



VAROUJ ARABIAN

Of Counsel

Woodland Hills

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Service Focus

- California Class Actions and PAGA
- California Litigation and Appellate
- Counseling and Advice
- Employment Discrimination and Harassment
- Litigation and Trials

OVERVIEW

With over two decades of labor and employment experience, including at an AM Law 100 firm, Varouj Arabian defends and advises employers across multiple industries in a comprehensive range of workplace matters. His practice encompasses complex litigation, wage and hour compliance, pay equity claims, matters involving discrimination, harassment, retaliation, wrongful termination, whistleblower protections, as well as class actions, and PAGA representative actions. Varouj also counsels clients on policy development, workplace investigations, executive training, and compliance programs. He regularly advises employers on hiring practices, terminations, separation agreements, reductions in workforce, and proactive litigation avoidance strategies. His litigation experience spans state and federal

courts, as well as administrative proceedings before agencies including the Civil Rights Department (CRD), the Equal Employment Opportunity Commission (EEOC), and the Division of Labor Standards Enforcement (DLSE).

Before joining Fisher Phillips, Varouj served as partner and co-chair of the labor and employment practice group at a premier litigation boutique in Los Angeles, where he provided comprehensive employment law defense, strategic counseling, and executive training to a diverse corporate client base. Previously, he served as Co-Managing Partner of an AM Law 100 firm's labor and employment practice.

Credentials

Education

- Southwestern Law School, J.D., 2005
- University of California, Irvine, B.A., 2001

Bar Admissions

- California

Court Admissions

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

Recognitions

- *Super Lawyers*, Rising Star (2009-2010, 2019)