



Karina Lo

Associate

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Orange County

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PRACTICES Labor and Employment

Karina Lo is an associate in the Labor and Employment Practice Group in Haynes Boone's Orange County office.

Her experience includes defending employers in a wide variety of disputes, ranging from complex wage and hour class actions, Private Attorneys General Act (PAGA) claims, discrimination, harassment, retaliation, and wrongful termination claims. Karina has successfully defeated class and representative claims at both the pleading and the class certification stages. Karina also drafts handbooks and employee policies and procedures, as well as agreements.

Karina has extensive experience defending employers before the Equal Employment Opportunity Commission (EEOC), the California Civil Rights Department, the California Division of Labor Standards Enforcement, and various other federal and state agencies.

Karina also has experience defending financial and banking institutions, among other clients, in commercial litigation matters relating to business disputes, trade secret disputes, quiet title, breach of contract, fraud and negligence, and wrongful foreclosure.

QUALIFICATIONS

EDUCATION

- J.D., University of California Irvine School of Law, 2018
- B.S., University of California Riverside, 2013, with honors

CLERKSHIPS

- Judicial Extern to the Honorable Richard M. Aronson, California Court of Appeal, Fourth District, 2016

ADMISSIONS

- California

COURT ADMISSIONS

- U.S. District Court for the Central District of California

- U.S. District Court for the Eastern District of California
 - U.S. District Court for the Northern District of California
 - U.S. District Court for the Southern District of California
 - U.S. Court of Appeals for the Ninth Circuit
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PUBLICATIONS AND SPEAKING ENGAGEMENTS

- “Employers Beware: You May Be Required to Reimburse Your Remote Employees For The Cost Of Working Remotely,” *Westlaw Today*, April 28, 2022.
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SELECTED CLIENT REPRESENTATIONS

- Obtained a favorable judgment following an arbitration involving retaliation claims.
- Obtained dismissal with prejudice of claims of discrimination, harassment, and retaliation in arbitration.
- Obtained a favorable judgment following a week-long trial involving a partition claim to real property.
- Successfully opposed class certification and a motion for reconsideration in a wage and hour class action.
- Obtained numerous summary judgments in favor of a client employer for claims of discrimination, harassment, and retaliation,
- Obtained dismissals of claims with prejudice on behalf of a loan servicer client regarding interpretation of governing loan documents.

Some of these representations were handled by Karina prior to joining Haynes Boone.