



Karen Dinino
Senior Counsel

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Los Angeles, California

Karen Dinino focuses her practice on employment, entertainment and defamation law.

Karen represents employers in federal and state court litigation, administrative hearings, arbitrations, and wage and hour proceedings, audits and class actions. Karen also provides employment issues counseling and training covering topics from harassment and discrimination prevention to leaves of absence to wage and hour compliance for household employees. Karen takes a risk management approach to employment law, working closely with clients to prevent lawsuits. She counsels clients on preventive maintenance through creation, review and implementation of handbooks, training programs, discipline and termination procedures, employment policies, employment agreements and hiring practices.

Karen prepares agreements for entertainment and music business executives, and represents entertainment industry clients in cases involving claims of defamation, unfair business practices, harassment and discrimination, failure to pay wages, and violation of California's Fee-Related Talent Services Act, among others.

Outside of her work with Brownstein, Karen serves as President of EmployMentor, Inc. and works separately counseling businesses on employment issues. Before becoming an independent contractor with Brownstein, Karen was a litigator at Stroock and Stroock and Lavan in its Los Angeles office.

REPRESENTATIVE MATTERS

- Negotiated favorable settlement of California class action against an international financial services institution, in which former employees sought over \$8 million in damages for wage violations, misclassification of employees and unfair business practices.
- Obtained summary judgment and award of attorneys' fees for the employer in a sexual harassment and wrongful termination suit against a healthcare management company, and defeated the employee's appeal of the judgment and the attorneys' fees award.
- Obtained favorable Employment Development Department settlement for entertainment industry employer charged with wrongly classifying numerous employees as exempt from overtime pay.
- Part of the Brownstein team representing plaintiff Anschutz Entertainment, one of the leading sports and entertainment companies in the world, in a defamation action.
- Obtained a temporary restraining order against several former employees of a large insurance company, preventing them from soliciting clients of the insurance company, and achieved favorable settlement of insurance company's claims for unfair competition and breaches of employment contracts.
- Defeated challenges to employment arbitration agreements brought by employees of financial institutions, at trial and appellate levels, leading to favorable settlement of claims.
- Represented employers in financial institutions, healthcare organizations, the entertainment industry, advertising, food services, real estate development and retail businesses, among others, in pre-litigation settlement negotiations and in litigation of wage and hour, harassment and discrimination, wrongful termination, and fraud and breach of contract claims, among other employment-related disputes.
- Conducted investigations of harassment and discrimination claims in the financial, entertainment, food

services, garment manufacturing, non-profit, retail and construction industries, leading to amicable resolution or favorable settlements of claims.

- Provided harassment and discrimination prevention training to thousands of executives, supervisors, and employees nationwide, including one-on-one training for executives and managers presenting leadership or management skills risks, for clients in financial institutions, healthcare organizations, the entertainment industry, advertising, technology and IT industries, and retail businesses.
- Testified and consulted as an expert witness on employment practices in California state court litigation.

Practices

Employment, Entertainment & Defamation

Community

March to the Top-Africa

Children's Institute, Inc.

Board of Governors, Century City Bar Association, 2003-2005

Chair, Century City Bar Association, Employment Law Section, 2001- 2005

Columnist, Century City Lawyer Magazine, 2001- 2005

Publications & Presentations

- Higher performance? Hotels & the marijuana phenomenon, Speaker, Hotel Data Conference, Austin, Texas, August 16, 2018
- Taking the "Con" Out of Contractors: California Supreme Court Tightens Standards for Independent Contractors, *Brownstein Client Alert*, May 3, 2018
- Department of Labor Withdraws Controversial Independent Contractor and Joint Employer Guidance, *Brownstein Client Alert*, June 7, 2017
- City of Los Angeles Absolutely, Positively Bans the Box, Even for Non-Resident Employers, *Brownstein Client Alert*, December 16, 2016
- New Amendments Align Aspects of California's Kin Care Leave Law with Recently Implemented Paid Sick Leave Requirements, *Brownstein Client Alert*, December 2, 2015
- California's Paid Sick Leave Law Imposes New Obligations, *Brownstein Client Alert*, September 11, 2014
- Companies Acquiring Unionized Businesses Face Increased Scrutiny by the NLRB, *Brownstein Client Alert*, May 23, 2014
- Leaves of Absence: Learning from Others' Mistakes, Presentation, HR Summit Community Event, San Fernando Valley, 2014
- The Interactive Process and Accommodating Disabilities, Presentation, HR Summit Community Event, San Fernando Valley, 2014
- Don't Trip When You PIP: Managing Employee Performance from Job Descriptions to PIP, Presentation, HR Summit Community Event, San Fernando Valley, 2013

Education

- J.D., 1989, University of Southern California Gould School of Law
- B.A., 1986, University of California, Los Angeles

Admissions

- California
- U.S. Court of Appeals, Ninth Circuit

- U.S. District Court, Central District of California
- U.S. District Court, Southern District of California

Recognition

Champion, USC Hale Moot Court Honors Program