



→ Kyle P. Klein

Associate

T: +1.424.288.5369
kklein@sheppardmullin.com

Kyle Klein is an associate in the Labor and Employment Practice Group in the firm's Century City office.

Areas of Practice

Kyle is a strong litigator who defends employers against complaints for class action and single-plaintiff matters. Specifically, he has extensive experience with wage and hour matters involving claims relating to overtime, wage deductions, and meal and rest breaks, misclassification, and improper wage statements. Kyle also routinely defends employers against claims for wrongful termination, discrimination, retaliation, harassment, and unfair competition, including winning arbitration in such matters or prevailing on summary judgment in court.

Kyle also regularly counsels employers in the healthcare, entertainment, retail, and financial services industries on best practices for hiring, firing, paying, providing leaves of absence, maintaining personnel policies, and disciplining employees, in compliance with complex California and federal employment laws. He also counsels employers and executives on restrictive covenants and non-compete agreements.

Experience

Litigation

- Obtained a complete defense verdict on behalf of employer in binding employment arbitration on claims for harassment, discrimination, retaliation, and wrongful termination
- Obtained summary judgment for employers on various discrimination, wrongful termination, retaliation and related claims – in court and in arbitration.
- Successfully resolved numerous wage and hour claims brought by employees in representative/class actions and individual lawsuits

Advice and Counseling

- Advises on employment issues related to mergers and acquisitions
- Routinely counsels employers on decisions relating to hiring, firing, compensation, internal investigations, and personnel issues
- Counsels start-up companies in California on employment best practices, hiring documents, and related policies

- Advised client on large-scale nationwide reduction in force
- Negotiates and drafts employment agreements on behalf of employers and high-level executives

Practices

Discrimination, Harassment, and Retaliation

Employee Hiring/Discipline/Termination

Employee Privacy and Defamation

Employment Agreements

Handbooks and Personnel Policies

Labor and Employment

Labor and Employment Counseling

Labor and Employment Litigation

Wage and Hour Class Actions

Wrongful Termination

Industries

Entertainment, Technology and Advertising

Financial Services

Healthcare

Retail, Fashion & Beauty

Education

J.D., Loyola Law School, Los Angeles, 2016

B.A., University of Wisconsin, Madison, 2013

Admissions

California

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

U.S. District Court, Northern District of California