

Lisa Kathleen Horgan

Shareholder

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Class Action
Emerging Companies and Venture Capital

Overview

Lisa K. Horgan advises and represents employers in broad range of employment law matters, including:

- Day to day advice and counseling, including issues related to leaves of absence, disability, paid sick leave, complaints and investigations, training, hiring, performance issues and discipline, and separation of employment
- Discrimination and harassment claims, including claims based on race, religion, national origin, sex, and disability
- The development, implementation, and application of multistate employment documents, agreements, and communications, including offer letters, policies, handbooks, separation agreements, reduction in force documents, and interactive process/leave of absence templates
- Wage and hour issues, including claims involving minimum wage obligations, overtime wage compensation obligations, the regular rate, classification of employees as overtime exempt, and meal and rest break issues
- Whistleblower claims, under both California and federal law

Lisa is a trusted advisor to employers of all sizes in California, throughout the United States, and globally. She regularly counsels employers on how to address workplace issues before they become lawsuits. Lisa is an experienced litigator and uses this background to help employers prevent litigation and, when that is not possible, to ensure that they are in the best possible position to defend themselves. Lisa prides herself on practical and actionable advice that takes business realities and business goals into account. She often works with clients in the technology, biotech, venture capital, private equity, construction, retail, and healthcare industries but has experience in a wide array of industries.

Lisa has been named a Stand-Out Lawyer by Thomson Reuters on multiple occasions. Stand-Out Lawyers are independently nominated by senior in-house counsel as one of the three most outstanding lawyers they have worked with in the last three years.

Recognition

- Named, Stand-Out Lawyer, *Thomson Reuters*, 2022, 2024-2025
- Recipient, American Jurisprudence Award in Labor Law
- Recipient, American Jurisprudence Award in Employment Law

Education

J.D., University of Southern California Gould School of Law, 2009

B.A., University of California, Davis, *With Honors*

Bar Admissions

California

Publications & Press

The California Stay At Home Order – Breaking It Down

Little ASAP

March 22, 2020

Little Elevates 28 Attorneys to Shareholder

Little Press Release

January 3, 2018

Relying on Duran, California Court of Appeal Upholds Denial Of Certification In Alleged Misclassification Action

Little ASAP

February 9, 2015

A Sunny "Off-The-Clock" Result For Golden State Employers

Little ASAP

June 3, 2014

Speaking Engagements

Hiring in the Wild West: Navigating California's Employment Frontier

March 13, 2025

Bystander Intervention: Empowering Employees in Modern Workplaces to Intervene

April 27, 2023

Clearing the Way to Compliance: Hindsight Is So 2020

October 7, 2021

Equal Pay, Gender Equality and the Influence of the Trump Administration on Employment Law

Non-profit CFO Training, 501(c), San Jose, CA

May 2, 2017

2017 Bay Area Breakfast Briefing - San Francisco

San Francisco, CA

January 26, 2017