

# Kristin N. Ivanco

## Senior Associate

[kivanco@delfinomadden.com](mailto:kivanco@delfinomadden.com)

916.661.5809

## Practice Areas

[Employment Law](#), [Higher Education](#), [Litigation](#)



**Kristin assists employers of all sizes in a broad range of employment matters including claims for discrimination, harassment, retaliation, wrongful termination and wage and hour violations, as well as providing preventive advice and counseling.**

She also represents clients in general business litigation disputes including director and officer liability, fraud, interference with economic relationships and breach of contract actions.

Kristin's client advocacy balances legal risks with practical solutions, providing preventive legal counseling based on current judicial developments and regulatory changes. With her ability to analyze complex materials and present key issues, strategic responses and defenses, Kristin applies her dedication to providing a high level of personal service toward achieving prompt and cost-effective resolutions to her clients' legal issues.

Kristin's prior experience involved defending national and international clients of all sizes in general liability, product liability and insurance defense matters, as well as business related disputes, in both state and federal courts. She has experience managing cases at all stages of litigation, from pre-claim investigation to discovery practice, dispositive motions and dispute resolution.

## Representative Experience

- Assisted in the representation of private university in early successful resolution of wage and hour class action claim involving meal and rest breaks and PAGA claims.
- Assisted in the representation of health care system in the arbitration of discrimination, retaliation, and wrongful termination claims.
- Assisted in the representation of public and private universities in relation to employment, faculty and student issues and related litigation.
- Assisted in the representation of non-profits regarding constitutional challenges to programs.
- Counsels California non-profits on employment policies and compliance issues.
- Counsels small businesses regarding compliance with California's ever evolving labor laws.
- Counsels employers regarding employee reductions, separations, severance agreements, leaves of absence, disability accommodations, performance issues and proactive discipline

## **Professional Affiliations**

### **Professional, Community and Pro Bono Involvement**

- Member, Sacramento County Bar Association, Labor and Employment Law Section, 2017 – present
- Member, Sacramento County Bar Association, Barrister’s Division, 2017 – present
- Member, Women Lawyers of Sacramento, 2017 – present
- Member, MetroEDGE, Sacramento Metro Chamber, 2017 – present

### **Education**

- J.D., University of the Pacific, McGeorge School of Law, 2013
- B.S., Boston University, 2009

### **Bar Admissions**

- California, 2013
- Hawaii, 2016

### **Court Admissions**

- United States District Court Eastern District of California
- United States District Court Northern District of California
- United States District Court Central District of California
- United States Court of Appeals Ninth Circuit
- United States District Court of Hawaii

## **News and Publications**

### **Speaking Engagements/Events**

2021

Employment Law Update 2021  
Delfino Madden  
Co-Presenter