



Kayvan Iradjpanah

Shareholder

Co-Chair, Emerging Technologies and
Venture Capital Industry Group

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Focus Areas

Emerging Technologies and Venture Capital
Discrimination and Harassment
Wage and Hour
Class Actions
Policies, Procedures and Handbooks
Littler X-celerator

Overview

Kayvan Iradjpanah advises, represents and trains employers in various areas of employment law, including:

- Class action/PAGA litigation prevention and defense
- Wrongful termination, discrimination, harassment, and retaliation complaints/investigations
- Wage and hour disputes, compliance, and audits
- Independent contractor analysis
- Multi-jurisdictional employment law compliance
- Employee handbooks and personnel policies

As co-chair of Littler's Emerging Technologies and Venture Capital Industry Group, Kayvan's advice and counsel practice centers on technology and emerging growth companies throughout California. He leads manager trainings, counsels on workplace investigations, drafts employment agreements, prepares handbooks, and advises on day-to-day human resources decisions. He also partners with incubators, accelerators, venture capital groups, private equity firms, and investors on equipping their portfolio companies with the tools to build legally compliant frameworks. Relatedly, Kayvan

is also one of the founding architects of Littler X-celerator, the firm's onboarding tool for tech startups and counts dozens of startups among his clients.

More generally, from his dual practice in Southern and Northern California, Kayvan also serves as primary outside employment counsel for several global and national employers, providing integrated multi-jurisdictional advice and counsel.

Kayvan's advice work is largely informed by his robust litigation practice, where he defends employers in wage and hour claims, alleged breach of contract, wrongful termination/harassment/retaliation lawsuits, class actions, and representative actions under the California Private Attorneys General Act. Kayvan also has significant experience defending on-demand platform companies in claims of independent contractor misclassification and advising them on their business models. More generally, he has successfully opposed motions for class certification, obtained favorable outcomes in arbitrations and prevailed on dispositive motions.

In addition to his appearances in federal and state courts, Kayvan regularly appears before arbitrators and various administrative agencies, such as the:

- U. S. Department of Labor
- U. S. Equal Employment Opportunity Commission
- National Labor Relations Board
- Division of Labor Standards Enforcement, Office of the Labor Commissioner
- California Department of Fair Employment and Housing
- California Public Employment Relations Board
- California Workers' Compensation Appeals Board
- California Unemployment Insurance Appeals Board

Kayvan's entire legal career has been dedicated to employment law. Prior to joining Littler, Kayvan served as a judicial extern to the Hon. Steven B. Berlin in the Office of Administrative Law Judges at the Department of Labor. He also served as an intern to the Equal Opportunity Commissions' legal department and to Hon. Daniel E. Leach in its division of administrative judges. Previously, he worked as a counselor at the Legal Aid Society–Employment Law Center in San Francisco. In law school, he served on the board of the Employment and Labor Law Student Association and was Development Editor of the *Hastings International and Comparative Law Review*.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Iranian American Bar Association

Recognition

- Recipient, First Place, Annual Student Writing Competition, Labor and Employment Law Section, *State Bar of California*
- Recipient, California Jurisprudence Award for Trial Advocacy
- Recipient, Best Oral Argument Award in Moot Court

Education

J.D., University of California, Hastings College of the Law, 2009

B.A., University of California, Los Angeles, 2006, *summa cum laude*

Bar Admissions

California

Languages

Persian

Publications & Press

Top 10 Legal HR Questions For Navigating Through and Out of the Coronavirus Crisis, Answered

CareerArc

May 19, 2020

Dear Littler: Does Equity Compensation Count as Wages under Federal and California Law?

Dear Littler

January 3, 2018

Littler Elevates 24 Attorneys

Littler Press Release

January 3, 2017

Employment Law Manual (1st Edition)

June 7, 2016

Remote Workers and Telecommuting: Legal Considerations for Tech Startups and Other California Employers

TriNet

June 26, 2015

The Littler Ten: Employment, Labor and Benefit Law Trends for Navigating the New Decade

Littler Report

September 30, 2010

Speaking Engagements

Executive Compensation Considerations for Emerging Companies

November 5, 2019

Tumultuous Times in Restrictive Covenant Law

October 21, 2019

Employment Law and Tech Startups

Techstars Los Angeles Accelerator, Los Angeles, CA

September 23, 2019

Top Employment Law Issues Impacting the Tech Ecosystem

Techstars Starburst Space Accelerator

August 20, 2019

Preparing Your Tech Company for 2019's New Employment Laws

Los Angeles, CA

January 30, 2019

Navigating the Employment Law Puzzle

California New Car Dealers Association

August 15, 2018

Preparing Your Tech Company for 2018's New Employment Laws

Los Angeles, CA

January 18, 2018

Top Employment Law Issues Facing Health Tech Startups

Techstars Healthcare Accelerator in partnership with Cedars-Sinai

November 1, 2017

Independent Contractors or Employees? A Primer for Startups

Los Angeles Venture Association, Ninth Annual Investor Night

October 18, 2017

Employment Law and Tech: Key Issues

Plug and Play Tech Center, Sunnyvale, CA
April 12, 2017

The Employer's Primer on Record Retention

East Ventura County Employer Advisory Council
February 15, 2017

Health Tech and Employment Law

Techstars Healthcare Accelerator in partnership with Cedars-Sinai
February 14, 2017

Building a Compliant Employment Law Framework

Powerhouse Solar, Oakland, CA
February 6, 2017

Employment Law 2.0: How to Prepare Your Tech Company for 2017's New Employment Laws

Los Angeles, CA
January 5, 2017

Top Employment Law Issues Affecting Startups Nationwide

Early Growth Financial Services, Los Angeles, CA
November 17, 2016

Fireside Chat with Narges Bani Asadi, CEO of Bina Technologies

Persian Tech Entrepreneurs Annual Conference
November 5, 2016

Employment Law Issues Impacting Solar Startups

Powerhouse Solar, Oakland, CA
October 5, 2016

Intersection of Workers' Compensation and Other Employment Laws

BB&T Insurance Services
September 22, 2016

Navigating the Employment Law Puzzle

California New Car Dealers Association
June 7, 2016

Employment Law Issues Facing Health Tech Startups

Techstars Healthcare Accelerator, in partnership with Cedars-Sinai
May 2, 2016

The Top Employment Law Issues Impacting Technology Startups

UCLA Office of Intellectual Property
April 1, 2016

Littler X-celerator and Employment Issues Impacting Clean Tech Startups

Los Angeles Cleantech Incubator
January 20, 2016

The Impact of Social Media on the Workplace

Lockton Insurance Brokers
February 12, 2015

Startup Law 101

4th Annual Conference - Persian Tech Entrepreneurs, San Francisco, CA
November 8, 2014

Crafting Severance Agreements: Considerations for Tech Startups to Multinational Employers (and Everything In Between) to Prepare an Enforceable Release

Center for Competitive Management (C4CM) Webinar
July 8, 2014