



## KIEN C. TIET

*Of Counsel Attorney*

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San Bernardino, California

Kien Tiet is an Of Counsel Attorney who works out of our San Bernardino office with broad experience in all aspects of Litigation, including defending class action and PAGA litigation, drafting and negotiating complex commercial agreements, mergers and acquisitions, capital markets transactions, labor/employment law compliance, tax audits and controversies, and general corporate counseling. A member of our Business & Finance practice group, he specializes in corporate and other entity formation, joint venture and strategic partnership transactions, stock incentive plans, executive and other employment agreements, and commercial and business agreements. He has experience in a broad range of services relating to corporate and business matters, employment law, real estate, tax law and planning, trust and estate planning, and visas and immigration.

Kien has held positions of CFO, COO, General Counsel, and Executive Director for businesses in manufacturing, oil and gas, higher education, and rail car repair service. Some of his accomplishments include representing a Vietnam based manufacturer in acquiring real estate and financing to start a new manufacturing facility in Oxnard, California; overseeing and managing a SEC audit and establishing internal controls to allow an oil and gas company to become a publicly-traded entity; forming a nonprofit institution of higher education and providing legal guidance through the licensing and accreditation processes; and providing management and legal guidance to a rail car repair company in the restructuring of its HR department and establishing employment guidelines to meet the legal requirements of the 14 states in which it operates.

Additionally, Kien has served as legal counsel on several labor and employment class action lawsuits resulting in favorable outcomes for the employers.

### EDUCATION

- J.D., Loyola Law School, Los Angeles
- L.L.M., Taxation, Loyola Law School, Los Angeles
- M.B.A., University of Southern California, Marshall School of Business
- B.S., Political Science and Government, University of California, Los Angeles
- B.S., Mathematics, University of California, Los Angeles

## AREAS OF PRACTICE

- Business & Finance
- Real Estate
- Employment & Labor
- Tax Law

## LANGUAGES

- Chinese
- Mandarin
- Vietnamese

## ADMISSIONS

- California
- U.S. District Court, Southern District of California