

Kayvan Iradjpanah

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

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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 emerging growth technology companies at all stages of growth, ranging from pre-seed to late stage to IPO. Additionally, Kayvan serves as outside counsel to numerous venture capital firms on their own employment law compliance needs. Many VCs, private equity firms, accelerators, incubators, and angel investors rely on Kayvan and his team to strategically partner

with their portfolio companies to build practical and business-minded compliance frameworks to position them for rapid scaling and growth.

Kayvan advises on day-to-day HR decisions, drafts employment agreements, leads manager trainings, counsels on workplace investigations, and prepares personnel policies. He advises many companies in the “gig economy” on their independent contractor models and is one of the founding architects of Littler X-celerator, the firm’s onboarding tool for tech startups.

More generally, from his dual practice in Southern and Northern California, Kayvan also serves as primary outside employment counsel for many global and national employers, providing integrated multi-jurisdictional employment law advice. In addition to technology startups and VC firms, Kayvan’s clients include employers in the AI, robotics, consulting, financial services, health care, publishing, retail, hospitality, entertainment, education, staffing, and logistics industries, as well as foreign sovereign employers like embassies and consulates.

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. He has successfully opposed motions for class certification, obtained favorable outcomes in arbitrations and prevailed on dispositive motions. Kayvan 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. In addition to counseling at the Legal Aid Society–Employment Law Center in San Francisco, Kayvan was also on the board of the Employment and Labor Law Student Association in law school.

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