



Sam Richman

Associate

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Focus Areas

Litigation and Trials
Discrimination and Harassment
Wage and Hour
Whistleblowing, Compliance and Investigations
Appellate

Overview

Sam Richman represents employers in high-stakes employment litigation, including single plaintiff and class action litigation. He has represented clients in arbitration, state court, and federal court, as well as at both the appellate and administrative levels.

Representative matters include:

- Obtaining a complete defense verdict following a three-week jury trial in Los Angeles Superior Court. The plaintiff, a serial litigant, alleged discrimination and retaliation after winning an earlier retaliation lawsuit against the same employer. The jury returned a defense verdict within two hours.
- Obtaining summary judgment for an international shipping company in a case alleging that a large class of truck drivers did not sufficiently travel interstate to qualify for overtime exemption.
- Defending an international entertainment company in an administrative charge seeking over \$100 million dollars in damages pursuant to alleged systemic race and gender-based pay disparity.

In addition to litigation, Sam conducts training on discrimination and harassment. He also gives practical advice to employers on a variety of employment issues including:

- Independent contractor and overtime exemption classification
- Workplace investigations and disciplinary actions

- Pregnancy and disability accommodations and leaves of absence

Professional and Community Affiliations

- Member, Beverly Hills Bar Association

Education

J.D., University of Virginia School of Law, 2016

B.A., University of California, Berkeley, 2013

Bar Admissions

California