



BRENT M. DOUGLAS

PARTNER



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Brent M. Douglas is a seasoned California labor and employment attorney with experience providing both compliance and litigation support to businesses. Brent's practice focuses on wrongful termination, harassment, and wage-and-hour claims, as well as breach-of-contract, partnership, and general business litigation.

In addition to representing employers against both individual and class-action claims, Brent counsels human resources personnel on terminations, leave-of-absence issues, and wage-and-hour compliance. This advice includes compliance with the ADA, FMLA, CFRA, WARN and mini-WARN, ADEA, Older Worker Benefits Protections Act, Uniform Trade Secret Act, and the EEOC, DLSE, and NLRB enforcement manuals.

Brent's clients range from Fortune 500 companies with multistate footprints to technology startups hiring their first employee. Brent brings his unique background to forge a personal relationship with each client. The sheer volume of California-based litigation that Brent has handled allows him to make cost-effective recommendations to his clients, often even before a lawsuit is filed.

Brent conducts in-person workplace investigations and trains management on non-discrimination, non-harassment, and anti-bullying policies. Finally, Brent offers multi-state advice on restrictive covenants, non-disclosure / proprietary information agreements, and trade secret misappropriation.

Publications & Speaking Engagements

- "Drug Addiction, Alcoholism, and Reasonable Accommodations Under ADA and FEHA," Association of Chief Human Resource Officers Newsletter;
- Frequent presentations to the San Diego Human Resources Forum and local Vistage groups.

Professional History

- Partner, Hahn Loeser & Parks LLP, 2020 – present.
- Partner, Martenson Hasbrouck & Simon, 2018 – 2020.
- Senior Associate, Mintz Levin, 2014 – 2018.
- Associate, Andrews Lagasse Branch & Bell, 2012 – 2014.
- Associate, Stutz Artiano Shinoff & Holtz, 2009 – 2012.

Admissions

- State of California.

Education

- Emory University School of Law, J.D., 2009.
 - Named Most Outstanding Student and delivered commencement address;
 - Recipient of the Distinguished Service Award, the G. Conley Ingram Award (Outstanding oral advocacy, and the Sydney Parks Award (Leadership and academic excellence);
 - Vice President, Student Bar Association; Coordinating Director, Moot Court Society (Competitor of the Year – Tulane University Law Invitational).
- Washington University in St. Louis, B.A., 2002.



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Memberships & Affiliations

- San Diego County Bar Association, Member.
- San Diego County Bar Foundation, Past President.

Awards & Distinctions

- Rising Star, *Southern California Super Lawyers*®, 2018 – 2020.

Community Involvement

- Board Member, The New Children's Museum.
- Board Member, The San Diego Century Club.
- Coach, Special Olympics of Southern California.