



KIMBERLY NAYAGAM

Partner
Employment

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As a Partner at Rutan & Tucker, LLP, Kimberly Nayagam has dedicated her legal practice to supporting employers of all sizes and industries as they navigate the complexities of federal, state, and local employment laws.

Kimberly's litigation practice includes defending employers in discrimination, harassment, retaliation, and wrongful termination cases. She 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.

Kimberly is regularly called upon to handle complex legal arguments, and her 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 California Division of Labor Standards Enforcement and securing a complete judgment in favor of the employer on various wage and hour claims.

Prior to joining Rutan & Tucker, Kimberly worked as a business litigation associate in Sacramento, where she handled complex commercial and business disputes. Kimberly's business acumen is an invaluable advantage to the clients she serves. Clients benefit from Kimberly's business-minded, decisive, efficient, and pragmatic approach to handling complex employment law matters in a manner that best serves her clients' financial and business needs while also limiting legal risk.

Related Services

- Employment
- Employee Handbooks and Transactional Documents
- Employment Litigation and Government Agency Proceedings

Bar & Court Admissions

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

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

Kimberly enjoys spending time with her family, and nowadays you are most likely to find her at a local park with a toddler in tow.

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.
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Recent Publications

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