



## → Samantha D. Hardy

**Partner**  
501 West Broadway  
18th Floor  
San Diego, CA 92101

T: +1.619.338.6640  
F: +1.619.234.3815  
shardy@sheppardmullin.com

Samantha D. Hardy is a partner in the Labor and Employment Practice Group in the firm's San Diego Office.

### Areas of Practice

Ms. Hardy practices labor and employment law, with an emphasis on California and national wage and hour issues. She has a significant amount of experience representing employers in wage and hour class actions, both within California and nationwide, as well as representing employers before administrative agencies, advising management on wage and hour matters, and conducting wage and hour audits to identify potential issues. Ms. Hardy has been active in influencing legislative changes of interest to her clients both inside and outside California. She also handles a variety of other types of labor and employment matters.

### Honors

Legal 500 US, Employment Law Counseling, 2007

### Articles

- Everything You Wanted to Know About Wage and Hour Class Action Lawsuits But Were Afraid to Ask
- Regular Rate of Pay: Avoiding Common Mistakes in Calculating Overtime Pay in California
- Federal Computer Employee Exemption: Are You in Compliance?

### Speaking Engagements

Ms. Hardy speaks frequently to various employers' groups on a variety of wage and hour issues and is a frequent presenter of the firm's Breakfast With Your Labor Lawyer seminars.

### Events

NRF Retail Law Summit 2025  
Retail employer essentials: Unpacking the latest legal shifts  
Virtual, March 4-6, 2025

California Labor & Employment Law Update and Happy Hour  
San Francisco, San Diego, Los Angeles & Orange County  
October 01/08/09/16, 2024

Labor & Employment Law Update and Happy Hour – San Diego  
Fall 2023  
Hyatt Regency La Jolla At Aventine, 10.19.2023

NRF 2023 Employment Law and Benefits Committee  
Gaylord Texan Resort: Grapevine Texas, June 6-7, 2023

Labor & Employment Law Update and Happy Hour - San Diego  
Fall 2022  
Hyatt Regency La Jolla, 10.19.2022

National Retail Federation Retail Law Summit  
“Hot topics” in wage and hour law with Andy Medlin from Hot Topic and Samantha Hardy from Sheppard Mullin  
Webinar, 02.17.2022

Labor & Employment Update – What Retailers Need to Know  
Webinar, 01.28.2021

Business as Usual? COVID-19 and the Return to Work  
Webinar, 07.28.2020

Webinar With Your Labor Lawyer - San Diego  
Spring 2020 Seminar Series  
Webinar, 04.30.2020

Navigating Complex Legal Issues Resulting From COVID-19: What Retailers Need to Know  
Webinar, 03.18.2020

Labor & Employment Law Update & Happy Hour - San Diego  
Fall 2019  
Hyatt Regency La Jolla, 10.17.2019

Retail's Top 5 Legal Trends & Issues Webinar  
05.09.2019

Breakfast With Your Labor Lawyer - San Diego  
Spring 2019 Seminar Series  
04.30.2019

National Retail Federation HR and Employment Law Fall Meeting  
October 21-23, 2018

Labor & Employment Law Update & Happy Hour - San Diego  
Fall 2018 Seminar Series  
10.11.2018

Breakfast With Your Labor Lawyer - San Diego  
Spring 2018 Seminar Series  
04.04.2018

ACC San Diego Chapter MARCH MCLE: San Diego Employer Watch-List for 2017  
03.23.2017

Labor & Employment Law Update & Happy Hour - San Diego  
Fall 2015 Seminar Series  
10.22.2015

Breakfast With Your Labor Lawyer - San Diego  
Spring 2015 Seminar Series  
05.14.2015

Labor & Employment Legal Update & Happy Hour  
Fall 2014 Seminar Series - San Diego  
10.28.2014

WORKPLACE 2015  
Prepare Today for Tomorrow's Emergencies  
Crowne Plaza Hotel, San Diego, 10.22.2014

Breakfast With Your Labor Lawyer - San Diego  
Spring 2014 Seminar Series  
04.03.2014

ACI's 19th National Forum on Wage & Hour Claims and Class Actions  
Omni San Francisco Hotel, Fall 2013

Labor and Employment Law Update and Happy Hour - San Diego  
Fall 2013 Seminar Series  
Hyatt Regency La Jolla, 09.17.2013

Breakfast With Your Labor Lawyer - San Diego  
Spring 2013 Seminar Series  
Hyatt Regency La Jolla, 05.01.2013

Labor and Employment Law Update & Happy Hour Fall 2012 - La Jolla  
Hyatt Regency La Jolla, 09.19.2012

Labor and Employment Law Update & Happy Hour Spring 2012 - San Diego  
Hyatt Regency La Jolla, 04.26.2012

Social Media: How to Minimize Legal Risks and Maximize Commercial Success  
Sheppard Mullin Century City, 10.19.2011

Breakfast With Your Labor Lawyer - San Diego  
Labor & Employment Law Update Fall 2011  
Hyatt Regency La Jolla, 09.14.2011

Labor & Employment Law Update & Happy Hour - San Diego  
Hyatt Regency La Jolla, 03.24.2011

Labor & Employment Law Update & Happy Hour - San Diego  
Our New, Improved, and FREE Breakfast With Your Labor Lawyer (in the Evening!)  
Hyatt Regency La Jolla - San Diego, 09.16.2010

Labor and Employment Law: Mid-Year Update 2009 - San Diego  
Breakfast With Your Labor Lawyer  
San Diego Marriott Mission Valley, 09.17.2009

ACC San Diego Chapter JULY MCLE: Employment Law Trends and Predictions  
Sheppard Mullin's Downtown San Diego Office, 07.23.2009

New Labor & Employment Laws for 2009 - San Diego  
Breakfast With Your Labor Lawyer  
San Diego Marriott Mission Valley, 02.19.2009

Labor and Employment Law: Mid-Year Update 2008 - La Jolla  
Breakfast With Your Labor Lawyer  
Hyatt Regency La Jolla, 10.08.2008

Breakfast With Your Labor Lawyer - San Diego  
San Diego Marriott Mission Valley, 02.20.2008

## Memberships

Member, Federal Bar Association

Member, American Bar Association

Member, San Diego County Bar Association

Member, Wage and Hour Subcommittee, National Retail Federation

## Podcasts & Webinars

Labor & Employment Update – What Retailers Need to Know  
01.28.2021

Business as Usual? COVID 19 and the Return to Work  
07.28.2020

## Practices

Labor and Employment  
Labor and Employment Counseling  
Labor and Employment Litigation  
Handbooks and Personnel Policies  
Employment Agreements  
Unfair Competition and Trade Secrets  
Workplace Violence  
Wage and Hour Class Actions  
Wage and Hour Regulations  
Discrimination, Harassment, and Retaliation  
Employee Hiring/Discipline/Termination  
Employee Privacy and Defamation  
Harassment Investigation and Training  
High-Technology Employment  
Supply Chain Management  
Wrongful Termination

## Industries

Aerospace, Defense & Government Services  
Financial Services  
Food and Beverage  
Hospitality  
Mortgage Banking  
Retail, Fashion & Beauty  
Self-Storage  
Transportation  
Trucking and Logistics

## Education

J.D., University of Chicago, 1998, *with honors*  
B.A., Columbia University, 1995

## Admissions

California

U.S. District Courts for the Southern, Central, Eastern and Northern Districts of California