



Hovannes G. Nalbandyan

Of Counsel

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Overview

Hovannes G. Nalbandyan, known by his friends as “Hovik,” represents and advises employers in all facets of employment law. He concentrates on defending employers in high-stakes class actions, Private Attorneys General Act (PAGA) matters, complex single-plaintiff cases, and other employment-related litigation.

Hovik has defended clients against claims of wrongful termination, discrimination, harassment, and unfair competition. He regularly provides advice to clients to ensure compliance with the rapidly evolving field of employment law, including the complex areas of wage and hour laws.

Hovik focuses his practice on:

- Class/Representative actions
- PAGA claims
- Wage and hour issues
- Wrongful termination/discharge
- Discrimination
- Harassment
- Retaliation
- Leave of absences
- Accommodating disabilities
- Employment-related torts

In his practice, Hovik will regularly:

- Independently handle the defense of single-plaintiff litigation involving disability, sex, and national origin discrimination, and retaliation. This includes drafting dispositive motions, taking depositions of plaintiffs and witnesses, and preparing and defending company witnesses.

- Counsel employers on a broad range of issues, including exempt classification of employees, pay-per-visit models, meal and rest break requirements, reimbursements, performance improvement processes, and terminations.
- Draft CCRD/DFEH position statements and represents employers in state audits, DLSE mediations and hearings, EEOC investigations, and prevailing wage disputes before the DIR.
- Investigate and evaluates administrative agency charges, advise clients on potential exposure, handle pre-litigation settlement negotiations, prepare witnesses for hearings, conduct direct and cross-examinations, present arguments, and negotiate and draft settlement agreements.
- Advise on and draft employment-related documentation and policies, including offer letters, settlement agreements, arbitration agreements, and employee handbooks.

Before joining Littler, Hovik was a litigation attorney for two years at a top litigation firm in Sacramento. During that time, in addition to his experience in employment law, Hovik garnered broad experience defending and counseling public entities and insurance companies. His practice included:

- General civil litigation
- Public entity defense
- Insurance defense

During law school, he served as an associate editor of *U.C. Davis Law Review* and as executive editor of the *Business Law Journal*. Hovik worked as a law clerk at the Elk Grove office of the Department of Fair Employment and Housing (DFEH) and volunteered at the Voluntary Legal Services Program's employment legal clinic.

Selected Matters

- Represented a telecommunications company in a complex wage and hour class action and FLSA action involving over 30,000 employees. The case included claims for unpaid overtime, meal and rest break violations, and inaccurate wage statements. Hovik played a crucial role in obtaining a very favorable settlement, significantly reducing potential liability. He also defended the company against several copycat lawsuits, successfully acquiring dismissals or individually resolving them through strategic pressure, ensuring the company was not burdened by repetitive litigation.
- Represented a large retail client in a wage and hour class action and PAGA matter involving over 10,000 employees. The case alleged multiple wage and hour claims, including unpaid wages, waiting time penalties, meal and rest break violations, failure to reimburse business expenses, and similar claims. Hovik successfully filed a Rule 12(b)(6) motion to dismiss at the outset, which was granted and significantly narrowed the scope of the case. He then succeeded in taking the plaintiff's deposition, leading to an individual settlement and the dismissal of all class and PAGA claims.

Professional and Community Affiliations

- Member, Labor and Employment Section, Litigation Section, State Bar of California
- Member, Armenian Bar Association
- Barrister (Former Member), Milton Schwartz/David Levi Chapter, American Inns of Court

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2025
- Recipient, Wesley J. Fastiff Ingenuity Award, *Littler*, 2020

Education

J.D., University of California, Davis, 2014

B.A., University of California, San Diego, 2009

Bar Admissions

California

Languages

Armenian

Courts

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2024

Littler Report

April 28, 2025

Annual Report on EEOC Developments – Fiscal Year 2023

Littler Report

May 6, 2024

Annual Report on EEOC Developments – Fiscal Year 2022

Littler Report

April 25, 2023

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Press Release

August 19, 2021

Annual Report on EEOC Developments – Fiscal Year 2020

Littler Report

March 1, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Press Release

August 20, 2020

Littler Announces Winner of First Annual Wesley J. Fastiff Ingenuity Award

Press Release

January 22, 2020