



## Lisa K. Garner

### PARTNER

Los Angeles

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### RELATED SERVICES

- Commercial Litigation
- Franchise
- Life, Health, Disability & ERISA
- Retail & Hospitality
- Employment
- Insurance
- Directors & Officers and Shareholder Litigation

### OFFICES

- Los Angeles
- Irvine
- San Diego
- Ventura County

### OVERVIEW

Lisa is a Partner and a member of the firm's Employment Law and Commercial Litigation practice groups. A skilled trial attorney, she has represented clients in a wide range of employment disputes, such as wrongful termination, disability discrimination, sexual harassment, retaliation/whistleblower claims, class actions, wage and hour claims, and ADA claims. Her employment clients run the gamut from small and large non-profit corporations and small businesses to businesses with a national or Fortune 500 designation. Business litigation matters have included contract, fraud, trademark infringement, royalty, and franchise disputes for large, multi-national corporations. She has also dealt with matters involving group and individual life, health, and disability

insurance, including ERISA claims, and has successfully resolved high-profile medical fraud claims on behalf of insurance providers, including issues of experimental treatment exclusions, and insurance bad faith and coverage.

Lisa represents employers and management in employment matters, appearing in both state and federal courts as well as administrative settings before the CRD (formerly DFEH), EEOC, DLSE, and OSHA. In her active employment practice, she defends small and large private and public entities, including small and large non-profits, against discrimination, retaliation, FMLA, wrongful termination, defamation, and harassment claims. Her employment practice encompasses numerous industries including construction, manufacturing, recycling, hospitality, technology, food, health care, recreational, mutual benefit corporations, retail, religious entities, and education. In addition, Lisa has handled and is currently handling large-scale PAGA and wage and hour class action litigation in state and federal courts throughout California.

She also regularly counsels employers on hiring practices, terminations, workplace investigations, reductions in workforce issues, risk, and litigation avoidance practices. Her counseling work further includes negotiating separation and executive employment agreements, as well as industry-specific employment handbooks, policies, and procedures. She is also advising employers on the new Workplace Violence Prevention Plan requirements.

Additionally, her practice includes professional liability defense where she has dealt with numerous legal malpractice and other professional liability claims on behalf of insurance agents, accounts, construction professionals, and real estate agents.

Lisa has conducted trials in both California state courts and federal courts as well as binding arbitrations and has handled appeals in the State of California and in the Court of Appeals for the Ninth Circuit. Lisa has also handled class actions in both California state courts and federal courts.

## REPRESENTATIVE EXPERIENCE

### Representative Experience

- Represented national franchisors in numerous cases relating to every aspect of the franchise relationship: actions against franchisees, trademark infringement claims, motions for preliminary injunctions, obtaining permanent injunctions on trademark claims, and defending claims under California franchise disclosure and relationship laws
- Prevailed on summary judgment in race discrimination, breach of employment contract, and trademark infringement lawsuit by a former employee against employer
- Prevailed via summary judgment on claims against former franchisee for trademark infringement and royalty fees, resulting in judgment in favor of client in excess of \$1 million and attorney fee award

- Prevailed on summary judgment in favor of client, large multi-national franchisor, in lawsuit in which former franchisee claimed fraud
- Obtained jury verdict in favor of client, a multi-national corporation, in sexual harassment case
- Obtained preliminary injunction in favor of client against trademark infringer after an evidentiary hearing
- Obtained jury verdict in legal malpractice/fraud case in favor of client
- Obtained a jury verdict in favor of client, a non-profit organization, in disability and age discrimination case
- Purchased, for nuisance value, claim of plaintiff for legal malpractice against client, when plaintiff filed for bankruptcy, resulting in dismissal with prejudice of lawsuit
- Won same ERISA disability benefits case twice (after remand for re-trial by court of appeals)
- Counseled employers in handling employees found embezzling, permitting the employers to terminate the employment relationship in satisfactory manner
- Handled Ninth Circuit appeal affirming judgment in favor of GRSM's client on civil rights claim
- Won summary judgment in wrongful termination case involving bona fide occupational qualification
- Won summary judgment in disability discrimination case involving a non-profit corporation
- Obtained judgments in excess of \$3.5 million in favor of a national real estate franchisor.

## PUBLICATIONS

### Publications

- Sexual Harassment Training for Supervisors and Managers
- Effective Methods for Managing Employees for New Supervisors and Managers

## CREDENTIALS

### Admissions

- California
- U.S. District Court, Central, Eastern, Northern, and Southern Districts of California
- U.S. Court of Appeals, Ninth Circuit

### Memberships

- Beverly Hills Bar Association

### Community Involvement

Lisa is a member of the Firm's Diversity Committee. As the former hiring partner of the Los Angeles office, she sees how DEI benefits all. In addition to her law practice, Lisa has served on many non-profit boards and is a sustaining member of the Junior League of Los Angeles. She currently serves as a trustee for a non-

profit charitable organization based at her alma mater UCLA and serves on a Legal Advisory Committee for a mutual benefit corporation. She is an active supporter of organizations that support women's health care and animals.

**Education**

- J.D., Loyola Law School, 1991
  - Dean's List
- B.A., *cum laude*, History, University of California, Los Angeles
  - Departmental Honors

**Externship**

- The Honorable David V. Kenyon, United States District Court, Central District of California