



Janella T. Gholian

Counsel

Litigation

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Janella Gholian focuses her litigation practice largely on labor and employment matters. She defends employers against actions of wrongful termination, discrimination, breach of contract and other issues. She also works with landlords defending them against ADA actions and helping them to comply with their regulations.

Good HR practices are the best defense against employee problems

Most of Janella's clients are located in California, so she is well-versed in the state's employment laws. She advises companies on the state's HR regulations regarding hiring, termination, employment handbooks and other HR practices. She also has experience drafting settlement, compensation and noncompete agreements, as well as employee and executive contracts. In addition, Janella analyzes the labor and employment policies of companies that are being bought or sold.

With an MBA and a law degree, Janella understands how legal restrictions on rental properties and corporate employment can adversely impact business. Having worked in a corporate environment prior to becoming an attorney, she has real life experience with office milieus and can advise corporate clients with that in mind.

She also has participated in a number of pro bono matters involving domestic violence, restraining orders, civil and probate cases.

While attending law school, Janella served as editor of the *Loyola of Los Angeles Law Review*.

Recognitions

Recognized or listed in the following:

- Katten Muchin Rosenman LLP Pro Bono Service Award
 - 2020
- *National Law Review*
 - Go-To Thought Leader Award - Litigation, 2022

Practices

- Employment Litigation and Counseling
- Litigation

Education

- JD, Loyola Law School, Los Angeles, *cum laude*, *Order of the Coif*
- MBA, California State University, Northridge
- BA, California State University, Northridge

Bar Admissions

- California

Court Admissions

- US District Court, Central District of California

Community Involvements

- American Bar Association
- Los Angeles County Bar Association, Labor and Employment Division

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News

- *The National Law Review* Names Employment Litigation and Counseling Attorneys as 2022 "Go-To Thought Leaders" (January 3, 2023)
- Coronavirus (COVID-19) Resource Center (November 10, 2021)
- Katten Attorneys Honored for Their Sustained Commitment to Pro Bono Service Including COVID-Related Work (October 28, 2020)

Publications

- *ESG Guidepost* | Issue 18 (September 2024)
- FTC Noncompete Rule in Doubt Following Texas Court Ruling (September 9, 2024)
- *ESG Guidepost* | Issue 16 (July 2024)
- Obstacles to the FTC's Noncompetition Rule Greater Following Supreme Court Ruling (July 22, 2024)
- Financial Markets and Funds Quick Take | Issue 12 (March 17, 2023)
- Recent NLRB Decision Impacts Employer Use of Non-Disparagement and Confidentiality Clauses (March 15, 2023)
- The Expiration of California COVID-19 Supplemental Paid Sick Leave (February 8, 2023)
- US Supreme Court Reinstates Stay of OSHA Vaccination Requirement for Employers With 100+ Employees (January 14, 2022)
- OSHA Reinstates Vaccination Requirement for Employers With 100+ Employees (December 21, 2021)
- Update on OSHA's Vaccination Requirement for Employers With 100+ Employees (November 19, 2021)
- Q&A – A Closer Look at OSHA's Vaccination Requirement for Employers With 100+ Employees (November 8, 2021)
- Employers' Next COVID-19 Conundrum: To Mandate Vaccination, or Not to Mandate Vaccination? (February 22, 2021)
- [Employers' Next COVID-19 Conundrum: To Mandate Vaccination, or Not to Mandate Vaccination? | Published by *The National Law Review*](#) (February 22, 2021)
- California's New COVID-19 Exposure and Notification Law (December 18, 2020)

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- COVID-19: Families First Coronavirus Response Act (March 20, 2020)
- Knowing When (or Whether) to Say When—A Survey of Public Access and Free Speech Rights at U.S. Shopping Centers (Summer 2014)
- Tenant's Fraud Suit Against Landlord Based on Letter of Intent to Proceed (November 22, 2013)