Spotlight Story: LIGHTGABLER LAW

1. **Q:** What does your company do that supports/assists restaurants?

   A: LightGabler specializes exclusively in representing owners and management in employment law issues. We have represented more than 250 restaurant owners, franchisees, hotel restaurants, and restaurant groups to keep them compliant with California's burdensome wage and hour laws, defend them in class action and PAGA wage cases, as well as in wrongful termination, harassment and discrimination cases.

2. **Q:** What's a new service or product of yours that you want restaurant members to know about?

   A: We conduct comprehensive human resources audits on over 125 topics, done efficiently and cost-effectively. We ALWAYS find issues.

3. **Q:** Why have you joined the CRA?

   A: Because of our multiple contacts in the restaurant industry and our deep knowledge of issues affecting restaurants. These include tip pooling, scheduling, meals and rest breaks, attestations and coordination between POS/payroll, common restaurant employee disputes, exempt/non-exempt classification issues and commissions/bonus for catering.

4. **Q:** Why do you choose to work with restaurants?

   A: They have employees. Any business with at least one employee needs our services.

5. **Q:** How can people get in touch with you for questions?

   

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6. **Bonus Question:** What's your favorite restaurant near you or your favorite restaurant meal?

   A: I'd be dissing other clients if I were to reveal my personal favorites. I can't do it! My wife and I are food lovers and have eaten fantastic meals around the world, but we have some particular favorites nearby. Only a Manhattan or glass of Cab (or two) will get me to reveal my local favorites. We do love Balthazar in NYC, however. We were there last month.