



Nancy A. Bertrando

Partner

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Nancy Bertrando has over three decades of experience working exclusively with employers in ensuring their compliance with increasingly stringent federal, state, and local employment laws.

She's built a highly successful and respected practice over the years by making her clients' well-being her primary concern. Nancy's clients see her as an extension of their legal and human resources teams as she is understanding of, and responsive to, their business needs. Nancy's clients appreciate that she gives them practical advice on complex employment issues that can make a significant bottom-line difference. Nancy does not take a cookie-cutter approach. Instead, she gets to know her clients' businesses, philosophies and objectives.

Nancy's clients include networks, production companies, real estate developers, investment banking firms, hotel owners, clothing retailers, law firms, business management firms, high-profile celebrities, high net-worth individuals, and entrepreneurs.

As a former employment litigator for over two decades, Nancy understands the risks of litigation and works collaboratively with her clients with an eye always toward minimizing litigation risks. Because she now devotes herself exclusively to employment transactional matters, Nancy is readily available to her clients on a daily basis. When litigation is unavoidable, she works closely and strategically with Greenberg Glusker's employment litigators in defending wrongful termination, discrimination, and wage-and-hour claims.

Nancy's primary focus is on ensuring her clients' compliance with local, state and federal wage and hour and discrimination and harassment laws, preparing and negotiating executive contracts, protecting proprietary and often highly sensitive confidential information, overseeing workplace investigations, and developing policies, including formulating Employee Handbooks tailored to the needs, size, industry and philosophy of each individual client. Nancy has also developed a unique expertise in assisting her high net worth and high-profile clients to ensure their compliance with laws unique to household workers.

Nancy and her husband Michael have two wonderful daughters, Lindsay and Kelly, whom Nancy views as her proudest achievements. When not working, she and her husband enjoy spending time in their second home in a hilltop town in Southern Tuscany.

Professional Affiliations

- Member, Labor and Employment Law section, American Bar Association
- Member, Labor and Employment Law section, Los Angeles County Bar Association
- Member, Labor and Employment Law section, Century City Bar Association

Charitable & Civic Involvement

- Board Member, Incontri in Terra di Siena
- Former Board of Directors, Westside Children's Center

Awards

- *The Best Lawyers in America*®, Employment Law - Management, 2023 – 2025
- *Los Angeles Business Journal* (LABJ), "Leaders of Influence: Labor & Employment Attorneys" List (2023)

Bar Admissions

- California

Education

- University of Southern California Gould School of Law (J.D., 1985)
- San Diego State University (B.A., *magna cum laude*, 1979)
 - Highest Honors and Academic Distinction in Journalism

Representative Matters

- Acts as outside general counsel for a major multimedia production company, overseeing its litigation matters on a national level
- Works strategically with a major film and television production company in the expansion of its business
- Acts as outside employment counsel to a number of enterprises, including a major owner, operator, lender and developer of real estate assets with close to 1,000 employees