

**ANTHONY J. AMENDOLA**

Partner

**Practice Area**

Class Action Defense  
Labor & Employment

**Legal Expertise**

Representation of private sector and non-profit employers in all areas of labor and employment law, including:

- Serving as counsel in single plaintiff, multi-plaintiff and class action lawsuits, including employment discrimination, wage and hour, harassment, wrongful termination, ERISA and breach of contract actions.
- Representing employers in administrative proceedings, investigations, and audits conducted by various state and federal agencies, such as the U.S. Equal Employment Opportunity Commission, California Department of Fair Employment and Housing, U.S. Department of Labor, and California Division of Labor Standards Enforcement.
- Advising employers on key human resource management issues, including personnel policies, payroll practices, workforce reductions, reorganizations, leaves of absence, accommodating disabilities, terminations, and other personnel actions.
- Conducting and advising on workplace investigations and compliance audits.
- Training in all areas of employment law, including preventing unlawful harassment and discrimination, administering leaves of absence, and managing within the law.
- Negotiating and drafting executive employment agreements.
- Serving as counsel to employers in collective bargaining negotiations, arbitrations, and proceedings before the National Labor Relations Board.

**Industry Focus**

Entertainment, communications, food and beverage, nonprofits

**Representative Matters**

- Served as Vice President and Senior Employment Counsel for major entertainment company, providing daily advice and counsel on all aspects of employment, labor, wage and hour and employee benefits law for a wide array of businesses, including motion picture and television production, home entertainment, broadcasting, animation, distribution, and licensing. Acted as employer's representative in connection with a series of entertainment industry-wide wage and hour class actions, as well as industry-wide class action alleging a pattern and practice of age discrimination.
- Obtained summary judgments in favor of employers in numerous wrongful termination, harassment and



**LOS ANGELES**

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**COURT ADMISSIONS**

California  
USDC, Central District of California

**EDUCATION**

Stanford Law School, J.D., 1987  
Cornell University, B.S., 1984

discrimination actions.

- Successfully resolved numerous cases, including multi-party matters, through mediation.
- Conducted numerous investigations into alleged workplace misconduct, including discrimination, harassment, theft, embezzlement, misuse of funds and conflicts of interest.
- Successfully represented employers in numerous arbitrations.
- Represented employers in discrimination and wage and hour class actions.

### Professional Recognition

- Recognized by *Best Lawyers in America*® in Labor Law - Management (2012-2015)
- "Top 5% of lawyers in Southern California," *Southern California Super Lawyers* (2004-2014)

### Publications and Presentations

- Author of numerous articles appearing in such publications as *Los Angeles Lawyer*, *California Labor Letter* and *Los Angeles Business Journal*
- NLRB Reverses Course and Creates Presumptive Right For Employees to Use Employers' Email Systems for Union Organizing, *MS&K Labor & Employment Alert*  
By [Anthony J. Amendola](#) and [Grant Goeckner-Zoeller](#) (December 2014)
- New Law Makes It Easier to Pursue Claims Against Employers that Use Contracted or Leased Employees, *MS&K Labor & Employment Alert*  
By [Anthony J. Amendola](#) and [Grant Goeckner-Zoeller](#) (November 2014)
- President Obama Signs Two Executive Orders Impacting Federal Contractors, *MS&K Labor & Employment Alert*  
By [Anthony J. Amendola](#) and [Whitney Nonnette](#) (August 2014)
- Labor and Employment Law 2013: A Year-End Review, *MS&K Labor Alert*  
By [Steven M. Schneider](#), [Anthony J. Amendola](#), [Amara L. Russell](#) and [Whitney S. Nonnette](#) (January 2014)
- United States Supreme Court Decides Significant Cases Impacting Employers, *MS&K Labor & Employment Alert*  
By [Anthony Amendola](#) and [Amr Shabaik](#) (July 2013)
- Speaker, When Worlds Collide: Workers' Compensation and Employment Law, Los Angeles County Bar Association (LACBA) 33rd Annual Labor & Employment Law Symposium (March, 2013)
- Labor and Employment Law 2013: A Year-End Review, *MS&K Labor Alert*  
By [Steven M. Schneider](#), [Anthony Amendola](#) and [Amr Shabaik](#) (January 2013)
- Speaker, New Laws and Regulations, 2013 MS&K Employers' Legal Update (January 2013)
- Social Media: More Headaches for Employers, *MS&K Labor & Employment Alert* (October 2012)
- Speaker, The Brinker Impact: What Employers Need to Know (May 2012)
- DLSE Revamps Wage Theft Protection Act Notice, *MS&K Labor & Employment Alert* (April 2012)
- DLSE Issues Revised FAQs Regarding Required Wage Notice, *Mitchell Silberberg & Knupp Labor & Employment Alert* (January 2012)
- Speaker, Other Legal Developments Impacting Employers, MS&K Employers' Legal Update (January 2012)
- Antisocial Behavior and Social Media: A Dilemma for Employer, *Mitchell Silberberg & Knupp Labor & Employment Alert* (October 2011)
- Moderator, A Divided North America: Comparing LGBT Rights in the U.S. and Canada, 2011 ABA Annual Meeting (August 2011)
- Broader Rights for Employees, *Mitchell Silberberg & Knupp Labor & Employment Alert* (January 2011)
- "Obama Board" Tips The Scale Towards Labor In Long-Awaited Secondary Boycott Decision, *Mitchell Silberberg & Knupp*

*Labor & Employment Alert* (September 2010)

- "Plan, Prevent, Protect": Department of Labor Announces New Enforcement Strategy, *Mitchell Silberberg & Knupp Labor & Employment Alert* (June 2010)
- U.S. Supreme Court Issues Two Important Employment Decisions, *MS&K Labor & Employment Alert* (July 2009)
- New Law Serves Up Additional Menu Items For Alternative Workweeks, *MS&K Labor & Employment Alert* (June 2009)
- Dawn of a New ARRA: Economic Stimulus Bill Bringing Change to COBRA and Unemployment Insurance Programs, *MS&K Labor & Employment Alert* (March 2009 Special Edition)
- Speaker, Reacting to the Changing American Workforce and Workplace, Lifestyle Behaviors and Relationships, Corporate Counsel Institute (March 2009)
- Speaker, Regulatory Updates for Human Resources, The Annual Health Care Symposium (January 2009)
- A "Resting" Development: California Court Gives Employers a Break on Meal and Rest Periods, *MS&K Labor & Employment Alert* (September 2008)
- Speaker, Expanding Concepts of Discrimination: Sex, Sexual Orientation, Sex Stereotyping, Gender Non-Conformity and Transgender Claims, ABA Section of Labor & Employment Law (September 2008)
- The Supreme Court's Recent ADEA Rulings: A Big Win and A Small Loss For Employers, *MS&K Labor & Employment Alert* (May 2008)
- High Court Answers Burning Question Regarding Employee Use of Medical Marijuana, *MS&K Labor & Employment Alert* (January 2008)
- Military Spouses Granted Limited Leave Rights, *MS&K Labor & Employment Alert* (November 2007)
- Two Out Of Three Ain't Bad: California Supreme Court Hands Down Three New Employment Decisions, *MS&K Labor & Employment Alert* (October 2007)
- Mum Is Not the Word For Employees, *MS&K Labor & Employment Alert* (June 2007)
- 2005 Recap of Important Legislative and Case Law Developments, *MS&K Labor & Employment Alert* (January 2006)
- Recent Court Decisions and Important Legislative Changes for Spring 2005, *MS&K Labor & Employment Alert* (April 2005)
- Speaker, MS&K Employers' Legal Update (2004-2008)
- California's Civil Rights Protection Extended to Gender Identity, *MS&K Labor & Employment Alert* (September 2003)

### Professional, Business, and Civic Affiliations

- Editor, *MS&K Labor & Employment Alert*
- Advisory Council, Community Clinic Association of Los Angeles (2005-present)
- Habitat for Humanity, Global Village Program, Ulan Bator, Mongolia (2010); Molepolole, Botswana (2009); Phnom Phen, Cambodia (2007); Korogwe, Tanzania (2006); Lilongwe, Malawi (2004); Guarai, Brazil (2003)
- Habitat for Humanity, Buildable Hours Program, Los Angeles, California (2003-2008)
- Former co-host, Lambda Legal in the Desert Fundraiser (2006-2008)
- Former Management Chair, Los Angeles County Bar Association Entertainment Industry Labor and Employment Law Conference (1995)
- Former Co-Chair, Century City Bar Association, Labor and Employment Section (1993-1996)
- Former President, Southern California Cornell-ILR Alumni Association (1993-1996)
- Former member, Board of Directors, WISE Senior Services (1991-1997)
- Former member, Board of Governors, Theatre LA (1988-1994)

### Other Career Experience

## MITCHELL SILBERBERG & KNUPP LLP

- Warner Bros. Entertainment, Vice President and Senior Employment Counsel, 1996-2003
- Mitchell Silberberg & Knupp LLP, Partner (1995-1996; 2003-present); Associate (1987-1995)
- US House of Representatives, Subcommittee on Labor Management Relations, Extern (1986)
- National Labor Relations Board, Labor Management Relations Examiner, Region 4 (1983)