



## → Kelly L. Hensley

### Partner

333 South Hope Street  
Forty-Third Floor  
Los Angeles, CA 90071

T: +1.213.617.5441

F: +1.213.443.2803

khensley@sheppardmullin.com

Kelly L. Hensley is a partner in the firm's Los Angeles office. She is Practice Group Leader of the firm's Labor and Employment Practice Group. Kelly specializes in labor and employment counseling and wage and hour matters.

### Areas of Practice

Compliance Audits. Kelly regularly conducts wage-hour and HR-related compliance audits for companies of all sizes. Kelly helps clients create compliance programs designed to meet state and federal requirements.

Employment Counseling. Kelly regularly counsels employers in all aspects of California and federal employment law, including employee hiring and discipline procedures, unfair competition matters, worker classification issues, leaves of absence, wage and hour law, and employee severance and termination strategies. Kelly has substantial expertise drafting all types of employment agreements and policies, including employee handbooks, independent contractor agreements, confidentiality and non-disclosure agreements, sexual harassment policies, email and internet usage policies, and employment-related forms.

Kelly advocates a proactive approach, counseling employers to evaluate their employment practices to minimize liability exposure. Her client-focused counsel is tailored to serve the long term goals of each client.

Training and Investigations. Kelly frequently conducts training lectures and seminars on general human resources issues. She also assists with sexual harassment and other employment related investigations, and implements effective employee discipline or exit strategies in response to those investigations.

Employment Litigation. In addition to her counseling practice, Kelly regularly represents clients in wage-hour class actions and matters before administrative agencies.

### Honors

Labor and Employment, *Legal 500*, 2015-2019

### Articles

- Chinese Outbound Newsletter - March 2013  
03.11.2013

- An Employer's To Do List: A guide to keeping up with California's workplace laws  
06.01.2004
- Labor Commission Rescinds Letter Addressing New Exemption Standards  
07.10.2001

## Labor & Employment Law Blog Posts

- "Employee Privacy Forecast: Temperature Checks," March 25, 2020
- "California Issues Guidance on Conditional Suspension of California WARN Act Notice Requirements," March 24, 2020
- "Massachusetts Statewide Essential Services and Revised Gathering Order: What Employers Need to Know," March 24, 2020
- "Ohio's Statewide Stay At Home Order: What Employers Need to Know," March 24, 2020
- "Employers Must Consider the ADA and Other Disability Laws When Confronted With a Pandemic," March 13, 2020
- "What Employers Need To Know To Prepare For Coronavirus," March 2, 2020
- "Deadline for Compliance with New EEO-1 Form Stayed Indefinitely," August 31, 2017
- "Ramirez v. Dependable Highway Express: The Reasonable Accommodation of an Employee's Family," May 10, 2016
- "California's Computer-Related Exemption Is Modified", November 9, 2007

## Corporate Securities Law Blog Posts

- "Employer That Reviewed Text Messages Violated Employee's Right To Privacy", September 8, 2008

## Newsletters

- She is a co-author of the [California Labor and Employment Alert Newsletter](#), which is published bi-monthly.

## Media Mentions

Logging a String of Big Wins in Labor & Employment  
*Daily Journal*, 02.09.2011

## Speaking Engagements

Ms. Hensley has lectured throughout California and the nation on a variety of topics including wage and hour law, discrimination issues, wrongful termination and sexual harassment.

## Events

Critical Employment Law Issues to Consider In a Turbulent Economy  
For HR Practitioners and General Counsel  
Grand Hyatt New York - Park Avenue at Grand Central Terminal, 06.12.2008

## Memberships

Member, Labor Law Section, Los Angeles County Bar Association

## Practices

Labor and Employment

Labor and Employment Counseling

Affirmative Action

Employee Hiring/Discipline/Termination

Employment Agreements

Handbooks and Personnel Policies

Wage and Hour Regulations

Labor and Employment Litigation

Wrongful Termination

Wage and Hour Class Actions

Litigation

Class Action Defense

Healthcare

## Industries

Healthcare

## Education

J.D., Loyola Law School, 1988

B.A., University of California, Santa Barbara, 1985

## Admissions

California