



## Tina Rad

### Associate

Orange County  
650 Town Center Drive  
Fourth Floor  
Costa Mesa , CA 92626

Tel: 714.424.2874  
Fax: 714.428.5948  
[trad@sheppardmullin.com](mailto:trad@sheppardmullin.com)

### PRACTICE AREAS

- Labor and Employment

### OVERVIEW

Tina Rad is an associate in the Labor and Employment Practice Group in the firm's Orange County office.

### Areas of Practice

Ms. Rad specializes in state and federal labor and employment law representing employers. She defends against individual and class action lawsuits alleging violations of wage and hour laws, discrimination, harassment, retaliation, wrongful termination, breach of contract, Labor Code violations, and other related matters. Ms. Rad also advises clients on employment laws and regulations, personnel policies, and litigation prevention.

Ms. Rad has defended employers in state and federal court, in arbitration, and before various governmental agencies including the Department of Fair Employment and Housing (DFEH), Department of Industrial Relations, Worker's Compensation Appeals Board, Employment Development Department (EDD), U.S. Department of Labor, and U.S. Equal Opportunity Commission (EEOC).

Ms. Rad's practice also includes the intersection of employment law and intellectual property law. She is a member of the firm's National Noncompete and Trade Secrets Team.

### EDUCATION

- J.D., Harvard Law School, 2008, *Cum Laude*, Senior Editor, *Harvard Negotiation Law Review*, Mediator, *Harvard Mediation Program*
- B.A., Rice University, 2005, *Magna Cum Laude*, Phi Beta Kappa

### ADMISSIONS

- California
- U.S. District Court for the Central District of California

### LANGUAGES

- Farsi

### MEMBERSHIPS

- Member, Orange County Bar Association

**ARTICLES**

- "'I Could Have Been a Fragrance Millionaire': Toward a Federal Idea Protection Act,"  
*Journal of the Copyright Society of the USA*, Summer 2009

**Labor & Employment Law Blog Articles**

- "NLRB Requires Employer to Rehire and Provide Backpay to Employees Terminated for Derogatory Comments Made About Co-Worker on Facebook," September 19, 2011
- "Employers May Be Liable For Injuries Caused By Employees On Business Trips",  
September 30, 2009