

## Rebecca Benhuri

Senior Counsel

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### Focus Areas

Litigation and Trials  
Discrimination and Harassment  
Whistleblowing, Compliance and Investigations

### Overview

Rebecca Benhuri represents employers in a wide variety of employment litigation matters including disability, harassment, discrimination, wrongful termination, whistleblower retaliation, and wage and hour, in both state and federal courts and private arbitration.

Rebecca also represents clients in administrative matters including appearing before the Department of Labor, California Labor Commissioner, the Workers' Compensation Appeals Board, the Department of Fair Employment and Housing, and the Equal Employment Opportunity Commission, consistently achieving favorable client results. She typically manages a complex caseload of up to 15 single-plaintiff litigation and administrative cases as well as several smaller employee relations matters for clients in industries including technology, retail, construction, manufacturing, and others.

She conducts investigations, makes recommendations, and prepares employer responses to EEOC, Department of Fair Employment and Housing, Department of Labor and Department of Labor Standards Enforcement administrative charges.

Rebecca works with her clients to develop, monitor, and manage case budgets as well as plan and manage hours/costs by phase to ensure client's requirements were being addressed in a cost-effective manner and projects came in at or below budget.

She provides ongoing advice and counsel to HR and company executives and management in all areas of employment law. Rebecca's practice includes investigating employee complaints and issues and advising clients on response to claims. She handles mediations and facilitates settlements. Rebecca is recognized for quickly understanding issues and providing pragmatic, efficient solutions for exempt and nonexempt employees.

Rebecca works closely with clients and witnesses to prepare them for depositions and trial examinations. She is respected for a friendly, well-prepared style while effectively equipping clients with procedural knowledge and readying them for questions.

Prior to joining Littler, as a senior associate with a national firm, Rebecca represented management of mid- to large-sized corporations in disability, discrimination, harassment, retaliation, family and medical leave, wage and hour, breach of contract, defamation, and wrongful termination cases. She also previously represented clients in civil litigation matters, including employment, personal injury, premises liability, products liability, disability and racial discrimination, and ADA compliance at a full service national law firm.

## Professional and Community Affiliations

- Member, Bay Area Lawyers for Individual Freedom, 1997-present

## Education

J.D., University of San Francisco School of Law, 2000, *cum laude*

B.A., Brandeis University, 1995

## Bar Admissions

California

## Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

U.S. District Court, Central District of California

## Publications & Press

### In Settlement, Who Is the Prevailing Party?

*San Francisco Daily Journal*

January 15, 2016