



Khesraw (Kash) Karmand

Associate

Kash.Karmand@us.dlapiper.com

San Diego (Downtown)

T: +1 619 699 2773

F: +1 619 764 6673

Kash Karmand advises and represents employers in a wide range of labor and employment law matters.

He has broad experience defending employers in discrimination, harassment, retaliation, wage and hour, wrongful termination, and other employment-related litigation. Kash is experienced in all phases of litigation in state and federal courts across the country, including pre-suit investigations; fact, expert, and class certification discovery; conducting and defending depositions; motions practice; trial preparation; trials; and appeals. He has significant experience researching and drafting various successful motions, including anti-SLAPP motions, motions to dismiss, motions for summary judgment, and *Daubert* motions.

His experience also includes advising clients on various employment law issues, policies, and practices, such as preparing and updating employee handbooks and policies; counselling clients on wage and hour law issues; and providing training on discrimination and harassment laws.

• Employment

Farsi

LANGUAGES SPOKEN

- Farsi

Admissions

- California
- District of Columbia
- Minnesota

Prior Experience

Externship

During law school, Kash served as a judicial extern to the Honorable Maria Elena James in the U.S. District Court for the Northern District of California

Education

- J.D., University of California, Hastings College of the Law
- B.A., History and Political Science, University of California at Riverside
cum laude

Courts

- United States Court of Appeals for the Ninth Circuit
- United States District Court for the Central District of California
- United States District Court for the District of Colorado
- United States District Court for the Eastern District of California
- United States District Court for the Southern District of California
- United States District Court for the Southern District of California

Memberships

- Association of Business Trial Lawyers
- California Minority Counsel Program Ambassadors Council

INSIGHTS

Publications

PUBLICATIONS

Co-Author, "Worker Protests and the Limits of Employer Control," *Daily Journal*, July 15, 2020