

JESSICA SUNGHWANG KANG

EDUCATION:

University of San Francisco School of Law, San Francisco, CA - Juris Doctor, May 2010

Intellectual Property and Technology Law Honors Certificate, May 2010

CALI Excellence for the Future Awards® Recipient in Intellectual Property Survey, Fall 2009

Intellectual Property Law Bulletin, Staff Editor 2008-2009

Asian Pacific American Law Student Association, Board Member 2007-2009

Korean American Law Student Association, President 2008-2009

University of Victoria, Victoria, British Columbia - Bachelor of Arts, *English Major, Philosophy Minor*, August 2005

LEGAL EXPERIENCE:

K&L Gates LLP, Associate, Seattle, WA, June 2021 - December 2024

Partner, Seattle, WA, January 2025 - Present

- Advise human resources and leadership with respect to a variety of employment law matters, including changes in legislation, discrimination, harassment and retaliation allegations and investigations, requests for accommodation, leaves of absences, whistleblowers, allegations of unsafe workplaces, discipline, terminations, equal pay audits, wage and hour issues, including classification of employees, commissions, and Private Attorney General Act;
- Provide harassment, discrimination and retaliation training and oversee internal or third-party investigations;
- Draft employment documents, such as applications, employee handbooks, independent contractor and commission agreements, offers of employment, arbitration agreements, disciplinary notices and separation notices;
- Develop, execute and lead strategy for civil lawsuits brought by private litigants and administrative agencies;
- Discovery work, including drafting discovery and subpoenas and responding to the same, taking and defending depositions of plaintiffs and key witnesses and preparing witnesses, including experts, for depositions;
- Federal and state court appearances including trial, dispositive motions, status and settlement conferences, ex parte appearances, orders to show cause, motion to be relieved as counsel, discovery motion appearances;
- Evaluate and respond to demand letters and administrative charges, and prepare and defend employers at administrative hearings such as settlement conferences and merit hearings before the DLSE, DFEH and EEOC;
- Trial work, including drafting motions in limine, preparing witnesses for trial, arbitration and evidentiary hearings, developing trial strategy, drafting opening and closing statements, examination of witnesses and trial appearance.

Littler Mendelson, P.C., Attorney, Los Angeles, CA, June 2014 - June 2021

- Lead heavily litigated cases and try defense side employment cases involving causes of action for: wage and hour, wrongful termination, retaliation, discrimination, harassment, and misappropriation of trade secrets;
- Seconded at start-up client site with over 120 employees. Oversaw employment compliance including auditing pay practices, equal pay, onboarding documents, revision of handbook for the United States, Dubai and India, revised confidentiality agreement and arbitration agreement, revised and implemented changes to internship program and provided advice and counsel regarding employment issues including discipline, termination and sabbaticals.

Nassiri & Jung, Attorney, San Francisco, CA, August 2011 – June 2014

- Lead heavily litigated cases and formulated trial strategy on prosecution and defense sides involving causes of action for: wage and hour, wrongful termination, retaliation, sexual discrimination, sexual harassment, contract breach, defamation, Private Attorney General Act, and misappropriation of trade secrets;
- Prepare case for binding judicial arbitration trial, including preparing witnesses and exhibits, formulating strategy through trial, assist in formulating questions for witnesses and opening and closing statements; and,
- Court appearances including status conferences, settlement conferences, ex parte appearances to extend time to answer, file under seal, orders to show cause, motion to be relieved as counsel, discovery motion appearances.

Superior Court of California, Alameda County, Research Attorney, Hayward, CA, March 2011 – June 2011

- Prepare legal memoranda and statements of decision on matters such as electronic monitoring judgments, state funds for indigent clients and family law matters such as child support orders and default judgments.

LANGUAGE: Fluent in Conversational Korean

INTERESTS: Community involvement, cooking, and traveling.