

# Snell & Wilmer

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## **Brent M. Douglas**

Partner | San Diego

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### **Main Bio**

Brent Douglas is a seasoned California litigator with experience providing both compliance and litigation support to businesses statewide. Brent's practice focuses on employment claims, wage-and-hour class actions, partnership disputes, and general business litigation.

In addition to representing employers against both individual and class-action claims, Brent counsels human resources personnel on terminations, leave-of-absence issues, and wage-and-hour compliance. This advice includes compliance with the ADA, FMLA, CFRA, WARN and mini-WARN, the Private Attorneys General Act (PAGA), ADEA, Older Worker Benefits Protections Act, Uniform Trade Secret Act, and the EEOC, DLSE, and NLRB enforcement manuals.

Brent also counsels on mergers and acquisitions, recapitalizations, and financings for a wide range of industries, and he routinely drafts and negotiates stock option plans, stock grants, and senior, subordinated, and mezzanine debt arrangements.

Brent's clients range from Fortune 500 companies with multistate footprints to technology startups hiring their first employee. Brent brings his unique background to forge a personal relationship with each client. The sheer volume of California-based litigation that Brent has handled allows him to make cost-effective recommendations to his clients, often even before a lawsuit is filed.

Brent also conducts in-person workplace investigations and trains management on non-discrimination, non-harassment, and anti-bullying policies. Finally, Brent offers multi-state advice on restrictive covenants, non-disclosure / proprietary information agreements, and trade secret misappropriation.

### **Education**

- Emory University School of Law (J.D.)
  - Most Outstanding Student Award
  - Delivered Commencement Address
  - Distinguished Service Award
  - G. Conley Ingram Award
  - Outstanding Oral Advocacy Award
  - Sydney Parks Award

- Student Bar Association, VP
- Moot Court Society, Coordinating Director
- Tulane University Law Invitational, Competitor of the Year
- Washington University (B.A.)

## **Professional Memberships & Activities**

- State Bar of California, Member
- San Diego County Bar Association, Member
- San Diego County Bar Foundation, President (2018)

## **Professional Recognition & Awards**

- San Diego's Men of Influence and Accomplishment, SD Metro (2023)
- Top Labor & Employment Lawyer, Daily Journal (2022)
- Rising Star, Southern California Super Lawyers (2018-2020)

## **Community Involvement**

- The New Children's Museum, Board Member
- The San Diego Century Club / Farmers Insurance Open, Board Member
- Special Olympics of Southern California, Coach

## **Previous Professional Experience**

- Hahn Loeser & Parks LLP, Partner (2020 – 2024)
- Martenson Hasbrouck & Simon, Partner (2018 – 2020)
- Mintz Levin, Associate (2014 – 2018)
- Andrews Lagasse Branch & Bell, Associate (2012 – 2014)
- Stutz Artiano Shinoff & Holtz, Associate (2009 – 2012)

## **Bar Admissions**

- California

## **Court Admissions**

- United States District Court, Southern District of California
- United States District Court, Northern District of California
- United States District Court, Eastern District of California