

Hider J. Al-Mashat

Of Counsel

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Whistleblowing, Compliance and Investigations
Wage and Hour
Litigation and Trials

Overview

Hider J. Al-Mashat has over eight years of experience in the practice of California employment and labor law. He has been involved at every stage of litigation from both the defense and plaintiff side, including workplace investigations and audits. He has counseled corporate clients in the entertainment, manufacturing, restaurant, employment agency, and service industries. Hider's experience includes matters regarding accommodations, terminations and wage practices/compliance. He has been involved in filing and answering complaints, defending and deposing witnesses, and drafting and opposing law and motion. He has successfully argued before Superior Court judges, negotiated and settled civil disputes, second chaired numerous employment disability discrimination/harassment/retaliation trials, and drafted appellate briefs.

Prior to joining Littler, Hider grew his labor and employment law practice with two area firms. He defended Fair Employment and Housing Act claims, including employment discrimination, harassment, retaliation, failure to accommodate, and wrongful termination. Hider also has defended California Labor Code claims, wage and hour actions, and PAGA representative actions, administrative claims, and conducted workplace investigations. His experience includes:

- Taking and defending depositions
- Counseling corporate clients
- Reviewing and revising employee policies

- Drafting liability reports and law and motion
- Responding to demands and complaints
- Conducting negotiations
- Presenting oral arguments
- Reviewing and evaluating legal precedent
- Maintaining client relationships

He previously was legal counsel for an intellectual property law practice where he counseled company and employees on intellectual property compliance, licensing, development of products, and internal business matters.

During law school, Hider was a legal participant in an entertainment law clinic where he rendered advice and counsel to clients regarding independent film production and intellectual property concerns, prepared script clearances, drafted and revised contracts for employees, locations, talent, licensing, and consultants. He also served as an extern to the Chief Deputy of Civil Liability, Jeanette Schachtner, in the Santa Monica City Attorneys' Office, and judicial extern to the Hon. Diana M. Wheatley, Los Angeles Superior Court. Hider was a member of the *Southwestern Law Review*.

Professional and Community Affiliations

- Chair, Southwestern Law School, Southwestern Student Affairs Peer Mentor Program, 2012-2013
- Director of Evening Affairs, Southwestern Law School, Student Bar Association, 2010-2011

Recognition

- Recipient, Dean's Merit Award, *Southwestern Law School*, 2011-2012
- Dean's List, *Southwestern Law School and Loyola Marymount University*, 2009-2010

Education

J.D., Southwestern Law School, 2013

B.A., Loyola Marymount University, 2009

Bar Admissions

California

Courts

U.S. District Court, Central District of California