
Lafayette & Kumagai LLP
Attorneys

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Lafayette & Kumagai LLP is a boutique litigation firm located in Northern California. Established in 1994, the firm has earned a reputation for excellence with a proven track record of successfully representing its clients in all aspects of employment litigation. We take pride in the recognition we receive from our clients and the legal community for our litigation and trial skills. We have extensive experience in both state and federal courts throughout California and have a distinguished record for motion practice, jury trials and appeals. Clients trust our handling of high-profile cases with media exposure.

Lafayette & Kumagai received the 2011 Minority-Owned Law Firm Client Service Award, presented by the California Minority Counsel Program for outstanding client service. The firm has been listed in "Litigation Kings" for 2012 and in "Who Represents America's Biggest Companies?" for 2008, 2010, 2011, 2012, 2014 and 2015, in *Corporate Counsel* magazine's annual report on the law firms most used by the *Fortune* 100. For 2013 and 2015, Lafayette & Kumagai has been recognized as a "Go-To Law Firm for the Top 500 Companies" for our Labor & Employment practice.

Our recent victories include seven summary judgments, a defense jury verdict in a constructive discharge trial, a defense verdict in a high profile whistleblower trial in the U.S. District Court, a defense verdict in a sexual harassment and retaliation trial involving three plaintiffs and a defense decision in a pregnancy discrimination arbitration. These are on top of a nonsuit in an age discrimination/termination trial, and a Judgment as a Matter of Law in a disability discrimination and failure to accommodate case. Matters handled by the firm include, but are not limited to, wrongful termination, retaliation and discrimination cases, and ERISA disputes. Lafayette & Kumagai has obtained summary judgments in all of the foregoing types of matters and has successfully handled major wage and hour class actions as well as actions brought by former in-house attorneys against corporate clients. We have 24 published opinions, including employment and ERISA opinions, and have successfully argued before the United States Supreme Court, *HUD v. Rucker*, 535 U.S. 125 (2002).

Our practice also includes successful representation of clients in mediation, arbitration, other ADR procedures and hearings before administrative agencies.

Our clients include *Fortune* 500 companies and governmental entities. The relationships with our clients are long standing and built upon a foundation of trust through open and honest communication and outstanding results. We closely monitor the management of cases from their commencement and continuously re-evaluate them throughout the litigation process. Our goal is to find the best solution for a successful outcome. We place a high priority on superior work product and creative resolutions to cases at the earliest possible stage.

PRACTICE AREAS

Labor & Employment; Restrictive Covenants; ERISA Litigation; Trial Practice; Class Actions and Appellate Practice

REPRESENTATIVE CLIENTS

AT&T Services, Inc.; The Coca-Cola Company; Comcast Cable; E.I. du Pont de Nemours & Company; Shell Oil Company; United Continental Holdings, Inc.; Xerox Corporation; AC Transit; Alameda County; Aetna Life Insurance Company; CalPERS; CBS Broadcasting Inc.; City of Oakland; Denny's, Inc.; DirecTV Group, Inc.; East Bay Municipal Utility District; GlaxoSmithKline; Johnson & Johnson; Macy's, Inc.; Marin Housing Authority; McDonald's; McKesson Corporation; Microsoft Corporation; MTV Network; MV Transportation, Inc.; Nationwide Mutual Insurance Company; Pacific Bell Telephone Company; Pacific Gas and Electric Company; Prudential; Sedgwick Claims Management Services; Sutter Health; Tyco International, Ltd.; United Parcel Service, Inc.; and Viacom, Inc.