



CHRISTOPHER J. ARCHIBALD

Partner

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BIOGRAPHY

Chris Archibald focuses his practice in all areas of labor and employment law and has handled a wide variety of matters including complex wage and hour class actions, Private Attorneys General Act (PAGA) claims, trade secret litigation, sexual harassment, retaliation, discrimination, and wrongful termination claims. In addition to litigating, Chris advises employers regarding effective methods to avoid employment-related claims, especially in the wage and hour context.

Chris has litigated over 50 class and other representative actions in the federal and state courts. He has successfully defeated class and representative claims at both the pleading and class certification stages. He also has extensive experience evaluating and preparing exposure analyses of wage and hour liability in both the audit and litigation contexts. Chris has also successfully defeated several cases alleging discrimination, harassment, retaliation, or wrongful termination.

Chris has extensive experience defending employers before the Equal Employment Opportunity Commission (EEOC), the California Department of Fair Employment and Housing, the Division of Labor Standards Enforcement, the California Unemployment Insurance Appeals Board, and various other federal and state agencies.

Chris represents or works with employers in a wide ranging, diverse group of industries, including retail, staffing, transportation, healthcare, manufacturing, and hospitality. The clients he represents range from Fortune 500 companies to small, local businesses.

While in law school, Chris was a member of both the Pepperdine Law Review and Moot Court Board. He graduated from Pepperdine with honors as a member of the *Order of the Coif*.

PROFESSIONAL AFFILIATIONS

- Orange County Bar Association (Labor and Employment Section)

ADMISSIONS

- Missouri, 2021
- Colorado, 2009
- California, 2007

EDUCATION

- Pepperdine University, J.D., cum laude, 2007
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- Westmont College, B.A., summa cum laude, 2003

RELATED PRACTICE AREAS

- Employment & Labor
- Investigations
- Litigation & Dispute Resolution
- Regulation, Compliance & Advisory
- Employment Class & Collective Actions
- Cross-border Employment Issues

- Class Actions
- Intellectual Property and Technology
- Class Actions & Mass Torts
- Business & Commercial Disputes

EXPERIENCE

- Defended several large wage and hour class actions.
- Defended employers in sexual harassment, retaliation, discrimination, and wrongful termination claims.
- Defended and prosecuted trade secret litigation in order to protect clients' valuable information.
- Defended hearings before the California Department of Labor Standards Enforcement, resulting in no award to the employee.
- Obtained rulings in favor of numerous employers before the California Department of Fair Employment and Housing and United States Equal Employment Opportunity Commission.

RESOURCES

SPEAKING ENGAGEMENTS

- California Employment Law Updates; Financial Executives International – Orange County Chapter; Pacific Club, Newport Beach, California; November 10, 2021
- "Mediating Your Way to Success," California Employment Lawyers Association Annual Conference, Oakland, CA, September 25, 2015
- "Making Sure Your Employees Really Are Exempt (And Making Sure They Stay That Way)," Santa Barbara Human Resources Association, Santa Barbara, CA, February 28, 2013

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