



Associate, Orange County

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## Admitted to Practice

- California - C.D. Cal. 2013
- California 2012

Cindy Pham is a Labor and Employment Litigation Associate in the Orange County office. Her practice focuses on representing employers in workplace law matters, including pre-litigation claims and litigation, as well as preventive advice and counseling. Cindy graduated law school in 2012 and has extensive experience handling all aspects of litigation, with an emphasis in law and motion.

Cindy began her career representing plaintiffs in employment litigation disputes involving claims of discrimination, harassment, whistleblowing, and wrongful termination. During this period of her career, she successfully argued an appeal before the Court of Appeals, Fourth District, in the published opinion of *Flores v. Nature's Best, LLC* (2016), 7 Cal.App.5th 1, regarding employment arbitration agreements.

In 2018, Cindy founded and successfully managed a tea shop where she oversaw all aspects of the business from incorporation and business planning to branding, licensing, and compliance with regulatory requirements. Managing daily operations, including sales, hiring, scheduling, inventory, and marketing, she grew the business and eventually sold it for profit and expansion. This entrepreneurial experience gives her a practical understanding of the challenges employers face, enhancing her ability to provide nuanced legal counsel.

Besides labor and employment litigation, Cindy also has years of experience in defending personal injury matters involving slip-and-falls, motor vehicle accidents, and premises liability. Cindy has obtained successful results for her clients and has prevailed on numerous occasions in obtaining summary judgment on their behalf.

Cindy's blend of defense and plaintiff representation, combined with her entrepreneurial background, equips her with a multifaceted perspective on employment law. She is committed to providing her clients with strategic, insightful, and effective legal representation, ensuring they navigate the complexities of California employment law with confidence.

In her free time, Cindy enjoys spending time with her two toddlers, husband, and their West Highland White Terrier. She also has a passion for traveling and has visited over 17 countries to date.