

Snell & Wilmer



Kevin M. Brown

Associate | Orange County | Los Angeles

Tel. 714.427.7401

kmbrown@swlaw.com

Main Bio

Kevin Brown's primary area of practice is employment law. Kevin routinely counsels employers and human resources professionals on compliance with state and federal employment laws, with a focus on best practices—particularly risk identification and mitigation. He also reviews and drafts policies, handbooks, non-disclosure agreements, employment agreements, and severance agreements. A dynamic presenter, Kevin has trained thousands of managers and employees on preventing harassment, discrimination, and retaliation in the workplace. He also conducts independent workplace investigations. In litigation, Kevin represents public and private employers in all aspects of labor and employment litigation, including suits for wrongful termination, harassment, discrimination, retaliation, wage and hour class actions, PAGA actions, whistleblower claims, and disability accommodation.

Kevin also defends employers protesting federal and state-issued Occupational Safety & Health Administration and Mine Safety & Health Administration citations, resolving and contesting citations in federal and state administrative hearings, and appealing administrative decisions to the OSHA Review Board and federal or state Courts of Appeal. Kevin advises employers in other OSHA and MSHA related matters, including drafting and reviewing safety and compliance programs, petitioning for variances and complying with OSHA and MSHA standards.

Prior to joining the private sector in 2016, Kevin served as a military attorney and a naval aviator in the United States Marine Corps, and he continues to serve as a Lieutenant Colonel (Judge Advocate) in the U.S. Marine Corps Reserve.

Beyond his diverse litigation and trial experience, clients find that his background solving complex problems and conducting investigations, training, mediations, risk management and standardization enables him to partner with them to achieve their goals.

Education

- University of Colorado Law School (J.D., 2013)
 - Dean's Advisory Council, Member
 - Bar Association Outreach, Director
 - Student Bar Association, Executive Board Member
 - National Mock Trial Team, Member

- Military Law Society, Founder
- University of San Diego School of Law (2010–2011)
 - High Pass/Best Oral Advocate/Outstanding Brief, Lawyering Skills I
 - Dean's Scholarship Recipient
 - Moot Court Associate Board (selected)
 - San Diego Law Review (selected)
- United States Naval Academy (B.S., with merit, Political Science, 2001)
 - Brainerd Award
 - Pi Sigma Alpha
- U.S. Marine Corps Command & Staff College (2017)
- U.S. Naval Justice School (Military, Trial Advocacy, & Operational Law, 2013)
 - Professional Excellence Award
 - Trial Advocacy Award
 - Leadership Award

Professional Memberships & Activities

- American Bar Association
 - Employment Law, Member
 - Occupational Safety & Health, Member
 - Military Pro Bono Project, Member
- Federal Bar Association, Member
- San Diego County Bar Association
- Colorado Bar Association (2014–2016)
 - Military & Veteran's Affairs Section, Member
 - Colorado Lawyers for Colorado Veterans, Member
- San Diego Volunteer Lawyer Program, Pro Bono Attorney (2016–2017)
- Law School Si Sue Puede, Mentor
- American Inns of Court, Louis M. Welsh, Member (2014-2016)
- American Inns of Court, Honorable J. Clifford Wallace, Member (2015–2018)

Representative Presentations & Publications

- "[DC Circ. Puts Union Blocking Charges On Chopping Block](#)," Co-Author, Law360 (April 18, 2018)
- "California Adopts the Sophisticated Intermediary Doctrine," Co-Author, Class Dismissed (August 1, 2016)

Professional Recognition & Awards

- Wiley W. Manuel Certificate for Pro Bono Legal Services, Recipient (2016)
- Navy Commendation Medal - Superior performance as a Marine Corps attorney (2014–2016)
- Eight Air Medals - Combat aviator during three overseas deployments (2004–2008)

- Honor Graduate – United States Naval Aviation Safety School (2005)
- FAA Commercial Pilot and Instrument Ratings – Fixed Wing and Helicopter (2003)
- Honor Graduate, United States Naval Advanced Flight Training (2003)
- President's Honor Roll, United States Marine Corps Basic Officer's Course (2002)

Community Involvement

- Colorado Cub Scout Pack 131, Cubmaster (2011–2013)
- Congressional Advisory Committee for Nomination to United States Service Academies
 - United States Senator Mark Udall, Colorado (2012)
 - United States Congressman John Shadegg, Arizona (2010)
- Volunteer performance consultant to Phoenix Police Department Air Unit and Special Assignment Unit (2006)

Other Professional Experience

- Paul, Plevin, Sullivan & Connaughton LLP, Employment Litigation Associate (2017–2020)
- Morrison & Foerster LLP, Litigation Associate (2016–2017)
- United States District Court for the District of Colorado
 - Pro Bono Judicial Law Clerk to the Hon. Marcia Krieger (2013–2014)
 - Judicial Extern to the Hon. Christine Arguello (2012)
- United States Court of Appeals for the Tenth Circuit
 - Judicial Extern to the Hon. Neil Gorsuch (2012)
- Colorado Second Judicial District
 - Judicial Extern to the Hon. Morris Hoffman (2012)
- United States Attorney's Office for the District of Colorado
 - Law Clerk (2013)

Military Service

- Lieutenant Colonel, United States Marine Corps Reserve, Judge Advocate (2016–present)
 - Reserve Officer in Charge, Legal Services Support Team Miramar
 - Reserve Officer in Charge, Legal Assistance Office Miramar
- United States Marine Corps, Judge Advocate (2013–2016)
 - Special Assistant United States Attorney
 - Deputy Senior Trial Counsel
 - Assistant Officer in Charge, Legal Services Support Team Miramar
 - Officer in Charge, Legal Assistance Office Miramar
- United States Marine Corps, AH-1W Super Cobra Attack Helicopter Pilot (2003–2010)

- Instructor Pilot, Standardization Pilot, Functional Check Pilot
- Aviation Safety Officer
- Quality Assurance Officer
- Future Operations Staff Officer

Bar Admissions

- California
- Colorado

Court Admissions

- Supreme Court of California
- United States Court of Appeals, Ninth Circuit
- United States District Court, Central District of California
- United States District Court, Southern District of California
- United States District Court, District of Connecticut