

Lilit Vardanian

Associate

Los Angeles

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Email



Service Focus

- Litigation and Trials
- California Litigation and Appellate

Languages

- Armenian

Overview

Lilit represents employers in a variety of industries, including automotive, entertainment, healthcare, hospitality, real estate, retail services, and transportation. She represents employers in single-plaintiff and multi-plaintiff matters, involving a wide range of employment law claims, including discrimination, sexual harassment, hostile work environment, retaliation, and wrongful termination. Lilit also represents employers in class action wage and hour disputes and representative matters brought under California's Private Attorneys General Act (PAGA).

In addition, Lilit provides clients advice and counsel to help navigate employment laws and regulations at the state and federal levels. Lilit assists clients with undertaking preventative measures to comply with wage and hour laws, ensure proper classification of workers, maintain and implement up-to-date and compliant handbooks and employment policies, and comply with workplace regulations. Lilit also assists clients with pre-litigation audits to identify and remediate potential wage and hour violations, to help clients avoid costly employment claims and litigation. Lilit represents employers in state and federal courts, as well as before state agencies, such as the California Civil Rights Department and the Department of Industrial Relations. Lilit also assists clients through agency investigations, administrative proceedings, and arbitration. As a growing number of courts and agencies require settlement efforts prior to a trial or arbitration hearing, Lilit also defends clients and their interests through these settlement negotiations.

Lilit can read, write, and speak Armenian fluently. She also likes to volunteer her time with the Innocence Project and Public Counsel to help provide legal services throughout her community.

Credentials

Education

- J.D., 2014, Pepperdine University Caruso School of Law
- B.A., 2009, University of California, San Diego

Bar Admissions

- California

Court Admissions

- U.S. District Court for the Central District of California
- U.S. Court of Appeals for the Ninth Circuit

Recognitions

- Recognized in *The Best Lawyers in America*, Ones to Watch (2025)

Affiliations

Professional Activities

- Member, Lawyers of Distinction (2023)

Insights

NEWS

12/04/23

Fisher Phillips Welcomes Two Employment Litigators in Los Angeles

Lilit Vardanian, Andreas Moghimi

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