



Principal, Los Angeles

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Sayaka Karitani is a principal in the Los Angeles, California, office of Jackson Lewis P.C. Her practice focuses on advice and counsel in labor and employment law. Sayaka is a member of the California Advice and Counsel resource group.

Sayaka counsels employers on a variety of employment issues, including wage and hour, background checks, on-boarding and terminations, independent contractors, workplace investigations, disability and leave management, business realignment/reductions in force strategies, and litigation avoidance.

Sayaka strongly believes in working with her clients to create, implement, and maintain compliant employment policies and practices that are workable in the real world for their industry and unique business needs. Prior to law school, she worked in manufacturing and sales for a major pharmaceutical company and as a consultant for a national health and welfare benefits company. Those experiences help shape the way she works with clients to find practical solutions for their business operations in the everchanging landscape of California employment laws.

Before joining Jackson Lewis, Sayaka focused her practice in California and federal wage and hour litigation and counseling. Sayaka has experience representing employers in a wide range of employment matters, including wrongful termination, wage and hour class, collective, and representative actions, sexual harassment, breach of employment contract, and other employment related torts. Sayaka has litigated and arbitrated a number of matters through verdict.

While attending law school, Sayaka was a member of a competitive national moot court team, a participant of the District Attorney Trial Advocacy program, and an articles editor of the *Loyola Law School of Los Angeles Law Review*. After graduating, she coached a number of competitive moot court teams for several years.

Honors and Recognitions

- *The Best Lawyers in America*®, “Ones to Watch: Labor and Employment Law – Management” (2025)

Published Works

- “Background Check Laws: California,” *Westlaw Practical Law State Q&A* (January 2025) [Author]
- “USA Regional Employment Guide” *California Section, Chambers and Partners* (2018, 2019) [Co-Author]
- “Quote No More,” *LA Lawyer* (May 2019) [Co-Author]
- “Are Restrictive Covenants Meaningful Protections or Not?” *Corporate Counsel* (November 2013) [Co-Author]
- “Tax Breaks for Hiring Expire at Year End: HIRE Act exempts certain payroll taxes,”

Practices

- National Compliance and Multi-State Solutions
- California Advice and Counsel
- Wage and Hour
- Private Equity
- Manufacturing

Education

- Loyola Law School Los Angeles, J.D. 2005
- Cornell University, A.B. 1995

Admitted to Practice

- 9th Circuit Court of Appeals 2009
- California - S.D. Cal. 2009
- California - E.D. Cal. 2008
- California - N.D. Cal. 2007
- California - C.D. Cal. 2005
- California 2005

