



## Kathryn G. Mantoan

### Senior Associate

San Francisco

T +1 415 773 5887

E kmantoan@orrick.com

Kathryn Grzenczyk Mantoan, a senior associate in the San Francisco office, focuses her practice on high-stakes litigation, compliance counseling and litigation avoidance measures.

#### Practice Areas

- Employment Law & Litigation

#### Honors

- California Lawyer Attorney of the Year (CLAY) Award, 2016
- Northern California Super Lawyers Rising Star, 2013-2016
- Wiley W. Manuel Award for Pro Bono Legal Services, 2007

#### Education

- J.D., Harvard Law School, 2005, *cum laude*
- B.A., Philosophy, Princeton University, 2002, *magna cum laude*

#### Memberships

- State Bar of California: Litigation and Labor & Employment Law Sections
- Bar Association of San Francisco

She has developed a reputation for strategic thinking and crisp articulation of complex principles, translating into effective advocacy on behalf of her clients. Katie received *California Lawyer's Attorney of the Year Award* in 2016 and has been named a Northern California Super Lawyers Rising Star every year since 2013.

Katie started her career at Orrick in 2004 and returned in 2015. From 2011 to 2014, she was an associate at a litigation boutique in San Francisco where she handled employment and constitutional law matters.

#### Representative Engagements

Katie has significant experience litigating a broad range of employment issues. Her recent experience includes the following representative matters.

#### Class & Mass Actions

- Representing a leading technology company in a putative nationwide class action alleging gender discrimination in performance evaluations, promotions and pay
- Representing a national bank in putative statewide class action alleging misclassification of information technology employees
- Representing a government contractor in a dispute arising out of aggregate settlement of dozens of wrongful termination and age discrimination claims

#### Arbitration

- Achieving a complete defense award following a two-week arbitration on behalf of biotechnology start-up executives in an arbitration alleging violation of non-competition and non-solicitation agreements
- Representing a financial services firm in FINRA arbitration proceedings brought by a former financial advisor – resolved through settlement

### **Single Plaintiff Discrimination/Wrongful Termination**

- Representing an energy company in single plaintiff race and age discrimination suit which was resolved through settlement
- Achieving summary judgment on behalf of an energy company in a single plaintiff action alleging a host of claims including gender and disability discrimination, failure to accommodate, harassment, and retaliation
- Representing a cosmetics retailer in a single plaintiff wrongful termination action resulting in the demurrer being sustained without leave to amend
- Representing a financial services firm before the EEOC against allegations of race and gender discrimination resulting in a no-cause finding and a dismissal issued

In addition, Katie has worked on a variety of other commercial and constitutional matters that have expanded her litigation and counseling perspective. She also has a demonstrated commitment to pro bono work, with a particular emphasis on matters involving the civil and statutory rights of same-sex couples.

### **Publications**

- Contributor, Orrick's Equal Pay Pulse Blog
- Contributor, Orrick's Employment Law & Litigation Blog

### **Speeches and Programs**

- "Equal Pay 2017: Change of Course or Full Speed Ahead?," Orrick Webinar, January 25, 2017
- "2017 California Employment Law Update," Orrick Breakfast Briefing Series, December 13, 2016
- "Pay Equity Demystified: Practical Legal and Statistical Considerations," State Bar of California Labor and Employment Law Section, November 8, 2016

### **Admissions**

- California

### **Court Admissions**

- **United States District Courts** | Northern District of California
- **United States District Courts** | Eastern District of California