Sean Kingston represents employers of all sizes in class, representative, collective, and individual litigation, from inception through trial.

Sean practices before state and federal courts at the trial and appellate levels. Sean represents employers in various disputes, including wage and hour matters, trade secret and non-compete litigation, discrimination, harassment, retaliation and wrongful termination. In his litigation practice, Sean has extensive experience resolving matters involving the Private Attorney General Act (PAGA) either through dismissals or through settlements.

Sean brings a business-oriented and analytical approach to his practice, drawing upon a background in policy and management analysis.

Clients look to Sean to provide preventive counseling to employers, and he advises clients in handling workplace investigations, termination and discipline, reductions in force, worker classification, data privacy, and workplace violence. Sean assists in drafting employment contracts,
independent contractor agreements, employment policies, and workplace violence prevention plans. Sean provides guidance regarding compliance with all aspects of local, state and federal labor and employment laws.

During law school, Sean served as an extern for the Honorable Richard D. Fybel of the California Court of Appeal, Fourth District, Division Three; externed for the Honorable Kathleen Mulligan of the EEOC; and clerked for the Huntington Beach City Attorney’s Office.

**Recent Experience**

**Experience**
- Obtained defense verdict on behalf of garment manufacturer in breach of employment contract dispute.
- Obtained verdict in favor of nail salon and massage chain in unfair competition arbitration.
- Secured dismissals of agency investigations, including the EEOC, DFEH, DLSE, and EDD.
- Second Chair trial counsel for national company in class action/PAGA dispute in a case of first impression, involving rest period claims and 24-hour agreements.
- Advised international clothing retailer regarding social influencer program implementation.
- Spearheaded Activity-Based Costing/Management Program implementation for U.S. Coast Guard

**Credentials**

**Education**
- J.D., 2010, University of California, Los Angeles School of Law
- B.S., 2003, magna cum laude, University of Southern California

**Bar Admissions**
- California

**Court Admissions**
- California Supreme Court
- U.S. District Court for the Central District of California
- U.S. District Court for the Northern District of California

**Affiliations**

**Community Activities**
- Member, Beverly Hills Bar Association
**Insights**

**EVENT** 11/15/2023 & 11/16/2023

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