



## Eugene C. Ryu

### Practice Area Leader - Labor, Employment, and Workplace Safety

Los Angeles  
+1.310.552.5035

San Francisco  
+1.415.882.8200

Gene.Ryu@klgates.com

## OVERVIEW

Gene Ryu is a partner and practice area leader for the firm's Labor, Employment, and Workplace Safety practice. His role requires him to develop and implement business strategies for the practice, which also makes him an effective relationship partner who focuses on his client's business needs. Gene's clients are in all industries ranging from "unicorn" tech startups to companies with international workforces. Gene's practice includes both litigation (including complex wage and hour class actions, PAGA representative actions, harassment and discrimination claims) as well as advice and counseling on all employment-related topics.

## PROFESSIONAL BACKGROUND

For more than two decades, Gene has represented prominent employers and management in a wide range of matters. He frequently defends California employers in high stakes wage-and-hour class actions and private attorney general (PAGA) representative actions. In addition, Gene handles all forms of employment litigation including discrimination, wrongful termination and misclassification claims. Gene has expertise defending "gig-economy" clients in litigation regarding independent contractor status. Gene is also an industry leader in social media influencer agreements; he regularly advises clients on the intricate coordination of employment and intellectual property law involved with these agreements. Gene's clients span across various industries including technology, retail, transportation, and hospitality. Gene is experienced, highly responsive and knows how to successfully defend his clients.

## ACHIEVEMENTS

- Named, Power List, *Lawyers of Color*, 2020
- Named, Most Influential Minority Lawyers, *Los Angeles Business Journal*, 2019
- Named, Alumnus of the Year, Korean American Bar Association of Northern California, 2017

## PROFESSIONAL / CIVIC ACTIVITIES

- Member, Adjunct Board of Advisors, US-Korea Law Foundation

- Member, Board of Directors, Korean American Bar Association of Northern California, 2008-2013
- Member, Board of Governors, Korean American Bar Association of Southern California, 2013 - 2015
- Member, National Asian Pacific American Bar Association
- Sponsor, Pasadena Angels, Inc., 2013 - 2014

## SPEAKING ENGAGEMENTS

- "The Whirlwind of New Employment Laws in California: A Brief Summary and Analysis," *Celesq AttorneysEd Center*, 16 November 2022
- "California's New Pay Data Reporting Law: Are You Ready?" *K&L Gates/Trusaic Webinar*, 25 February 2021
- "Preparing Your Tech Company for 2019's New Employment Laws" Los Angeles, CA, 30 January 2019
- "Preparing Your Tech Company for 2018's New Employment Laws" Los Angeles, CA, 18 January 2018
- "Workplace Diversity: One Very Eventful Year Later" 14 November 2017
- "Let's Be Blunt: What Does Medical & Recreational Marijuana Mean for the Workplace?" BB&T Insurance Services, 14 March 2017
- "Employment Law 2.0: How to Prepare Your Tech Company for 2017's New Employment Laws" Los Angeles, CA, January 5, 2017
- "Differences between U.S. and Korean employment laws through an analysis of worker misclassification" US/Korea Law Day, Irvine, CA, 25 July 2015
- "Navigating the Most Common Employment Law Issues for Start-Ups" Business Technology Center of Los Angeles County, Altadena, CA, July 22, 2015
- "Crafting Severance Agreements: Considerations for Tech Startups to Multinational Employers (and Everything In Between) to Prepare an Enforceable Release" Center for Competitive Management (C4CM) Webinar, 8 July 2014
- "The Employee From Hell" Littler Mendelson, San Francisco, CA, 29 January 2014
- "Employment Law Update" Labor & Employment Webinar Series - Littler Mendelson and BB&T, 29 January 2014
- "New Employment and Labor Laws for 2014 and 2015" Los Angeles, CA, 15 January 2014
- "Impact of Social Media on the Workplace: What are your employees doing on Facebook?" 25th Annual Convention - National Asian Pacific American Bar Association, Kansas City, MO, 9 November 2013
- "Tech Startups To Family Owned Restaurants: How A Small Business Should Document Leaves Of Absences In California" Professionals In Human Resources Association (PIHRA) Webinar, 18 October 2013

- “Non-Compete & Non-Solicitation Provisions in Employment Agreements and M&A Transactions: Comparisons between Korea, China & the U.S.” Conference - International Association of Korean Lawyers (IAKL), Seoul, Korea, September 27, 2013
- “A Comparison of Issues That Arise from Terminations in Korea and the U.S.” The 2013 US-Korea Law Day - US-Korea Law Foundation, July 27, 2013
- “California Workers' Compensation Update and Intersection with Other Employment Laws” American Hotel & Lodging Association, 6 June 2013
- “Discrimination & Bias in the Law” International Association of Korean Lawyers, 14 September 2012
- “Managing the Aging Workforce” BB&T, Pleasanton, CA, 16 November 2011
- “Coordinating Employment Law and Workers' Compensation” BB&T, 26 January 2011

## EDUCATION

- J.D., University of California Hastings College of the Law, 2000
- B.A., University of California, Berkeley, 1996

## ADMISSIONS

- Bar of California
- United States District Court for the Central District of California

## THOUGHT LEADERSHIP *POWERED BY HUB*

- 2024, Global Employer Guide
- 1 August 2023, The Essentials - California Employment Law Update
- 28 March 2023, California Pay Transparency Act: Considerations for Employers
- 16 March 2023, Delaware Court Finds Corporate Officers Have Duty of Oversight and Sexual Harassment Can Be a Breach of the Duty of Loyalty
- 6 January 2023, FTC Proposes Sweeping Ban on Employee Noncompete Clauses: What Employers Need to Know, Proposed Alternatives, and Opportunity for Public Comment
- 20 December 2022, FTC and NLRB Enter Into an Information Sharing Agreement as a Likely Precursor to New Enforcement Activity
- December 2022, New California Employment Laws for 2023
- 31 October 2022, The Essentials - California Employment Law Update

- 28 July 2022, The Essentials - California Employment Law Update
- 31 January 2022, The Essentials - California Employment Law Update
- 10 November 2021, The Essentials - California Employment Law Update
- 14 October 2021, The Essentials - California Employment Law Update
- August 2021, Gimme a Break! Strategies for Retroactive Compliance with California's New Meal & Rest Break Period Premium Calculations
- 5 August 2021, The Essentials - California Employment Law Update
- 16 July 2021, Just When You Thought You Understood California's Meal and Rest Break Premium Laws...
- 9 July 2021, The Essentials - California Employment Law Update
- 22 March 2021, COVID-19: California Extends COVID-19 Supplement Paid Sick Leave and Includes Vaccinations
- 9 March 2021, COVID-19: California Jurisdictions Extend or Reissue COVID-19 Emergency Paid Sick Leave Ordinances
- 5 March 2021, California Supreme Court Strikes Down Meal Break Rounding; Establishes Presumption of Noncompliance Through Records
- 25 January 2021, The Past Looks like the Present: The California Supreme Court Determines that the Dynamex Decision on Independent Contractor Classification Applies Retroactively

## NEWS & EVENTS

- 1 December 2022, New California Employment Laws for 2023
- 17 October 2022, K&L Gates Represents Medely in Private Attorney General Act Arbitration Suit
- 28 October 2021, New California Employment Laws for 2022
- 25 February 2021, California's Pay Equity Law Deadline: Are You Prepared?
- 11 January 2021, K&L Gates Continues California Growth with Addition of Los Angeles Labor and Employment Partner

## MEDIA MENTIONS

- 30 September 2022, "In Apparent First, Court Sites SCOTUS Arbitration Precedent in PAGA Case," *TheRecorder.com*

## AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Employment Disputes and Investigations
- Employment Issues in Business Transactions
- Executive Compensation
- Global Employer Solutions
- Health Care and FDA
- Human Resource Advice and Compliance
- OFCCP and Affirmative Action Compliance
- Wage and Hour
- Workplace Safety