



WE'RE CELEBRATING OUR FIRST YEAR AND IT'S BEEN A GREAT SUCCESS!

Just 12 short months ago we opened the doors of Kading Briggs LLP to continue doing what we always have done – exclusively representing management in employment law matters. The support we have received from our existing and new clients, friends, families, adversaries and others has been overwhelming. We truly appreciate our clients' continued confidence and trust in turning to us for their employment law needs, whether it is advice and counsel to steer clear of litigation, or the defense of the inevitable lawsuit (individual or class action). While some things have changed (our firm name, suite number, street name, and look of our office), our commitment to delivering A+ results and A+ client service with unmatched efficiency will always remain our number one priority. We look forward to many years ahead and thank all of you for your support.

FIRST ANNUAL "DOS & DON'TS FOR SUMMER ASSOCIATES" RECEPTION

Drawing on all 10 Kading Briggs lawyers' experiences as summer associates at large law firms, as well as their involvement with large firms' recruiting and summer associate committees, the firm hosted 15 students from UCI Law School at its offices for a relaxing evening of cocktails and dinner. During the dinner each of the firm's lawyers spoke to the group about keys to a successful summer experience to secure a full-time offer of employment, as well as held a general discussion about practicing law. The law students and the law school's Assistant Director of Career Development so enjoyed the evening that UCI Law School has asked the firm to make it an annual event.



SUCCESSES

Glenn Briggs and Terrie Kading won summary judgment for our client, one of the nation's largest financial institutions, in a class action case involving an issue of first impression in California. In this putative class action case, the plaintiff alleged that meal and rest period premium pay for hourly employees must be paid at the "regular rate of pay" rather than the employees' base hourly rate of pay. The parties filed cross-motions for summary adjudication, and the Court sided with our client.

Glenn Briggs, Beth Kearney, and Tina Rad successfully removed a wrongful termination lawsuit against our client, a national retailer, to federal court based on diversity of citizenship because none of the individual defendants was a California citizen. The plaintiff attempted to undo the removal by finding a California resident to add as a defendant to the case, solely to defeat diversity of citizenship and remand the case to state court. We convinced the federal judge to retain jurisdiction of the case. In the meantime,

we filed motions to dismiss the non-California individual defendants for lack of personal jurisdiction, all of which were granted. Thereafter, the judge dismissed most of the plaintiff's claims on summary judgment, noting the plaintiff "simply does not have a very strong case."

The California Court of Appeal recently upheld our firm's prior summary judgment win in a wrongful termination case against our client, a national retailer. **Glenn Briggs and Beth Kearney** originally obtained summary judgment of the plaintiff's claims, which were based on the novel theory that the plaintiff's Facebook posts complaining about a customer constituted "disclosures regarding her employer's working conditions" protected by the Labor Code. On appeal, the Court of Appeal invited supplemental briefing on this issue and ultimately affirmed summary judgment in its entirety.

In an action brought by three plaintiffs against a national retailer, **Glenn Briggs and Thorey Bauer** obtained summary judgment on the plaintiffs' various claims for harassment, gender and race

discrimination, retaliation, wrongful termination, and punitive damages. In its ruling, the Court adopted all of the defendants' arguments. In addition, the Court squarely rejected the plaintiffs' attempt to expand the FEHA to permit retaliation claims under an association theory.

Glenn Briggs and Terrie Kading successfully defeated a class certification motion on an off-the-clock claim for our client, one of the nation's largest financial institutions.

In another class action, **Glenn Briggs, Sean Shahabi, and Lisa Fike** were successful on a motion to strike class allegations.

Kymerleigh Damron-Hsiao, Ellen Cohen and others continue to provide internal client training on hot topics and developing trends, including harassment, reasonable accommodations and the interactive process, effective performance management and documentation, California's new paid sick leave, and wage and hour laws.

IN THE COMMUNITY

The California Minority Counsel Program (CMCP) 25th Anniversary Business Conference – **Kymerleigh Damron-Hsiao and Kelly Hsu** attended the California Minority Counsel Program's (CMCP) 25th Anniversary Business Conference in San Francisco. CMCP was formed in 1989 to bring business lawyers of all races together for the purpose of achieving diversity and inclusion within law firms and in-house law departments.

OC Women's Lawyers Association Gala – **Attorneys Lisa Fike, Kelly Hsu and Tina Rad** hosted guests at the firm's table for the association's annual gala. The OCWLA is dedicated to advancing women in the legal profession.

Constitutional Rights Foundation OC – **Glenn Briggs, Terrie Kading and Tina Rad** attended the Annual Gala on November 6, 2014. The Constitutional Rights Foundation, Orange County (CRF-OC) is a local non-profit, non-partisan education organization dedicated to promoting civic literacy, youth leadership and career awareness among Orange County teens and this annual gala helps to raise the critical funds that allow them to continue their work.

Northwood HS Timberwolf 5K Run/ Walk – The firm was an official race sponsor and also sponsored more than 30 runners to participate in this enjoyable run through the hills of North Irvine to raise money for the school's athletic programs.

UCI Law School Small Firm and Corporate Counsel Reception - **Terrie Kading and Glenn Briggs** represented the firm at this annual event on March 10, 2015, where they enjoyed speaking to law students about career opportunities at smaller law firms.

Charity Golf Tournament Sponsorship – For the sixth consecutive year the lawyers of Kading Briggs LLP 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. **Kymerleigh Damron-Hsiao, Beth Kearney, and Glenn Briggs** displayed their skills in the round of best ball competition.

Iranian-American Bar Association – OC Chapter – The firm was a sponsor of the Fifth Annual Fundraiser and Gala on May 16, 2015. Funds raised at the gala help support the IABA Foundation Scholarship Fund. **Sean Shahabi** attended on behalf of the firm.

SuperLawyers Rising Stars – **Thorey Bauer, Kymerleigh Damron-Hsiao, Terrie Kading, and Beth Kearney** all were named as 2015 Southern California Rising Stars.

Children's Miracle Network – The firm continues its support with **Sean Shahabi, Kymerleigh Damron-Hsiao, and Lisa Fike** attending the annual fundraising silent auction and casino night in Palm Springs on May 31, 2015.

Terrie Kading is serving her sixth term on the board of the Orange County affiliate of the **National Human Resources Association**.

Kymerleigh Damron-Hsiao is in her sixth year as a board member for **Concept 7**, whose mission is to ease the suffering of abused and neglected children by providing a continuum of family-centered treatment and support related programs.



Our very own **Thorey Bauer** came in first place for her age group while her husband came in 3rd for his at the Northwood High School Timberwolf 5K run which was sponsored by the firm.



We are Kading Briggs LLP.

Serving your employment law needs is not just business, it's personal.

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Kading Briggs was pleased to commission Joelle Blouin at the Signature Gallery in Laguna Beach to create the artwork in our lobby. The beautiful paintings add local color and life to our new suite.



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Newsletter