends and our families whose support has made the last 15 years the best.

It’s hard to believe it has been 15 years since that chaotic day when I walked away from big firm partnership to start a boutique firm. The very next day after I resigned from the partnership of Paul Hastings, and in just her third year of practicing law, Terrie Kading called and asked for a job. That hiring obviously was one of the best decisions I have ever made.

2003 seems like both yesterday and forever ago. Apparently, I still had a baby face. Back then, I worried about not having grey hair, now I no longer have that worry. My daughter Austyn had just turned three and now she is attending the University of Colorado-Boulder. My son Carsen was just nine months old,

wasn’t even close to walking and now he drives (everywhere!), plays high school water polo and lacrosse and holds down a part-time job at the local pizza joint, so it often feels as though he may as well be in Colorado too.



Glenn Briggs c. 2003

RECENT CLIENT FEEDBACK:
“EXCELLENT ADVOCACY, AS USUAL!
I ALWAYS LOOK FORWARD TO READING
THE WORK PRODUCT FROM YOUR FIRM.
IT IS MODEL WORK THAT MOST OTHER
LAWYERS CAN’T REPLICATE. THANKS FOR
BEING SUCH AN EFFECTIVE AND ZEALOUS
ADVOCATE. IT’S ALWAYS SUCH
A PLEASURE TO WORK WITH YOU!”

Professionally, it’s been an unmatched 15 years and I could not have scripted it any better. When I left Paul Hastings, I didn’t depart “big firm” life to work slower or smaller. I left because I envisioned a way that we could practice law better, including no billable requirements for our lawyers (we don’t work toward a pre-determined hours number). Rather than hours, our standard is simple – A+ service and A+ results because every case is the audition for the next case. And, while yes, a law firm also is a business, our clients’ interests always take top priority. This formula has proven successful. We continue to have the good fortune to provide world-class service to many of the nation’s and California’s largest

employers, and also many mid-size and smaller employers. The client victories herein, and the many we cannot share publicly, are a testament to our continued success.

So thank you to each and every one of you. I am truly fortunate for what we have and appreciate our relationships with all of you. Cheers to 15 more years.

CLIENT VICTORIES

Firm Success – We were one of just a handful of law firms to be selected to handle California employment litigation for one of the nation’s largest banks.

Theresa Kading and Glenn Briggs had summary judgment for our client affirmed by the California Court of Appeals in a case involving two issues of first impression. The Plaintiffs alleged that our client’s wage statements did not include certain information required by law and that mailing an employee’s final wage statement in lieu of handing it to the employee at the time of separation violated California law. In an opinion certified for partial publication, the Court of Appeals agreed with the trial court that our client’s practices are lawful.

Wrapping up six years of protracted litigation, the Ninth Circuit affirmed summary judgment in our client’s favor. **Glenn Briggs, Kimberleigh Damron-Hsiao & Sarah Mohammadi** had successfully defended this race, gender and retaliation case in the Northern District of California. The judgment includes the award of over \$30,000 of costs in favor of our client.

Theresa Kading had a complete victory before the California Labor Commissioner after a contested hearing in Oakland. The claimant was awarded nothing after filing an administrative claim seeking more than \$130,000 in allegedly unpaid overtime and commissions.

IN THE COMMUNITY



Glenn Briggs returned to his alma mater, Berkeley Law

Glenn Briggs was invited to speak at Berkeley Law to law students about mediation and negotiation strategy. It was Glenn’s first trip back to campus since graduating in 1994.



Public Law Center Volunteers for Justice Dinner – Kading Briggs served as a Bronze sponsor of this year’s PLC Volunteers for Justice Dinner, helping to raise money to support the provision of pro bono legal services to low income residents of Orange County. Kading Briggs was pleased to include UCI law students, Connie Lee, Margaret McPike, and Rouzbeh Soleymani for a memorable night!

Sarah Mohammadi volunteered as a judge at the Orange County High School Mock Trial Competition.

Theresa Kading spoke on a panel with Orange County HR leaders entitled “Sex, Drugs & Payroll” at a meeting of the Orange County affiliate of the National Human Resources Association in May. The panel addressed emerging trends and legislative changes affecting the workforce and how leaders from different industries are tackling these issues, including #metoo, the legalization of marijuana in California and equal pay.

Sarah Mohammadi volunteered with Laura’s House, a local nonprofit that provides residential shelter services, counseling and legal services to hundreds of women and children in Orange County.



Charity Golf Tournament Sponsorship – For the ninth consecutive year Kading Briggs sponsored a hole at a charity golf tournament to help raise money for children’s causes across the country. The event raises more than \$2 million annually. **Kimberleigh Damron-Hsiao and Glenn Briggs** played in the best ball competition.

The Firm was a platinum sponsor at this year's **IPSF (Irvine Public School Foundation) Gala**. **Kymberleigh Damron-Hsiao** served on the planning committee for this event that raised over \$750,000 to help Irvine Schools.



IPSF CEO Neda Eaton, Kymberleigh Damron-Hsiao and friends



Timberwolf 5k

Kading Briggs helped fundraise for the Northwood High School athletics department by sponsoring and participating in the Ninth Annual Timberwolf 5k. **Glenn Briggs, Theresa Kading, Kymberleigh Damron-Hsiao, Sarah Mohammadi and Leighann Burick** all completed the race. Registration is now open for the 10th Annual 5k scheduled for February 9, 2019 at <https://northwoodathleticsboosters.redpodium.com/timberwolf-5k-2019>.

Timberwolf Golf Tournament

Kading Briggs sponsored the Third Annual Timberwolf Golf Classic at the Oak Creek Golf Club. The tournament raised nearly \$50,000 to support athletics.



Photographer: Tyler Church Haggstrom

Sarah Mohammadi volunteered with actress and humanitarian Brytni Sarpy, artists Ruben Rojas and Cloe Hakakian, Beautify Earth and The Do Good Bus to help paint a mural in Santa Monica. Beautify Earth is a non-profit focused on empowering artists, encouraging social responsibility and instilling community pride through art. The Do Good Bus is a non-profit that brings people together to help local causes in a fun and social environment.



Attorney Retreat - All attorneys attended the Kading Briggs beach-city retreat. And, of course, besides quality time and fun together, we discussed legal updates and new challenges employers face.