



## → Adam R. Rosenthal

**Partner**  
12275 El Camino Real  
Suite 200  
San Diego, CA 92130

T: +1.858.720.7480  
F: +1.858.523.6799  
arosenthal@sheppardmullin.com

Adam R. Rosenthal is a partner in the Labor and Employment Practice Group in the firm's San Diego (Del Mar) and Los Angeles offices.

### Areas of Practice

Adam represents a broad spectrum of employers in all areas of employment law before federal and state courts, the American Arbitration Association and JAMS. He has significant trial and arbitration experience in single plaintiff and class action cases involving:

- Wage and hour disputes such as allegations of missed meal and rest breaks, unpaid overtime, off-the-clock work and time shaving;
- Wrongful termination;
- Sexual harassment and disability discrimination;
- Defamation;
- Misclassification of manager "exempt" employees; and
- Non-compete agreements and trade secrets.

Adam represents national and international clients in retail, transportation, high-tech, manufacturing, healthcare, biotech, financial services, food services and non-profit organizations.

Among his notable successes, Adam co-chaired a two-week trial in which he obtained a complete defense verdict on allegations of disability discrimination, retaliation and violation of the California Family Rights Act. In a week-long single plaintiff arbitration involving race discrimination and retaliation, not only did he obtain a complete defense verdict, but his client was also awarded a portion of its attorney's fees. Adam has successfully defeated multiple motions for class certification that claimed violations of the California Labor Code and the Fair Labor Standards Act.

Adam frequently lectures on employment law issues to in-house legal departments, trade associations and business and HR groups. In April 2020, along with Sheppard Mullin partners Richard Simmons and Brian Murphy, Adam co-authored the *Employer's Guide to COVID-19 and Emerging Workplace Issues* book (Castle Publications, LLC; ISBN: 978-1-940747-61-3).

## Honors

San Diego Rising Star, *Super Lawyers*, 2017-2019

*Legal 500*, Labor and Employment, 2017

AV Preeminent® Rated, Martindale-Hubbell

## Articles

- Putting Your Litigation Story Into Action  
*Corporate Counsel*, 12.01.2017
- How to Prepare Your Company's Litigation Story  
*Corporate Counsel*, 11.30.2017
- How to Prepare: The Nuts and Bolts of Creating a Litigation Story  
*Corporate Counsel*, 11.29.2017
- What Is a Litigation Story? Advice for GCs Preparing Their Company's Litigation Strategy  
*Corporate Counsel*, 11.28.2017
- Talking Implicit Bias at Work  
*Daily Journal*, 07.29.2016
- 3 Ways To Approach Class Waivers In Employment Agreements  
*Law360*, 06.16.2016

## Labor and Employment Law Blog Posts

- "Overview of Recent Updates for Employers in the Commercial Trucking Industry," May 28, 2020
- "The Cost and Burden of Discovery for California Employers Will Likely Increase in 2020," January 27, 2020

## Books

Employer's Guide To COVID-19 And Emerging Workplace Issues (Over 690 pages)  
04.21.2020

## Events

Navigating COVID-19 Employment Issues In & Out Of The Office  
Webinar, 11.19.2020

Litigation Avoidance and COVID-19: What Hotel Owners and Operators Can Do Now to Avoid Employment and Premises Liability Lawsuits  
Webinar, 06.23.2020

Health and Safety Legal Considerations for COVID-19  
Webinar, 05.26.2020

COVID-19 and the Law: What Companies Need to Know About The \$2.2 Trillion Stimulus Package  
Webinar, 04.03.2020

Coronavirus & The Workplace: What Every Employer Needs to Know  
Webinar, 03.23.2020

Labor & Employment Law Update & Happy Hour - San Diego  
Fall 2019  
Hyatt Regency La Jolla, 10.17.2019

Third Thursday Emerging Company Webinar Series  
Ten Employment Law Mistakes Every Startup Should Avoid  
Via GlobalMeet, 02.21.2019

Labor & Employment Law Update & Happy Hour - San Diego  
Fall 2017 Seminar Series  
11.02.2017

Breakfast With Your Labor Lawyer - San Diego  
Spring 2017 Seminar Series  
04.26.2017

## Memberships

Member Emeritus, Board of Regents, University of California  
Member, Board of Directors, Anti-Defamation League (ADL), San Diego Region  
Former Member, Executive Committee, Board of Directors, Hillel of San Diego

## Podcasts & Webinars

Ten Employment Law Mistakes Every Startup Should Avoid  
02.21.2019

## Practices

Discrimination, Harassment, and Retaliation  
Employee Privacy and Defamation  
Labor and Employment  
Labor and Employment Counseling  
Labor and Employment Litigation  
Unfair Competition and Trade Secrets  
Wage and Hour Class Actions  
Wrongful Termination

## Industries

Fashion, Apparel and Beauty

Financial Services

Healthcare

Nonprofit

Retail

Transportation

Trucking and Logistics

## Education

J.D., University of California, Davis, 2006

B.A., University of California, Los Angeles, 2001, *cum laude*

## Admissions

California

U.S. Court of Appeals, for the Ninth Circuit

## Additional Office

Los Angeles