



## Melissa Listug Klick

### Associate

[mklick@paulplevin.com](mailto:mklick@paulplevin.com)

#### PROFESSIONAL EXPERIENCE

- Paul, Plevin, Sullivan & Connaughton LLP, Associate, January 2004 – Present
- The Honorable Judge Jonathan Lebedoff, Chief Magistrate for the District of Minnesota, Judicial Extern, Fall 2002
- Rider, Bennett, Egan & Arundel, Summer Associate, Summer 2002

#### EDUCATION

- University of Minnesota Law School, J.D. 2003, *magna cum laude*, Order of the Coif
- University of Minnesota, B.A. 1999, *summa cum laude*

#### ADMISSIONS

- Ms. Listug Klick is admitted to practice before all California and Minnesota state courts and all federal district courts in California and the Ninth Circuit Court of Appeals.

Melissa Listug Klick represents employers in all aspects of labor and employment litigation and trial, including suits for wrongful termination, retaliation, defamation, discrimination, harassment, wage and hour, breach of contract, fraud, failure to accommodate, violation of family leave laws, and other matters. She also counsels employers on day-to-day employment matters, including compliance with leave and accommodation laws, managing performance, and crafting employment policies. She advises employers regarding new legal developments in the workplace, and trains human resources professionals and supervisors on various aspects of employment law.

#### REPRESENTATIVE MATTERS

- Unanimous defense verdict in age discrimination jury trial for Fortune 500 company; second chair
- Judgment for defendant in \$12 million ERISA arbitration for defense contractor; second chair
- Summary judgment for national employer in sexual harassment and unpaid wages lawsuit
- Summary judgment for national employer in race, disability, and religious discrimination lawsuit
- De Minimis settlement for national employer of wage and hour class action claims after filing of class certification opposition
- Summary judgment for Fortune 500 company in national origin, race, and sex discrimination lawsuit

#### PROFESSIONAL ACTIVITIES

- Member, San Diego County Bar Association (Labor and Employment Section)
- Associate Member, Clifford J. Wallace Inn of Court 2006-2008
- Partnerships With Industry, Board Member, 2011-present

#### RECENT SPEAKING ENGAGEMENTS

- Featured Speaker, Romance in the Workplace, San Diego Employers Association (SDEA), February 2011
- Trainer, SDEA (San Diego Employer's Association), Administering Leaves (January 2010)
- Featured Speaker, SDEA, Healthcare Reform (April 2010)
- Featured Speaker, LEAP 2010: 6th Annual Labor and Employment Law Advanced Practices Symposium, It's the Law; Health Care Reform (April 22, 2010)
- Featured Speaker, MLER, Healthcare Reform 101 for Employers (April 2010)
- Featured Speaker, Cavnac & Associates, Healthcare Reform (June 2010)
- Featured Speaker, SDEA, Leaves of Absence (June 2010)
- Featured Speaker, Cavnac & Associates, Navigating the Leave of Absence Minefield (August 2010)
- Featured Speaker, NIBM (National Institute of Business Management —National Webinar), Healthcare Reform Compliance Workshop: Your Questions Answered (August 2010)
- Featured Speaker, Financial Planning Association, quarterly meeting (September 2010)
- Featured Speaker, PPSC, Anti-Harassment Training (September 2010; March 2011)

- Featured Speaker, LERA (San Diego - Labor Employment Research Association), Healthcare Reform (October 2010)
- Featured Speaker, PPSC, Health Care Reform: The Employer's Perspective (October 2010)

PUBLICATIONS

- Author, "EEOC Issues GINA Regulations: Tightening the Grasp on Employer Acquisition of Genetic Information," *Bender's California Labor & Employment Bulletin*, January 2011
- Author, "California Court Refines Definition of 'Supervisor' Under State Law," *California Employment Law Letter*, March 22, 2004