



## 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 studios, 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, State Bar of California
- 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
- Board Member, Incontri in Terra di Siena
- Former Board of Directors, Westside Children's Center

### **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

## **Insights**

November 16, 2020

**Are You Ready for 2021? Update on New Laws for California Employers**

September 1, 2020

**Back to School Rules—The Department of Labor Provides New Guidance Regarding the Availability of FFCRA Emergency Leave for Employees Due to COVID-Related School Closures**

June 3, 2020

**Reopen with Care: Employers Should Proceed Cautiously in Resuming Workplace Operations**

May 6, 2020

**Beyond Business as Usual—Return-to-Work Checklist For Employers**

December 10, 2019

**Here Comes Santa Laws: Unwrapping the New Employment Fa-La-La-Laws for 2020**

October 8, 2019

**When ABC Is Not As Easy As 1-2-3: New California Law Codifies “ABC Test” For Independent Contractors While Creating Exceptions For Certain Industries And Business Relationships**

April 29, 2019

**Nothing More, Nothing Less: Ninth Circuit Limits the Acceptable Format of and Language in Background Check Disclosure Forms Given to Job Applicants**

January 16, 2019

**Latest Guidance About California’s New Sexual Harassment Training Requirements**

October 17, 2018

**New Laws Roll Out as the Governor Heads Out**

December 29, 2017

**New Year, New Poster: Prepare to Prominently Post the “Transgender Rights in the Workplace” Poster**  
*Greenberg Glusker Client Alert*

October 25, 2017

**New Laws Affecting California Employers in 2018**  
*Greenberg Glusker Client Alert*

June 21, 2017

**Mid-Year Compliance Check-Up!**  
*Greenberg Glusker Client Alert*

March 1, 2017

**Reading the (Bathroom) Signs**  
*Greenberg Glusker Client Alert*

February 1, 2017

**New I-9 Forms Available for Immediate Use!**  
*Greenberg Glusker Client Alert*

December 22, 2016

**Ban the Box: Breaking Down the “Los Angeles Fair Chance Initiative for Hiring” Ordinance**  
*Greenberg Glusker Client Alert*

November 7, 2016

**Legislative Developments Affecting California Employers in 2017 and Beyond**

*Greenberg Glusker Client Alert*

September 13, 2016

**Recent Cases Signal Shifting Tides in Employment Arbitration**

*Greenberg Glusker Client Alert*

May 19, 2016

**Department of Labor Grants Lowest Paid Exempt Employees an Early Holiday Gift: The Annual Minimum Salary Requirement Will Increase to \$47,476 on December 1st,**

*Greenberg Glusker Client Alert*

May 11, 2016

**Newly Enacted “Defend Trade Secrets Act” Requires Notice Provision to Be Added to Future Confidentiality Agreements to Preserve Important Rights**

*Greenberg Glusker Client Alert*

March 29, 2016

**New Requirements for Employers’ Anti-Harassment and Anti-Discrimination Policies Effective April 1st - FEHA Regulations for 2016**

*Greenberg Glusker Client Alert*

February 17, 2016

**Proposed New Employer Data Reporting to Combat Pay Disparities**

*Greenberg Glusker Client Alert*

December 10, 2015

**Legislative Developments Affecting California Employers In 2016**

*Greenberg Glusker Client Alert*

November 6, 2015

**Insights Into Wage and Hour Developments**

*Greenberg Glusker Client Alert*

June 4, 2015

**Client Bulletin: Update on New Sick Leave Law**

*Greenberg Glusker Client Alert*

Sprint 2015

**Inoculate Your Company Against Sick Leave Claims Before the Newest Category of Class Actions Spreads**

*The Primerus Paradigm*

March 2, 2015

**Client Bulletin: Inoculate Your Company Against Sick Leave Claims Before the Newest Category of Class Actions Spreads**

*Greenberg Glusker Client Alert*

August 1, 2013

**Jenesse Center Legal Services Department Celebrates 14 Years of Service**

*Los Angeles Sentinel*

July 13, 2012

**Reddit Urges Employee to Quit Job, Collect Unemployment Benefits**

*Forbes*

May 24, 2012

**New Risks to Employers Who Misclassify Their Employees as Independent Contractors**

*Greenberg Glusker Client Alert*

May 24, 2012

**Recent Amendments to the California Fair Employment and Housing Act**

*Greenberg Glusker Client Alert*

May 2, 2011

**Greenberg Glusker's Nancy Bertrando and Matt Falley Interviewed, "What business owners should know about e-mail privacy policies in case of employment litigation"**

*Smart Business Magazine*

May 3, 2009

**Can Angelina's Bodyguard Get Away With Telling All?**

*ENews*