



Shannon M. Benbow

PARTNER

Los Angeles

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RELATED SERVICES

- Employment

OFFICES

- Los Angeles

OVERVIEW

Shannon Benbow is a Partner in the Los Angeles office of GRSM and is a member of the Employment Law practice group.

Shannon defends companies of all sizes and industries in employment matters, including discrimination, harassment, retaliation, wrongful termination, and wage and hour matters. She is experienced in all phases of employment litigation, including pre-claim investigation, trial, and appeal. She also regularly represents employers before State and Federal agencies, including the EEOC, the California Department of Fair Employment & Housing, and the Washington State Human Rights Commission.

Shannon also counsels employers regarding general labor and employment issues, including hiring, discrimination, termination, and accommodation.

REPRESENTATIVE EXPERIENCE

Representative Experience

- Secured defense verdict on claim of constructive termination following complaints of unsafe work conditions.
- Led five-year defense of race discrimination suit, including two appeals and successful motion for summary judgment.
- Secured summary judgment on contentious and heavily litigated claim for race discrimination involving national athletic organization.
- Successfully moved to compel arbitration of \$5.7 million dispute; affirmed on appeal to Ninth Circuit.
- Won judgment for defense after trial on claim for breach of contract arising out of jet fuel contamination.
- Defended national employer in PAGA litigation involving 119,000 employees.

Appellate Cases

- *CLMS Management Services Limited Partnership v. Amwins Brokerage of Georgia, LLC* (9th Cir. 2021) 8 F.4th 1007.
- *Aviles-Rodriguez v. Los Angeles Community College District* (2017) 14 Cal.App.5th 981.
- *Daza v. Los Angeles Community College District* (2016) 247 Cal.App.4th 260.

CREDENTIALS

Admissions

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

Education

- J.D., University of Notre Dame, 2003
- B.A., Business Administration, Finance, Seattle Pacific University, 2000