

JESSICA SUNGHWANG KANG

EDUCATION:

University of San Francisco School of Law, San Francisco, CA - Juris Doctor, May 2010

Intellectual Property and Technology Law Honors Certificate, May 2010

CALI Excellence for the Future Awards® Recipient in Intellectual Property Survey, Fall 2009

Intellectual Property Law Bulletin, *Staff Editor* 2008-2009

Asian Pacific American Law Student Association, *Board Member* 2007-2009

Korean American Law Student Association, *President* 2008-2009

University of Victoria, Victoria, British Columbia - Bachelor of Arts, *English Major, Philosophy Minor*, August 2005

LEGAL EXPERIENCE:

K&L Gates, LLP, *Attorney*, Seattle, WA, May 2021 – Present

- Advise human resources and leadership regarding various employment law matters, including changes in legislation, discrimination, harassment and retaliation allegations and investigations, requests for accommodation, leaves of absences, discipline, terminations, compensation and wage and hour issues, including classification of employees as exempt or non-exempt, equal pay audits, bonus structures, commission agreements, and Private Attorney General Act;
- Provide harassment, discrimination and retaliation training and guide employers through internal investigations;
- Draft employment documents, such as applications, employee handbooks, independent contractor and commission agreements, offers of employment, arbitration agreements, disciplinary notices and separation notices;
- Develop, execute and lead strategy for civil lawsuits brought by private litigants and administrative agencies;
- Discovery work, including drafting discovery and subpoenas and responding to the same, taking and defending depositions of plaintiffs and key witnesses and preparing witnesses, including experts, for depositions;
- Federal and state court appearances including dispositive motions, status and settlement conferences, motions to file under seal, orders to show cause, motion to be relieved as counsel, discovery motion appearances;
- Evaluate and respond to demand letters and administrative charges, and prepare and defend employers at administrative hearings such as settlement conferences and merit hearings before the DLSE, DFEH and EEOC;
- Trial work, including drafting motions in limine, preparing witnesses for trial, arbitration and evidentiary hearings, developing trial strategy, drafting opening and closing arguments, examination of witnesses and trial appearance; and,
- Lead and conduct labor arbitrations and hearings.

Littler Mendelson, P.C., *Attorney*, Los Angeles, CA, June 2014 – April 2021

- Advise human resources and leadership with respect to a variety of employment law matters, including changes in legislation, discrimination, harassment and retaliation allegations and investigations, requests for accommodation, leaves of absences, whistleblowers, union avoidance, allegations of unsafe workplaces, discipline, terminations, compensation and wage and hour issues, including classification of employees as exempt or non-exempt, equal pay audits, bonus structures, commission agreements, and Private Attorney General Act;
- Provide harassment, discrimination and retaliation training and guide employers through internal investigations;
- Draft employment documents, such as applications, employee handbooks, independent contractor and commission agreements, offers of employment, arbitration agreements, disciplinary notices and separation notices;
- Develop, execute and lead strategy for civil lawsuits brought by private litigants and administrative agencies, including discovery work, and federal and state court appearances at dispositive and non-dispositive hearings;
- Evaluate and respond to demand letters and administrative charges, and prepare and defend employers at administrative hearings such as settlement conferences and merit hearings before the DLSE, DFEH and EEOC;
- Trial work, including drafting motions in limine, preparing witnesses for trial, arbitration and evidentiary hearings, developing trial strategy, drafting opening and closing arguments, examination of witnesses and trial appearance; and
- Seconded at start-up client site with over 120 employees. Oversaw employment compliance including auditing pay practices, equal pay, onboarding documents, revision of handbook for the United States, Dubai and India, revised confidentiality agreement and arbitration agreement, revised and implemented changes to internship program and provided advice and counsel regarding employment issues including discipline, termination and sabbaticals.

Nassiri & Jung, *Attorney*, San Francisco, CA, August 2011 – June 2014

- General civil litigation work, which included leading heavily litigated cases, formulating trial strategy on prosecution and defense sides, preparation of case for binding judicial arbitration trial, motion work, and court appearances.

Superior Court of California, Alameda County, *Research Attorney*, Hayward, CA, March 2011 – June 2011

- Prepare legal memoranda and statements of decision on matters such as electronic monitoring judgments, state funds for indigent clients and family law matters such as child support orders and default judgments.

LANGUAGE: Fluent in Conversational Korean

INTERESTS: Community involvement (served on executive board of the Southern California Korean American Bar Association), cooking, and traveling.

Jessica Kang

Candidate Statement

I write to express interest in the open Defense Counsel position on the Labor and Employment Law Section's Executive Committee.

In over 10 years of practice, I have gained extensive experience in all aspects of employment law. I began my career as a general civil litigator, during which time I learned the basics of litigation while navigating multiple and very different areas of law - from wage and hour claims to shareholder derivative and fiduciary duty claims. I gained an interest in employment law, specifically, because, as the daughter of a small business owner, I could empathize and understand the business owners' perspective in addressing employees and employment issues.

To pursue further specialization in employment law, I moved firms to Littler Mendelson, P.C. (Littler). While at Littler, I was given wide latitude to run my own cases, and implement non-traditional litigation strategies, which made me a stronger litigator. I also expanded my advice and counsel, transactional and training practice. I have also provided various trainings for corporate employees, including how to conduct an investigation and harassment, discrimination and retaliation training. In addition to work for specific clients, I have served on various panels, provided webinars and presented on various employment law issues for the general public, human resource groups and the Korean American Bar Association of Southern California. After transitioning to K&L Gates LLP, I have been afforded the opportunity to expand my practice areas to include due diligence of employment issues for merger and acquisition deals and traditional labor law. I have also expanded my advice and counsel practice, in addition to continuing my litigation work.

I relocated to Washington from Los Angeles in 2021, and am eager to engage in the Employment law, Seattle and greater Seattle area communities through work with the Executive Committee. Thank you for your consideration.