



## → Khesraw (Kash) Karmand

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Kash Karmand is an associate with the Labor and Employment Practice Group in the firm's Los Angeles office.

### Areas of Practice

Kash advises and represents employers in a wide range of labor and employment law matters.

He has broad experience defending employers in discrimination, harassment, retaliation, wage and hour, wrongful termination, and other employment-related litigation. Kash is experienced in all phases of litigation in state and federal courts across the country, including pre-suit investigations; fact, expert, and class certification discovery; conducting and defending depositions; motions practice; trial preparation; trials; and appeals.

His experience also includes advising clients on various employment law issues, policies, and practices, such as conducting workplace investigations; preparing and updating employee handbooks and policies; counseling clients on wage and hour law issues; and providing training on discrimination and harassment laws.

### Honors

Best Lawyers: Ones to Watch, *Best Lawyers*, 2026

### Experience

#### Recent Litigation Experience

- 2025: Compelled individual arbitration of former employee's claims against client in putative wage and hour class and PAGA action, overcoming argument that arbitration agreement was unconscionable based on decision in *Cook v. University of Southern California*, 102 Cal. App. 5th 312 (2024), and in doing so obtained dismissal of class claims and stay of representative PAGA claims.
- 2025: Obtained complete defense verdict for client in highly publicized whistleblower retaliation action following eight-day trial.
- 2024: In published decision, Ninth Circuit affirmed complete defense verdict for clients on five plaintiffs' misclassification and overtime claims in FLSA collective action following eight-day trial.
- 2024: Compelled individual arbitration of former employee's claims against client in wage and hour class and PAGA action, overcoming argument that arbitration agreement was unenforceable because it was made in name of unregistered fictitious business entity, and in doing so obtained dismissal of class claims and stay of representative PAGA claims.

- 2023: Obtained complete defense verdict for clients on five plaintiffs' misclassification and overtime claims in FLSA collective action following eight-day trial.
- 2021: Nevada Supreme Court affirmed grant of summary judgment in favor of client in putative wage and hour class action.
- 2021: Compelled individual arbitration of former employee's claims against client in putative wage and hour class action and in doing so obtained dismissal of class claims. Former employee subsequently voluntarily dismissed her individual claims against client for mutual waiver of costs.
- 2021: Obtained dismissal of client's corporate parent in whistleblower retaliation action for lack of personal jurisdiction.
- 2020: Obtained summary judgment in favor of client in putative wage and hour class action.
- 2019: Obtained complete defense verdict for clients on breach of contract and fraud claims following seven-day trial.

## Recent Advice and Counseling / Investigations Experience

- 2025: Advised client on high-profile separation of executive employee and negotiated and drafted separation agreement as well as interim employment agreement for transition period.
- 2024: Conducted audit of client's wage and hour policies to ensure compliance with California law and collaborated with client's business, human resources, and legal personnel to update policies and balance business needs with legal obligations.
- 2023: Conducted investigation of client's shareholder for workplace misconduct, presented findings of investigation to client's board of directors, and advised client on termination of shareholder.
- 2023: Conducted audit of client's pre-employment policies to ensure compliance with California law and collaborated with client's human resources and legal personnel to update policies.
- 2023: Prepared employment handbook and state law addenda for client with employees in all 50 states.
- 2022: Conducted investigation of sexual harassment complaint by employee against coworker during overseas business trip and advised client on same.
- 2021: Advised client on termination of human resources director for performance issues and drafted and negotiated separation agreement.
- 2020: Revised client's global information technology handbook for compliance with U.S. federal and state employment laws.

## Articles

- Co-Author, "The Birth of Criminal Antitrust Enforcement Actions Against Employers in the United States," Daily Journal, June 27, 2022
- Co-Author, "Worker Protests and the Limits of Employer Control," Daily Journal, July 15, 2020

## Memberships

California Minority Counsel Program

National Employment Law Council

## Practices

Discrimination, Harassment, and Retaliation

Employee Hiring/Discipline/Termination

Employee Privacy and Defamation

Employment Agreements

Handbooks and Personnel Policies

Harassment Investigation and Training

Health and Safety Regulations/OSHA

Labor and Employment

Labor and Employment Counseling

Labor and Employment Litigation

Unfair Competition and Trade Secrets

Wage and Hour Class Actions

Wage and Hour Regulations

Workplace Violence

Wrongful Termination

## Education

J.D., University of California, Hastings, 2011

B.A., University of California, Riverside, 2007, *cum laude*

## Clerkships

Extern to the Honorable Maria-Elena James of the United States District Court for the Northern District of California

## Admissions

California

District of Columbia

Minnesota

## Languages

Dari

Farsi (Persian)