



## **KIMBERLY NAYAGAM**

**Associate**  
Employment

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Kimberly Nayagam represents employers in employment litigation matters in state and federal court and before various administrative agencies, including the California Department of Fair Employment and Housing, the federal Equal Employment Opportunity Commission, and the California Division of Labor Standards Enforcement. Kimberly is a tenacious advocate and committed to assisting employers with the difficult task of navigating California's complex employment law environment.

Kimberly's litigation practice includes defending employers in discrimination, harassment, retaliation, and wrongful termination cases. Kimberly also represents employers in wage and hour and PAGA litigation, including defense of both individual and class action claims. In addition to her litigation practice, Kimberly provides direction and guidance to businesses seeking to comply with California's complicated system of employment laws and regulations. This includes advice and counsel on wage and hour compliance, performance management and terminations, leaves of absence, and personnel policies.

Prior to joining Rutan, Kimberly worked as a business litigation associate in Sacramento, CA, where she handled complex commercial and business disputes, including contentious multi-party partnership, contract, and real estate litigation. Kimberly's business acumen is an invaluable advantage to the clients she serves.

Kimberly has successfully taken and defended numerous depositions (including plaintiff depositions) and is regularly called upon to handle complex legal arguments. Kimberly's representative successes include:

- Prevailing on summary judgment in favor of both the employer and individual supervisor defendant against discrimination, harassment, and retaliation claims brought by multiple plaintiffs.
- Obtaining a complete "walk-away" on the eve of trial in a heavily litigated discrimination and retaliation lawsuit filed against a large multi-state employer.
- Representing a large multi-state restaurant group during a hearing before the

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### **Related Services**

- [Employment](#)
- [Employee Handbooks and Transactional Documents](#)
- [Employment Litigation and Government Agency Proceedings](#)
- [Wage and Hour Litigation](#)

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### **Bar & Court Admissions**

- State Bar of California
- U.S. District Courts for the Central and Southern Districts of California

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### **Education**

- University of California, Davis, School of Law (J.D., 2014), Senior Notes and Comments Editor of U.C. Davis Law Review
- Wake Forest University (B.A., 2011), Pi Sigma Alpha Political Science Honor Society

California Division of Labor Standards Enforcement and securing a complete judgment in favor of the employer on various wage and hour claims.

## Recent Publications

- “Employer Obligations Under The Families First Coronavirus Response Act,”  
Rutan & Tucker, LLP E-Alert, March 2020

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