Brian Rho

Associate

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Practice Areas

Wage and Hour
Class Action
Discrimination and Harassment

Overview

Brian Rho is a trusted advisor and experienced litigator who represents employers in complex wage and hour class and collective actions under federal and Washington state law. He defends clients across a wide range of industries in high-stakes litigation, including but not limited to claims of employee misclassification, off-the-clock work, meal and rest break violations, miscalculation of the regular rate of pay, and unpaid overtime. In addition to his litigation practice, Brian regularly advises on proactive compliance strategies, conducts internal wage and hour audits, and supports day-to-day workforce management to help employers mitigate risk.

Brian also counsels employers on a broad range of employment law issues, including discrimination, retaliation, disability accommodation, and wrongful termination. He works closely with HR professionals and in-house counsel to develop practical, business-focused solutions that align with organizational goals and reduce legal exposure.

Brian earned his J.D. from the University of Virginia School of Law, where he served on the editorial boards of the *Virginia Journal of International Law* and the *Virginia Journal of Criminal Law.* He graduated from the University of Washington with a B.A. in Law, Societies, and Justice.

Professional and Community Affiliations

- Civil Legal Advisor, Consulate General of the Republic of Korea, 2024, 2025
- President, Korean American Bar Association of Washington, 2026
- Member, Board of Directors, Korean American Bar Association

- Member, International Association of Korean Lawyers ( )
- Member, Asian Bar Association of Washington
- Member, National Asian Pacific American Bar Association
- Member, King County Bar Association
- Member, Thurston County Bar Association

Education

J.D., University of Virginia School of Law, 2016
B.A., University of Washington, 2011, *cum laude*

Bar Admissions

Washington
Alaska

Languages

Korean

Courts

U.S. District Court, Western District of Washington
U.S. District Court, Eastern District of Washington
U.S. District Court, Eastern District of Michigan

Publications & Press

What is happening in the wage and hour space that should command employers' attention?
Littler 2 the Point Video
July 22, 2026

Feds caution employers about bonuses, pay structures in overtime compliance
HR Dive
January 12, 2026

DOL Opinion Letter Confirms Bonuses Under Predetermined Pay Plans Must Be Included in Regular Rate
Littler ASAP
January 6, 2026

Three Littler Attorneys Selected for 2024 Leadership Council on Legal Diversity Programs
Press Release
April 3, 2024

Receipt of Perks Does Not Undermine "Volunteer" Status Under FLSA
Littler ASAP
March 14, 2024

Events & Speaking Engagements

General Session: Employment Intelligence
Littler Executive Employer Conference, Phoenix, AZ
May 7, 2026

2025 Pacific Northwest Regional Employer Conference
Seattle, WA
September 11, 2025

Books & Book Chapters

- *Washington State, Wage and Hour Laws: A State-by-State Survey*, BNA, co-authors: Martell and Subit, 2023, 2024, 2025
- Chapter 13, 14, *Littler Wage & Hour Answer Book*, Contributing Author