

→ Khesraw (Kash) Karmand

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Kash Karmand is an associate with the Labor and Employment Practice Group in the firm's Los Angeles office.

Areas of Practice

Kash advises and represents employers in a wide range of labor and employment law matters.

He has broad experience defending employers in discrimination, harassment, retaliation, wage and hour, wrongful termination, and other employment-related litigation. Kash is experienced in all phases of litigation in state and federal courts across the country, including pre-suit investigations; fact, expert, and class certification discovery; conducting and defending depositions; motions practice; trial preparation; trials; and appeals.

His experience also includes advising clients on various employment law issues, policies, and practices, such as conducting workplace investigations; preparing and updating employee handbooks and policies; counseling clients on wage and hour law issues; and providing training on discrimination and harassment laws.

Articles

- Co-Author, "The Birth of Criminal Antitrust Enforcement Actions Against Employers in the United States," Daily Journal, June 27, 2022
- Co-Author, "Worker Protests and the Limits of Employer Control," Daily Journal, July 15, 2020

Memberships

California Minority Counsel Program
National Employment Law Council

Practices

Discrimination, Harassment, and Retaliation
Employee Hiring/Discipline/Termination
Employee Privacy and Defamation
Employment Agreements

Handbooks and Personnel Policies
Harassment Investigation and Training
Health and Safety Regulations/OSHA
Labor and Employment
Labor and Employment Counseling
Labor and Employment Litigation
Unfair Competition and Trade Secrets
Wage and Hour Class Actions
Wage and Hour Regulations
Workplace Violence
Wrongful Termination

Education

J.D., University of California, Hastings, 2011
B.A., University of California, Riverside, 2007, *cum laude*

Clerkships

Extern to the Honorable Maria-Elana James of the United States District Court for the Northern District of California

Admissions

California
District of Columbia
Minnesota

Languages

Dari
Farsi (Persian)