

# Kelli M. Kennaday

## Biography

Kelli M. Kennaday represents private and public sector employers in all aspects of employment-related disputes, including litigation before all State and Federal Courts and Administrative Agencies. She provides advice and training on best practices for human resources professionals, including policies, procedures and wage and hour audits. She conducts workplace investigations, including investigations covered by the Peace Officers and Firefighters Bills of Rights. She also conducts mediations in employment cases.



## Practice Areas

Employment

## Education

University of California, Davis School of Law Juris  
Doctorate 1991

University of San Diego

Bachelor of Arts, Biochemistry/Cell Biology 1988

Bachelor of Arts, Sociology 1988

## Honors & Awards

AV rated by Martindale-Hubbell

Super Lawyer 2011-2015

## Contact

kkennaday@kldlawgroup.com

916-431-7757 (direct)

## Professional & Civic Activities

- Association of Workplace Investigators, 2010-present Board member 2012-2014
- Pathway to Prevention, 2010-present
- Sacramento Metropolitan Chamber of Commerce, 2008-present
- Wonder, Inc Mentor, 2006-2007
- VDRP Neutral, U.S.D.C., Eastern District of California, 2004-present

- State Bar of California Labor and Employment Law Section, 1999-present
- Sacramento County Barristers' Club  
Past-President, 1997  
President, 1996  
Vice-President, 1995  
Board Member, 1994
- Sacramento County Bar Association  
Bar Council, 1996-1997
- Sacramento Ballet Board of Trustees  
Board member and Officer, 1994-1997  
Chair, Fund Development Committee, 1995-1997
- American Inns of Court, 1991-1993

## Seminars / Presentations

- Greater Stockton Employer Advisory Council, 2014;  
Social Media in the Workplace
- CalCPA Forensic Damages Section, 2014;  
Employment Law Update and Wage Hour Case  
Study (Damages)
- Primerus Business Law Institute, 2013; Satisfaction  
Guaranteed: Devising an Internal Investigation that  
Will Satisfy Everyone from the Business Unit to the  
Jury
- Association of Workplace Investigators, 2013; Public  
Sector Workplace Investigations
- CHI/Optima Risk Forum, 2010; Today's Essential  
Elements in Employment Practice Liability



KENNADAY, LEAVITT & DAPONDE

500 Capitol Mall, Suite 2260, Sacramento, CA 95814 | Phone: 916-431-7755 | Fax: 916-431-7756

[kldlawgroup.com](http://kldlawgroup.com)

## Seminars / Presentations (continued)

- Sacramento Metropolitan Chamber of Commerce, 2008 Metro Chamber Executive Briefing: Wage and Hour – Current and Future Efforts to Modernize the State’s Wage and Hour Laws
- Sacramento Valley Paralegal Association, 2007 Update on New Developments in Employment Law
- Ulrich, Nash & Gump, Inc., 2005; Recent Developments in Sexual Harassment
- Ulrich, Nash & Gump, Inc., 2005; Recent Developments in Wage and Hour Law
- California Society of Dermatology Annual Meeting, 2005 Employment Law: What Physicians Need to Know
- Council on Education in Management, 2004 California Personnel Law Update 2004; Protecting Your Organization from Mounting; Workplace Harassment, Retaliation and Whistleblower Claims
- California Society of Dermatology Annual Meeting, 2002 Employment Law Primer for the Medical Practitioner
- The Woods Just Yet; Wilke, Fleury, Hoffelt, Gould & Birney, LLP; Labor and Employment News (2008)
- Kennaday, 2008 Legislative Update; Wilke, Fleury, Hoffelt, Gould & Birney, LLP; Labor and Employment News (2008)
- Kennaday, Failure To Notify Employee Of COBRA Rights May Subject Employer To Liability; Wilke, Fleury, Hoffelt, Gould & Birney, LLP; Labor and Employment News (2006)
- Kennaday, Reviewing Your Human Resources Policies And Procedures: What You Should Look For And What Can Happen If You Don’t; Wilke, Fleury, Hoffelt, Gould & Birney, LLP; Labor and Employment News (2005)
- Kennaday, New Defense for Employers in Harassment Cases: How Your Diligence Can Protect You From Multimillion Dollar Claims; Wilke, Fleury, Hoffelt, Gould & Birney, LLP; Labor and Employment News (2004)
- Kennaday, Common Sense Tips for Avoiding and Preventing Employment-Related Claims. Wilke, Fleury, Hoffelt, Gould & Birney, LLP; Labor and Employment News (2002)

## Publications

- Kennaday, California Supreme Court Rules on Administrative Exemption for Overtime Pay; Wilke, Fleury, Hoffelt, Gould & Birney, LLP; Labor and Employment News (2012)
- Kennaday/Clary, How will the Affordable Care; Act Affect Employers? Wilke, Fleury, Hoffelt, Gould & Birney, LLP; Labor and Employment News (2012)
- Kennaday, Death of the “Stray Remarks”; Doctrine in California: What it Means for Workplace Investigators; CAOWI Quarterly (2011)
- Kennaday, The Devil is in the Details: Lessons from Ohton v. Board of Trustees of the California State University; CAOWI Quarterly (2011)
- Kennaday, One Firm’s Journey: Moving Away from the Traditional Managing Partner Model; DRI Annual Law Practice Management Review (2010)
- Kennaday, Discrimination, Retaliation, and You: The Original Victim Of Discrimination Is Not The Only One Who Can Sue; Wilke, Fleury, Hoffelt, Gould & Birney, LLP; Labor and Employment News (2009)
- Kennaday, Navigating the Rocky Shoals of Layoffs, Furloughs & RIFs; Wilke, Fleury, Hoffelt, Gould & Birney, LLP; Labor and Employment News (2009)
- Kennaday, A Court Finally Brings Sanity To Meal And Rest Break Rules But Employers Are Not Out Of
- Kennaday, The High Cost of Misclassifying Your Employees. Wilke, Fleury, Hoffelt, Gould & Birney, LLP; Labor and Employment News (2001)
- Kennaday, Covenants Not to Compete – Not Only Unenforceable in California, They May Subject You to Liability. Wilke, Fleury, Hoffelt, Gould & Birney, LLP; Labor and Employment News (2001)
- Kennaday, California Adopts New Overtime Requirements for Veterinarians and Technicians Who Provide Animal Care. California Veterinary Medical; Association Update! (2000)
- Kennaday, Dealing with Disgruntled Employees: Proceed with Caution. Wilke, Fleury, Hoffelt, Gould & Birney; Labor and Employment News (2000)
- Kennaday, California’s Ever Changing Overtime Requirements. Wilke, Fleury, Hoffelt, Gould & Birney, LLP; Labor and Employment News (1999)
- Kennaday, Your Employee’s Last Paycheck – Don’t Make Costly Mistakes. Wilke, Fleury, Hoffelt, Gould & Birney, LLP; Labor and Employment News (1998)
- Kennaday, Sexual Harassment Myths Shattered by Recent Court Rulings. Council On Education In Management; California Personnel Update (1997)
- Kennaday, The Confidentiality of Peer Review Records: Punishing Physicians for the Sins of the Legislature. 48 Sacramento Medicine 23 (1997)



KENNADAY, LEAVITT & DAPONDE

500 Capitol Mall, Suite 2260, Sacramento, CA 95814 | Phone: 916-431-7755 | Fax: 916-431-7756

[kldlawgroup.com](http://kldlawgroup.com)