

Kelly M. Raney

Partner

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Kelly Raney is the employment lawyer clients call when the stakes are high and they need business-minded advice they can trust—representing employers and management across industries, including entertainment, beauty, and employers of domestic and household staff.

Kelly's expertise spans the full lifecycle of employment matters. She advises clients of all sizes—from start-ups and family offices to Fortune 500 companies—on matters ranging from employment policies, practices and compliance, pre-litigation disputes and investigations, and all stages of litigation. Kelly has also litigated high-stakes intellectual property and commercial contract disputes, which included authoring briefs and appearing at the federal appellate level.

More specifically, she advises start-ups and family-owned businesses on building compliant employment practices from the ground up, helping them adapt as their workforce grows, and counsels large corporations on complex issues, including leaves of absence, sexual harassment and discrimination, hiring practices, improper wage practices, claims of unfair treatment or retaliation, Ban-the-Box laws, and the WARN Act for layoffs and furloughs.

Kelly has significant experience representing and advising production companies, networks, guilds, music labels, digital media companies, business management and advisory firms, high-profile celebrities, high-net-worth individuals, family offices, real estate developers and luxury real estate brokerages, software and technology companies, gaming companies, consumer products companies including beauty and wellness brands, and employers of domestic and household staff.

Kelly applies her litigation skills and degrees in economics and business to strategically advise and protect her clients' interests, with an understanding of her clients' priorities

Services

- Employment
- Preventive Counseling
- Employment Litigation
- Litigation
- Branded Consumer Products
- Apparel & Accessories
- Health & Beauty
- Creator Economy
- High Net Worth & Probate Litigation
- Family Office Advisory

and goals. She has a proven track record of successfully resolving matters to her clients' satisfaction and has the trial and appellate experience to see a dispute through to the end if necessary. Kelly frequently presents on employment law issues and regularly contributes to the firm's employment law blog, *The Laboring Oar*®.

Professional Affiliations

- Member, Trusted Advisor
- Leadership and Founding Member, Grapevine Next-Gen Women for Good, Los Angeles Chapter

Awards

- Recognized in the *Los Angeles Times B2B Publishing's* Beauty & Fashion Visionaries, 2024
- Recognized in the *Los Angeles Times'* Guide for Business of Law Visionaries for Labor & Employment, 2023
- Nominee for *L.A. Times B2B Publishing's* Inspirational Women Leadership Awards, 2023
- *Best Lawyers: Ones to Watch*® in America, 2021–2025
- *Southern California Super Lawyers Rising Stars*, 2014, 2018, 2020–2025

Bar Admissions

- California, 2012

Court Admissions

- California State Courts
- Ninth Circuit Court of Appeals
- United States District Court for the Central, Northern, Eastern, and Southern Districts of California

Education

- University of Southern California Gould School of Law (J.D., 2012)
 - Review of Law and Social Justice Honors Journal
- University of San Diego (B.A., *magna cum laude*, 2009)
 - Dean's First Honors
 - Business Administration/Economics

Representative Matters

- Successfully resolved a whistleblower suit for a company in the biomedical tech industry.
- Represented multiple beauty companies with respect to employee classification issues (contractor versus employee and exempt versus non-exempt), compensation strategies, and parental leave policies.

- Counseled family office in confidential and privacy policies and strategies, remote work policies, and employee classification issues.