



## STEPHEN R. HOLDEN

Mr. Holden is the founder of the Holden Law Group and manages both the Legal Services and Human Resource Consulting departments of the firm.

### **Legal & Management Experience**

Mr. Holden is a seasoned litigator of all types of employment claims. Whether the dispute is in state court, federal court or an administrative agency, it is likely one previously encountered and successfully defended by Mr. Holden. His litigation expertise includes the skillful use of alternative dispute resolution mechanisms, including arbitration and mediation. Mr. Holden handles matters before all courts and administrative agencies such as the Equal Employment Opportunity Commission, California Department of Fair Employment and Housing, Department of Labor, Department of Labor Standards Enforcement, Cal-OSHA Appeals Board and Workers' Compensation Appeals Board.

When he is not managing the aggressive defense of claims, Mr. Holden helps employers prevent claims with cutting edge legal and practical preventive advice. His legal advice is combined with keen business sense and practical human resource experience. Prior to attending law school, Mr. Holden was the Vice President and General Manager of a company with retail, wholesale and manufacturing operations. He uses his business and management experience to connect clients with real-world solutions that meet client expectations.

Mr. Holden has successfully represented clients ranging from small businesses with just a few employees to multi-national companies with thousands of employees. He has experience representing clients in a broad range of industries; including agriculture, construction, health care, hospitality, manufacturing, social services, professional services, retailing, transportation and utilities.

### **Professional Activities and Interests**

Mr. Holden is a member of the California Bar Association and the labor and employment law section of the bar. He was selected by peer review to the 2013 Best of the Bar designation. He was a member of the Milton L. Schwartz American Inn of Court.

Mr. Holden's experience includes serving as an editor for the California Employment Law Monitor and contributing author for the Sacramento Business Journal. It also includes serving as a director and volunteer for a number of non-profit community service organizations.

Mr. Holden has a passion for endurance sports. He has completed numerous long-distance events including the Ironman Triathlon and the Western States 100 Mile Run.



### **Education**

J.D., University of the Pacific,  
McGeorge School of Law  
1993

Editor-in-Chief,  
Pacific Law Journal

Recipient of several  
American Jurisprudence Awards

B.S., Business Administration,  
University of Redlands  
1984

### **Employment History**

Holden Law Group  
2006 – Present

Palmer Kazanjian Holden  
2000 – 2006

Littler Mendelson  
1994 – 2000

Porter Scott  
1992 – 1994

Redlands Paint, Inc.  
1981-1990



## ARTICLES / PRESENTATIONS / TRAININGS/WEBINARS

### **Representative Articles**

An Attorney's Demand for Employment Records; What Employers Should Know  
Arbitration Can Be Tricky  
Are You Liable for Someone Else's Employees?  
Avoiding ADA Liability for Employees Injured on the Job  
Avoiding Age Discrimination Lawsuits  
Common Myths about Medical Marijuana and the Workplace  
Do an Annual Human Resource Audit  
Don't Tell Employees They Can Take a Hike if They Don't Like Your Policies. The Federal Government is Watching!  
Employers' Use of Megan's List  
Ensure Proper Employee Classification, Avoid Costly Litigation Later  
E-Verify System. Good? Bad? Mandatory?  
Hiring Safe Workers Pays Off  
Mishandling of Breaks  
Sick-Leave Law Raises Many Questions  
To Drug Test or Not to Drug Test  
Unpaid Internships are Risky Business  
What to Do When an Employee Refuses to Sign a Document

### **Representative Presentations & Trainings**

AB2222 Roundtable – A Discussion on Dealing with Expanded Disability Discrimination Law  
AB60: The 8-Hour Restoration & Workplace Flexibility Act  
ADA Analysis: Another Layer of Analysis in Medical Cases  
Analyzing Leave of Absence Requirements in 3 Easy Steps  
Arbitration of Employment Disputes: Benefits and Limitations  
Avoiding Claims of Harassment—Interactive Manager Training  
Avoiding Claims of Harassment—Interactive Employee Training  
Avoiding Liability for Unlawful Employment Practices (Harassment, Wrongful Termination, Wage & Hour Issues)  
Avoiding Misclassification Liability Under the Revised FLSA Regulations & California Law  
California Labor Law and Employee Training  
California Employment Law Basics for Insurance Producers  
Developments in Employment Law and Human Resources: A Review of 2008 and a Look into the Future  
Disability Discrimination: What Employers Need to Know to Avoid Employee Claims  
Drug Testing in the Workplace



## ARTICLES / PRESENTATIONS / WEBINARS

### **Representative Presentations & Trainings, Cont.**

EEOC Compliance in California  
Employee Handbooks: Getting it Right  
Employment Discrimination & Sexual Harassment—Beyond the Basics  
Employment Law Update: Equal Employment Opportunity Law Developments  
Employment Related Records in California  
EPLI Coverage and Employment Torts  
Everything Employers Need to Know About Employment Law in California  
Handling Medical Issues in the Workplace: Manager Training  
“Hot Button” Employment Issues for Country Clubs  
Independent Contractor or Employee?  
Integration of Benefits/Integration of Rights; the Injured/Disabled Employee  
Internal Investigations of Employee Issues  
Labor Laws & Hiring Practices to Hire Safe People  
Labor Law Update and “Hot Button” Issues  
Leaves of Absence and Time Off in California  
Leaves of Absence and Wage & Hour Laws for the California Employer  
Leaves Management & Labor Law Updates  
Legal Update for California Supervisors  
Managing Employee Leaves & AB 1522 Paid Sick Leave  
Medical Issues in the Workplace and the Overlap of Inconsistent Laws  
Overview of FMLA/CFRA and ADA/FEHA  
Recruiting and Hiring Practices for Small Businesses  
Social Media Policies: Staying Ahead of the Social Media Curve  
Special Employment Law Update for HR Professionals  
Time Off in California, State and Federal Laws on Employee Leave, Vacations and Holidays  
The Employment Law Audit: Creating a Shield Against Employment-Related Claims  
The Nature of a Retaliation Action  
Violence in the Workplace: Why Management Needs to Have a Plan in Place  
Wrongful Termination Law for Managers

### **Webinars**

Employment Arbitration, Is it Right for Your Organization?  
Mandatory Paid Sick Leave. Are You Ready?  
The Do’s and Don’ts of Workplace Investigations