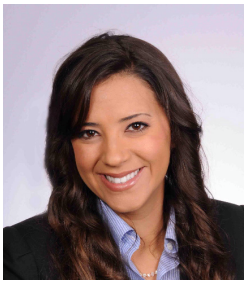
JORJA A. CIRIGLIANA
Associate



LOS ANGELES

11377 W. Olympic Boulevard
Los Angeles , CA 90064
(310) 312-3294 *direct phone*
(310) 831-8424 *facsimile*
jac@msk.com

COURT ADMISSIONS
California

EDUCATION
University of Southern California Law Center, J.D., 2011

Knox College, B.A., 2006, cum laude

Practice Area

Labor & Employment

Legal Expertise

Representing employers in all aspects of employment matters, including discrimination, wage and hour issues, workers compensation issues, harassment and wrongful termination proceedings in state and federal court. Advising employers regarding development of employee handbooks and policies and compliance with state and federal employment laws. Specializing in court confirmation of minor entertainment contracts.

Representative Matters

- Member of litigation team representing studio against claims of disability discrimination by former employee.
- Confirmed minor entertainment contracts for production company.
- Member of litigation team representing studio against claims of harassment, discrimination, and retaliation by former employee.
- Member of litigation team representing studio and producer against sexual harassment and discrimination claims by actress.
- As Judicial Extern to U.S. Equal Employment Opportunity Administrative Judge, prepared multiple rulings on employment discrimination cases, conducted research, and attended mediations and hearings.
- As student advisor at USC Employer Legal Advice Clinic, assisted non-profit organizations in developing employee handbooks and classifying employees under federal and state standards.

Publications and Presentations

- New California Disability Regulations Emphasize Importance of Interactive Process, *MS&K Labor & Employment Alert By Brett Thomas and Jorja Cirigliana* (February 2013)
- Social Media: More Headaches for Employers, *MS&K Labor & Employment Alert* (October 2012)
- Speaker, The Shifting Landscape of Privacy Concerns in the Workplace, Black Women Lawyers Association of Los Angeles (June 2012)
- DLSE Revamps Wage Theft Protection Act Notice, *MS&K Labor & Employment Alert* (April 2012)
- Supreme Court Decides *Brinker*: An Important Win for Employers, *MS&K Labor & Employment Alert* (April 2012)
- DLSE Issues Revised FAQs Regarding Required Wage Notice, *Mitchell Silberberg & Knupp Labor & Employment Alert* (January 2012)
- Labor And Employment Law 2011: A Year-End In Review, *Mitchell Silberberg & Knupp Labor & Employment Alert* (January 2012)
- Oral Arguments In *Brinker v. Superior Court* Hint At How The Supreme Court May Decide Critical Issues Regarding

Mitchell Silberberg & Knupp LLP © 2014

Meal And Rest Periods, *Mitchell Silberberg & Knupp Labor & Employment Alert* (December 2011)
- Let Them Sell Art: Why A Broader Deaccession Policy Today May Save Museums Tomorrow, 20 *S. Cal. Interdisc. L.J.* 365 (2011)

Professional, Business, and Civic Affiliations

- Beverly Hills Bar Association
- Board Member, Harriett Buhai Center for Family Law

Other Career Experience

- Judicial Extern, U.S. Equal Employment Opportunity Commission (Fall, 2010)
- Intern, The Association of Media & Entertainment Counsel (Summer, 2010)
- Legal Intern, Consumer Products and Corporate Litigation Departments of Warner Brothers Entertainment, Inc. (Summer, 2009)

Mitchell Silberberg & Knupp LLP © 2014