



Kellie S. Christianson is an experienced trial attorney who focuses her practice on employment law. She represents car dealerships and other small businesses in all aspects of employment and business litigation, including defending claims for wrongful termination, discrimination, harassment, defamation and unfair business practices. Kellie also counsels clients regarding human resources and employee relations issues.

In the courtroom, Kellie has obtained numerous successful judgments, binding arbitration awards, and settlements for her clients. She has represented car dealers in consumer class actions including a \$1.5 million judgment entered in favor of her client against a plaintiff class. She has also successfully argued before the California Supreme Court and Courts of Appeal and has represented clients before the California Civil Rights Department, and the Equal Employment Opportunity Commission.

REPRESENTATIVE SUCCESSES

- **Employee v. Lithia Motors, Inc.** – Secured a major defense arbitration award in a complicated employment matter on behalf of a Fortune 500 national auto dealership. The claimant alleged causes of action for wrongful termination, disability discrimination, failure to accommodate disability, family and medical leave (FMLA/CFRA) discrimination and retaliation, and whistleblower retaliation. However, the arbitrator ultimately found the claimant's termination was lawful in all respects and rendered an award in favor of our client on all claims
- **Employee v. Lithia Motors** – Secured a major defense arbitration award on behalf of client in a complicated employment matter. The claimant alleged wrongful termination in relation for his numerous grievances against a Los Angeles-area luxury car dealership. During testimony, several dealership employees provided credible explanations for the perceived wrongdoings against the complainant. The arbitrator, a retired Orange County Superior Court judge, agreed with the defense and found there was no evidence to support a retaliatory termination and rendered a binding award in favor of the Walsworth client.
- **Employee v. Trucking company** – Plaintiffs sued former supervisor for harassment and discrimination based on race, national origin and age. 14 day jury trial with judgment against plaintiffs.
- **Consumer v. Car dealership** – Arbitration agreements with class action waivers. Decision for dealership.
- **Employee v. Car dealership** – Plaintiff sues for wrongful termination in violation of public policy and whistleblowing. Three-day binding arbitration hearing resulting in a defense award.
- **Consumer v. Car dealership** – Plaintiff classes sued for alleged violations of Auto Sales Finance Act, Consumer Legal Remedies Act, Unfair Competition Law, and common law claims. Five-day bench trial, decision in favor of defendant, with \$1.5 million judgment against plaintiffs.
- **Employee v. Private University** – Plaintiff, CFO for Antioch University Southern California, sued for breach of contract and gender discrimination. The six-day jury trial resulted in a defense verdict.

Contact Information

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Areas of Practice

- Employment
- Disability Discrimination
- Professional Liability
- Trial and Appellate Work

Education

- Western State University
College of Law, J.D.
- California State University,
Fullerton, B.A.

Admissions

- California

- **Employee v. Goods Manufacturer** – Plaintiff sued for sexual harassment, wrongful termination, defamation and intentional infliction of emotional distress. Nonsuit on sexual harassment claims, wrongful termination verdict in favor of plaintiff, reversed on appeal.
- **Employee v. Car dealership** – Plaintiff sued for sexual harassment, intentional infliction of emotional distress and wrongful termination. One-day hearing, defense award with attorney fees awarded to the defense.
- **Employee v. Car dealership** – Plaintiff sued for wrongful termination in violation of public policy (whistle blowing). Nine-day hearing resulting in a defense award.
- **Battan v. Car dealership** – Plaintiff sued for race harassment and discrimination. Defense award.
- Consumer class action pursuant to Auto Sales Finance Act and Consumer Legal Remedies Act. Unanimous decision for Car dealership, overturning Consumer v. Car dealership. Appellate case.

INDUSTRY INVOLVEMENT

Professional Affiliations:

- National Association of Dealer Counsel

Speaking Engagements:

- “Arbitration Update: CFPB Rule-Making and Consumer Arbitration”
- “Class Actions and CLRA Claims”

NEWS

- Second District Court of Appeal Refines Analysis for Unconscionability in Arbitration Agreements
- Walsworth Attorneys Secure Major Defense Arbitration Award in Complicated Employment Matter
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