



Freyaan Y. Karanjia

Associate

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Freyaan Karanjia represents public and private employers in all aspects of labor and employment litigation, including discrimination, harassment and wrongful termination claims, wage and hour disputes, and class actions. She is a passionate and proactive litigator who specializes in dispositive motion work and enjoys finding creative ways to eliminate claims against clients early in litigation. Freyaan has particular experience representing temporary staffing agencies, hospitality clients, and health care employers, including medical groups, hospitals and physicians, in both state and federal court as well as other administrative proceedings. Freyaan also counsels a wide range of employers on all aspects of their daily employment practices and other developments in the legal landscape.

Prior to joining the firm, Freyaan was an associate in the Los Angeles office of Reed Smith LLP, where she represented pharmaceutical companies, corporations, and financial institutions in complex commercial litigation and products liability matters. Freyaan has served as a Writing Advisor in the UCLA Law School Lawyering Skills Program, and has also worked on legal issues affecting incarcerated women and children in conjunction with the UCLA Health and Human Rights Project and Just Detention International.

Education

- University of California, San Diego, B.A. in International Studies, *summa cum laude*, 2009
- University of California, Los Angeles, J.D., 2012
- John Muir College Caledonian Honors Society
- Pi Sigma Alpha Political Science Honors Society
- Muir College Provost's Honors

Professional Experience

- Paul, Plevin, Sullivan & Connaughton LLP, June 2014 – present
- Reed Smith LLP, Associate, January 2013 – June 2014; Summer Associate, 2011
- Just Detention International, Postgraduate Fellow, 2012 – 2013
- HIV/AIDS Legal Services Alliance, Law Clerk, 2010

Admissions

- All California state courts
- All United States District Courts in California

Professional Activities

- Member, State Bar of California, Labor and Employment Law and Litigation Sections
- Member, San Diego County Bar Association, Labor and Employment Law Section

Languages

- Hindi
- French

Recent Representative Matters

- Obtained voluntary dismissal of putative wage and hour class action against prominent area resort.
- Negotiated favorable dismissal of disability discrimination lawsuit brought by the EEOC against prominent bail bonds provider.
- Second-chaired arbitration of race discrimination, harassment and retaliation claims against prominent bail provider, resulting in a complete defense judgment.
- Successfully obtained summary adjudication of wrongful termination claim brought by a former golf instructor against a luxury resort.
- Aggressively pursued cross-claims for fraud, breach of contract and other business torts against former associate of a medical group, resulting in the voluntary dismissal of plaintiff's sexual assault and harassment claims.
- Second-chaired arbitration resulting in complete judgment for defense contractor in \$10 million employment suit.
- Favorably settled sexual harassment and disability discrimination action for major health care system at mediation.
- Negotiated favorable settlement of pregnancy discrimination claims on behalf of temporary staffing agency.
- Represented family-owned restaurant in wage and hour dispute before the Department of Labor Standards Enforcement resulting in favorable settlement.

Recent Speaking Engagements

- *She Works Hard for the Money (So You Better Treat Her Right): Gender Equity and Your Workplace* (HR Quarterly Symposium), March 2018
- *Personnel Law*, SDEA, November 2017
- *Responding to the First Threat of Potential Litigation*, PPSC Annual Employment Law Seminar, October 2017
- *Human Resource Law from A to Z*, National Business Institute, October 2016
- *Managing Leaves and Accommodations*, PPSC Annual Employment Law Seminar, October 2015
- *Personnel Law*, SDEA, December 2015