

Luis E. Lorenzana

Office Managing Shareholder

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Focus Areas

Litigation and Trials
Discrimination and Harassment
Littler Pay Equity Assessment
Business Restructuring and M&A
Wage and Hour
Leaves of Absence and Disability Accommodation
Hiring, Performance Management and Termination
Arbitration

Overview

Luis E. Lorenzana represents a wide range of employers in complex, single plaintiff and class action employment litigation before state and federal courts and agencies. Luis regularly defends employers against wrongful termination, retaliation, discrimination (disparate treatment and disparate impact), sexual harassment and battery, pay equity, failure to accommodate, PAGA and wage and hour claims. Through his dedicated work ethic, subject matter knowledge and responsiveness, Luis has achieved numerous cost-effective, favorable results for his clients, which include large and small technology and biotech companies, national energy companies, banks, healthcare providers, retailers, publishers, manufacturers, restaurants, law firms and insurers.

Luis prides himself on providing his clients with trusted and straight forward advice that transforms complex employment law requirements into practical, customized solutions that not only help protect his clients but also help meet his client's business needs. Luis advises, counsels, and trains his management clients on issues such as:

- Pre-litigation employee demands
- Litigation and trial strategies
- Electronic discovery

- Alternative dispute resolution
- Pay equity audits and evaluations
- Leaves of absence and disability accommodations
- Employee handbooks and related personnel policies
- Performance management
- Reduction in force (WARN) and terminations
- Employment agreements and severance agreements
- Sexual harassment and sex trafficking training

Luis is a fluent Spanish speaker. Prior to attending law school, Luis was a public relations account manager for high-tech companies throughout Silicon Valley for five years. His Spanish speaking abilities and his public relations experience enable him to bring a unique perspective when providing his clients legal advice and counsel, and when helping them solve complex, multidimensional issues.

Professional and Community Affiliations

- Member, National Employment Law Council and its Annual Conference Planning Committee
- Member, Association of Business Trial Lawyers, San Diego Chapter
- Member, San Diego La Raza Lawyers Association
- Alumnus, Louis Welsh Chapter, American Inns of Court

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024-2024
- Named, Thurgood Marshall Scholar, *The George Washington University Law School*
- Named, Super Lawyer, *Super Lawyers*, 2018-2021
- Named, Rising Star, *Super Lawyers*, 2014-2017

Education

J.D., George Washington University Law School, 2006, *with honors*

B.A., Santa Clara University, 1998

Bar Admissions

California

Courts

U.S. District Court, Northern District of California

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

Languages

Spanish

Publications & Press

Littler Appoints New Firm Leaders Across Various U.S. Offices

Littler Press Release

July 24, 2024

Littler Announces New Shareholders and Principals Elevating 26 Attorneys

Littler Press Release

January 4, 2021

Speaking Engagements

Quinto Foro Regional de Derecho Laboral

Hotel Sheraton Presidente San Salvador, Avenida De La Revolución, San Salvador, El Salvador

October 19, 2018

Fifth Annual Conference in Central America

Sheraton Presidente, Avenida de La Revolución, San Salvador, El Salvador

October 19, 2018

Regulating Off-Duty Conduct

National Employment Law Council's (NELC) Annual Seminar, New Orleans, LA

April 19, 2018