



DOUGLAS A. BARRITT

PRACTICE SUMMARY

Defending Employers

Douglas A. Barritt, a founding partner of Barritt Smith LLP, practices primarily in the area of labor and employment law. Throughout his career, Mr. Barritt has defended employers, small and large, in virtually every kind of dispute that can arise between an employee and employer. He has represented clients before state and federal agencies (i.e., the Department of Fair Employment and Housing, the Equal Employment Opportunity Commission, the California Labor Commission, Cal-OSHA and the National Labor Relations Board) and in state and federal courts around the country (i.e., California, Arizona, Colorado, Florida, Illinois, New York, Oklahoma and Utah.).

Executive Representation

A substantial portion of Mr. Barritt's practice also involves representing executives and professionals in transition. More specifically, he represents this select group of employees in negotiating and drafting employment agreements, severance agreements, change of control agreements and, if necessary, advancing their interests in litigation or arbitration. [Click here](#) for a summary of Mr. Barritt's executive representations.

Unfair Competition/Trade Secret

Mr. Barritt also has substantial experience in prosecuting and defending unfair competition and trade secret disputes involving companies and individuals in a variety of industries.

Defending Individuals

Executives, managers and employees are often sued in their individual capacities in employment litigation. In certain cases, ethical rules prevent one law firm from defending both the company and the executive, manager or employee. In such cases, Mr. Barritt is often retained to represent the individual and work cooperatively with the company's counsel to protect the individual's interests.

Employee Representation

Mr. Barritt's law practice is unique in that he also represents employees in

Photo

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litigated matters against their employers in select cases. These cases involve all areas of employment law such as discrimination, harassment, wrongful termination, breach of contract and wage and hour disputes.

Prior Firm Experience

Before forming Barritt Smith LLP, Mr. Barritt was the principal attorney with The Barritt Law Firm. Prior to this, Mr. Barritt was a partner at the employment law firm of Payne & Fears LLP headquartered in Irvine, California. Mr. Barritt began his legal career as an associate in the Employment Law Department of Sheppard, Mullin, Richter & Hampton, a national law firm.

Education

Loyola Law School, J.D., 1990. Graduated in top 10% of class and served as the Chief Articles Editor of the International and Comparative Law Journal.

California State Polytechnic University of Pomona, B.S. in Computer Information Systems, 1985.

Awards & Recognition

- 2011 - Selected as Southern California Super Lawyer
- 2010 - Selected as Southern California Super Lawyer
- 2009 - Selected as Southern California Super Lawyer
- 2008 - Selected as Southern California Super Lawyer
- 2008 - Selected among Top 50 Southern California Super Lawyers
- 2007 - Selected as Southern California Super Lawyer
- 2007 - Selected among Top 50 Southern California Super Lawyers
- 2006 - Selected as Southern California Super Lawyer
- 2006 - Selected among Top 50 Southern California Super Lawyers
- 2005 - Selected as Southern California Super Lawyer
- 2004 - Selected as Southern California Super Lawyer
- 1990 - Elected as Member of St. Thomas More Law Honor Society

The Super Lawyer designation is awarded based on voting among Southern California's 65,000-plus attorneys, each of whom is asked to name the best lawyers they have personally observed. The top 5% are awarded "Super Lawyer" distinction. [Click here](#) for additional information regarding Super Lawyer selection process.



Personal and Civic

Mr. Barritt resides in Yorba Linda with his wife. He is the father of three daughters and a proud grandfather. He is active in his community and enjoys coaching and watching the sports in which his daughters participate.

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