

## Kayvan Iradjpanah

Shareholder  
Co-Chair, Emerging Companies and Venture  
Capital Industry Group

2049 Century Park East  
5th Floor  
Los Angeles, CA 90067  
main: (310) 553-0308  
direct: (310) 712-7318  
fax: (310) 553-5583  
kiradjpanah@littler.com

101 Second Street  
Suite 1000  
San Francisco, CA 94105  
main: (415) 433-1940  
fax: (415) 399-8490  
kiradjpanah@littler.com



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## Focus Areas

Emerging Companies and Venture Capital  
Contractors, Staffing and Contingent Workers  
Discrimination and Harassment  
Wage and Hour  
Class Action  
Policies, Procedures and Handbooks  
Littler X-celerator Toolkits

## Overview

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

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

As co-chair of Littler's Emerging Companies and Venture Capital Industry Group, Kayvan advises dozens of technology and emerging growth companies. He leads manager trainings, counsels on workplace investigations, drafts employment agreements, prepares handbooks, and advises on day-to-day human resources decisions. He also is a strategic partner to accelerators, venture capital groups, private equity firms, incubators and angel investors as they advise their portfolio startup companies on how to scale in a legally compliant manner. Relatedly, Kayvan is one of the founding architects of

Littler X-celerator, the firm's onboarding tool for tech startups, and advises numerous companies in the "gig economy" on their independent contractor models.

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 employment law advice. In addition to technology companies, Kayvan's clients include employers in the robotics, consulting, financial services, publishing, retail, dining, education, transportation, healthcare, automotive, staffing, and logistics industries, as well as foreign sovereign employers.

Kayvan's litigation practice primarily focuses on defense of wage and hour claims, contractual disputes, wrongful termination/harassment/retaliation lawsuits, class actions, and representative actions under the California Private Attorneys General Act. Kayvan has successfully opposed motions for class certification, obtained favorable outcomes in arbitrations and prevailed on dispositive motions. Kayvan regularly appears in state, federal and appellate courts, as well as before arbitrators and administrative agencies like the U.S. Equal Employment Opportunity Commission and the California Division of Labor Standards Enforcement.

Kayvan has dedicated his entire legal career 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 worked at the U.S. Equal Opportunity Commission, both in its legal department and with the 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.

## 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 College of the Law, San Francisco (formerly Hastings), 2009

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

## Bar Admissions

California

## Languages

Persian

## Publications & Press

### California to Require Venture Capital Firms to Report Demographic Information

*Littler Insight*

October 19, 2023

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

*Intoo*

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

### How to Structure Employment Relationships with Staff in Countries Where a Tech Employer Is Not Licensed to Operate

March 6, 2024

**Can They Really Play for the Other Team? The Changing Landscape of Restrictive Covenants for Emerging Companies and Startups**

August 16, 2023

**The Top Employment Law Issues at Every Stage of the Employment Relationship**

Susa Ventures

August 19, 2021

**Employment Law Consideration for Early Stage Companies**

Techstars LA, Los Angeles, CA

August 18, 2021

**Employment Law Issues Impacting Los Angeles Based Startups**

Techstars LA

July 26, 2021

**Emerging Technologies and Venture Capital Roundtable: Returning to Work in Tech**

June 16, 2021

**Top Employment Law Issues Impact the Aerospace Tech Ecosystem**

Techstars Starburst Space Accelerator

July 20, 2020

**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