



# Industries

## ENTERTAINMENT & MEDIA

AALRR is not only a leading California law firm—with more than 240 attorneys across nine offices throughout the state, it is a California-centric law firm as well. While our cases often extend across state and international borders, our focus is and has always been on the unique aspects and areas of law specific to California. To this end, we have built a deep level of knowledge and experience in one of the California's most unique industries: entertainment and media.

Entertainment and media law is a fast-paced, ever-evolving field that is constantly changing and developing with new innovations in technology, content distribution, and complex financial transactions. AALRR's team of talented attorneys has the tools and experience to think creatively and quickly to craft efficient and effective solutions for the firm's clients in an industry that thrives on and demands such innovation and quality.

Entertainment law requires a deep level of knowledge in multiple areas of the legal practice, including intellectual property, finance, contract negotiation, labor relations, and litigation. AALRR prides itself on hiring attorneys who have a wide range of professional and real-world experience that translates directly into the level of service they can provide. Our attorneys have successfully handled many of these complex matters for several recognizable entertainment, media, and sports clients. AALRR has the depth and experience to effectively serve its clients in the high-stakes and nuanced entertainment and media industry.

At AALRR, we help clients—including professional sports teams, producers, newspapers, radio stations, content service providers, industry professional organizations, and many more—on a variety of matters. When it comes to entertainment and media, we have the experience and expertise to handle a wide range of legal issues, including content creation; distribution agreements; licensing agreements and litigation; traditional labor and NLRB; the Digital

### ATTORNEYS

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Millennium Copyright Act; copyright and trademark protection and enforcement; anti-SLAPP; e-commerce; First Amendment; and much more. You have the concerns—and we have the tools to help.

### Firm News

Jonthan Judge Contributes to SHRM Article on AB5  
*Society for Human Resource Management (SHRM)*, 12.18.2019

### Events & Speaking Engagements

2025 Employment Law Conference | 25th Anniversary Event  
Cerritos Center for the Performing Arts, 03.27.2025

**Private Sector** AALRR Workplace Violence Prevention Plan Toolkit™  
Private Sector WVPP Toolkit™ Purchase, Private Sector AALRR Workplace  
Violence Prevention Plan Toolkit™

AALRR Workplace Violence Prevention Plan Toolkit™ for **K-12** Education  
Institutions

WVPP Toolkit™ Purchase for K-12 Education Institutions, AALRR  
Workplace Violence Prevention Plan Toolkit™ for K-12 Education  
Institutions

AALRR Workplace Violence Prevention Plan Toolkit™ for **Higher  
Education Institutions**

WVPP Toolkit™ Purchase for Higher Education Institutions, AALRR  
Workplace Violence Prevention Plan Toolkit™ for Higher Education  
Institutions

Complimentary Webinar Series | Workplace Wednesday  
Virtual, Spring 2024

### Alerts & Articles

EEOC Issues Regulations Regarding the Pregnant Workers Fairness Act  
04.29.2024

Cal/OSHA Releases Model Workplace Violence Prevention Plan  
03.19.2024

### RELATED PRACTICES AREAS

Corporate, Finance &  
Transactions

COVID-19

Data Privacy & Security

Financing & Venture Capital

Franchise, Distribution & Supply  
Agreements

Investigations

Investigations, Regulatory  
Enforcement and White Collar  
Defense

Labor & Employment Law

Litigation

Nondisclosure, Trade Secret &  
Non-competition Agreements

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Section 16600 and the Fate of Trade Secret Exception  
03.18.2024

The Myth of The Power of a 998 Offer  
02.27.2024

Complying with the Notice Requirement of Cal. Bus. & Prof. Code § 16600.1  
01.26.2024

Legislative Update: New Employment Laws for California  
10.17.2023

Governor Signs Bill Requiring Detailed Workplace Violence Prevention Plans  
10.04.2023

SB 114: California's COVID-19 Supplemental Paid Sick Leave Revived  
02.10.2022

California Department of Public Health Issues Updated Guidance Regarding Face Coverings  
02.09.2022

Imminent New Cal-OSHA COVID-19 Regulations Will Create New Burdens for Employers, Including a Duty to Pay Workers Excluded from the Workplace Due to Concerns over COVID-19  
11.26.2020

California Enacts Major Expansion to the California Family Rights Act  
09.28.2020

Relief Pitching: California Makes Changes To the ABC Test for Independent Contractors Through Passage of AB 2257  
09.16.2020

Update: California Legislature Proposes Major Expansion to the California Family Rights Act  
09.15.2020

California Implements New Statewide Framework Governing COVID-19 Restrictions  
08.31.2020

IRS Issues Guidance On Presidential Memorandum Authorizing Payroll Tax Deferral  
08.31.2020

New York Federal Court Ruling Invalidates Crucial DOL Regulations Interpreting the FFCRA  
08.25.2020

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Atkinson's Answers

03.16.2020

Does The COVID-19 Coronavirus Trigger The *Force Majeure* Clause in Your Commercial Contracts or Otherwise Excuse Performance By Either Party?

03.13.2020

Cal/OSHA Issues Interim Guidelines For Protecting General Industry Workers From Exposure To Coronavirus

03.10.2020

COVID-19: The Employer's Quick Guide

03.02.2020

Data Privacy in California: Enforcement and Litigation Under The California Consumer Privacy Act

02.11.2020

Data Privacy in California: Consumer Rights Under The California Consumer Privacy Act

11.13.2019

California Legislature Targets Arbitration Agreements

11.06.2019

Data Privacy in California: Is Your Business Prepared for the California Consumer Privacy Act?

10.22.2019

Atkinson's Answers: Interpreting AB 5

10.18.2019

Court of Appeal Holds That Travel Time in a Company Vehicle Is Not Compensable Time Unless Mandatory, Even When Transporting Company Tools and Equipment

11.30.2018

Governor Brown Ends His Last Legislative Session Signing Several #MeToo Movement Bills and Penning Last Minute Vetoes

10.18.2018

Not so Trivial: California Supreme Court Rejects the Federal *De Minimis* Doctrine

07.27.2018

California Passes Groundbreaking Data Privacy Law with an Expansion of Consumers' Privacy Rights

07.24.2018

California Propels the #Metoo Movement Forward Passing Laws Protecting Victims/Employers From Defamation

07.18.2018

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NLRB Issues New Guidance On Handbook Rules and Procedures  
06.28.2018

California Supreme Court Adopts “ABC Test” Limiting the Use of Independent Contractors  
05.09.2018

California Court of Appeal Suggests, Without Deciding, Employers Must Accommodate Employees’  
Association with Disabled Individuals  
09.09.2016

California Court of Appeal Finds Employers Must Accommodate Employee’s Association With Disabled  
Individuals  
04.19.2016

California Implements New Anti-Harassment, Anti-Discrimination Policy Regulations Effective April 1  
03.21.2016

## Blog Posts

U.S. Supreme Court Lowers Bar for Proving Discrimination Claims  
*Labor & Employment Law Blog*, 04.18.2024

Dueling OpenAI Copyright Cases to Remain Separate, Parallel Actions on Both Coasts  
*Business Law Journal*, 04.11.2024

Governor Signs Urgency Legislation Exempting Certain Restaurants from New Fast Food Minimum Wage  
*Labor & Employment Law Blog*, 04.02.2024

California Expands Employee Paid Sick Leave Entitlements Effective January 1, 2024  
*Labor & Employment Law Blog*, 10.09.2023

U.S. Supreme Court Stays Federal OSHA’s Large Employer COVID-19 Vaccine and Testing Mandate; CMS  
Mandate Upheld  
*Labor & Employment Law Blog*, 01.14.2022

California Privacy Law Update: The California Privacy Protection Agency Takes Shape and CCPA Litigation  
Update  
*Business Law Journal*, 10.28.2021

Supreme Court Ruling Narrowing Patent Assignor Estoppel Doctrine Favors Employee Mobility In Post-  
Employment Disputes Involving Invention Assignments  
*Business Law Journal*, 07.08.2021

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The Future of Work (And Workforce Enforcement)

*Labor Relations Law Blog*, 03.10.2021

PAGA: Here, There, Anywhere?

*Business Law Journal*, 02.25.2021

Union-Backed Challenge to Proposition 22 Rejected by California Supreme Court

*Business Law Journal*, 02.16.2021

DOL Permits Back-of-the-Restaurant Staff to Share in Servers' Tips

*Labor & Employment Law Blog*, 01.20.2021

New Benefits Required In Wine Country: Sonoma County Enacts Supplemental Paid Sick Leave Ordinance

*Labor & Employment Law Blog*, 08.26.2020

Numerous California Cities and Counties Scheduled to Increase Local Minimum Wage July 1, 2020

*Labor & Employment Law Blog*, 06.29.2020

U.S. Supreme Court Holds Title VII Protects LGBTQ Workers from Discrimination

*Labor & Employment Law Blog*, 06.17.2020

City of Los Angeles Passes Ordinances Granting Certain Laid-Off Workers the Right to be Recalled

*Labor & Employment Law Blog*, 06.03.2020

Los Angeles County Obtains Approval to Move Further into Stage 2; Restaurants May Resume In-Person Dining and Hair Salons and Barbershops May Reopen

*Labor & Employment Law Blog*, 05.30.2020

Los Angeles County Obtains Approval to Move Further into Stage 2; Restaurants May Resume In-Person Dining and Hair Salons and Barbershops May Reopen

*Business Law Journal*, 05.30.2020

Long Beach Adopts Supplemental Paid Sick Leave Ordinance with Emergency Order

*Labor & Employment Law Blog*, 05.26.2020

Supreme Court Unanimously Rules Willfulness is Not a Precondition for an Award of Infringer's Profits in Trademark Cases

*Business Law Journal*, 04.27.2020

New EEOC Guidance Allows Employers to Test Employees for COVID-19

*Labor & Employment Law Blog*, 04.27.2020

Ninth Circuit Holds After-Acquired Evidence Can Be Used to Defeat a Disability Discrimination Claim

*Labor & Employment Law Blog*, 04.21.2020

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The U.S. Supreme Court Changes the Standard of Proof in Age Discrimination Cases Filed Against Federal Employers

*Labor & Employment Law Blog*, 04.16.2020

California Department of Industrial Relations Issues Coronavirus (COVID-19) Guidance for Employers

*Labor & Employment Law Blog*, 03.10.2020

California's Policy Against Non-Compete Agreements Does Not Necessarily Shield An Employee's Actions During His Or Her Employment

*Business Law Journal*, 02.18.2020

California Department of Fair Employment and Housing Issues New Guidance on Mandatory Sexual Harassment Training

*Labor & Employment Law Blog*, 01.24.2020

Supreme Court Unanimously Rules Patent and Trademark Office Cannot Recover Attorneys' Fees in Section 145 District Court Challenges of Patent Denial Decisions

*Business Law Journal*, 12.16.2019

Substantial Performance When Time Is (Not) Of The Essence

*Business Law Journal*, 11.25.2019

Anti-SLAPP Statute Does Not Apply to Actions to Enjoin Administrative Proceedings

*Business Law Journal*, 11.18.2019

Infringers Profits and Willfulness: Supreme Court Set to Resolve Circuit Split Regarding Trademark Damages

*Business Law Journal*, 10.24.2019

There Can Only Be One "Prevailing Party" Under A Contractual Attorney's Fees Provision

*Business Law Journal*, 10.01.2019

Deadline for Sexual Harassment Prevention Training Extended to January 1, 2021 for Some Employees

*Labor & Employment Law Blog*, 09.12.2019

*U.S. v. Connolly* and the Importance of Independent Counsel When Cooperating with Government Investigations

*Business Law Journal*, 09.03.2019

California Supreme Court Rejects Conversion Claim for Unpaid Wages

*Labor & Employment Law Blog*, 08.30.2019

Failure to Comply with the EEOC's Claim-filing Requirements May Not Bar Courts from Hearing Discrimination Cases

*Labor & Employment Law Blog*, 06.12.2019

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California Supreme Court Tightens Applicability of Anti-SLAPP Law  
*Business Law Journal*, 05.14.2019

Following *Dynamex*, California Court of Appeal Applies Stringent ABC Test to Wage Order Claims and Confirms *Borello* Still Applies to Non-Wage Order Claims  
*Labor & Employment Law Blog*, 10.29.2018

California Legislature Clarifies Applicant Salary History Question Rules  
*Labor & Employment Law Blog*, 08.29.2018

DFEH Issues Sample Equal Employment Opportunity Policy  
*Labor & Employment Law Blog*, 08.24.2018

Ninth Circuit Confirms Employer Duties Regarding Meal Periods  
*Labor & Employment Law Blog*, 07.25.2018

Federal Court Strikes Down Portions of AB 450 that Limited California Employers' Ability to Cooperate with ICE Inspections  
*Labor & Employment Law Blog*, 07.16.2018

Employer's Policy of Rounding Employee Hours to Nearest Quarter Approved by California Court of Appeal  
*Labor & Employment Law Blog*, 07.05.2018

Local Minimum Wages Set to Increase July 1, 2018  
*Labor & Employment Law Blog*, 06.28.2018

Don't Wave the White Flag: The General Mills TTAB Decision Is Not a Pink Slip for Protection of Trade Dress that Includes Color  
*Business Law Journal*, 06.01.2018

You've Settled Your Employee's Harassment Claim – Now, is it Deductible?  
*Labor & Employment Law Blog*, 03.30.2018

IRS Posts 2018 W-4 and Encourages Taxpayers to Use New Withholding Calculator  
*Labor & Employment Law Blog*, 03.13.2018

IRS Posts 2018 W-4 and Encourages Taxpayers to Use New Withholding Calculator  
*Business Law Journal*, 03.13.2018

Labor Commissioner Posts AB 450 FAQ and Sample Notice to Employees of I-9 Inspection  
*Labor & Employment Law Blog*, 02.15.2018