

Kayla K. Malone

ASSOCIATE
she / her / hers

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Kayla is a dedicated employment law attorney who represents employers in a broad spectrum of issues, including discrimination, accommodation, harassment, retaliation, wrongful termination and wage and hour disputes. Her experience extends to handling Private Attorney General Act (PAGA) claims, class actions and administrative matters, including the California Civil Rights Department and Department of Industrial Relations. She focuses on representing employers in the healthcare and technology sectors, with industry-specific knowledge.

In addition to her litigation practice, Kayla assists in the diligence and integration phases of mergers and acquisitions for employment and staffing issues. She also helps employers implement preventative strategies and ensure proactive compliance to reduce litigation risks.

Leveraging her background in policy analysis, she collaborates with clients to craft effective workplace policies on topics such as sexual harassment prevention, employee promotion and discipline, workplace violence, leave management and adherence to federal, state and local regulations. Kayla advises employers on policy handbooks, reductions in force, and employment and separation agreements. Prior to law school, she worked in consulting for government agencies and nonprofits providing health care, workforce and community development.

During law school, Kayla placed at multiple moot court oral advocacy competitions and co-authored a legal problem presented before a panel of Ninth Circuit judges in competition. She served as an extern for the Honorable Judge Marsha Berzon at the Ninth Circuit Court of Appeals. To give back to her community, she serves on the Young Professionals Council of the St. Anthony Foundation.

Education

- University of California, Los Angeles (J.D., 2022)
 - Moot Court Honors
- University of Florida (M.A., *with distinction*, 2016)
- University of Florida (B.A., *cum laude*, 2016)

Capabilities

- Employment Advice & Investigations
- California Employment Law
- Labor & Employment

Bar Admissions

- California

Memberships

- California Bar Association, Labor and Employment Law Section

Recognition

- 2023 Bob Gerber Pro Bono Award

Languages

- Spanish

Externships

- Ninth Circuit Court of Appeals

Matters

- Assisted in successful mediation on disability discrimination and wrongful termination claims for health care startup.
- Negotiated early settlement for single plaintiff claims of religious discrimination and wrongful termination.
- Conducted employment due diligence for numerous asset acquisitions in the health care industry.