



NATHAN K. LOW

Partner

San Francisco

415.490.9024

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Service Focus

- California Class Actions and PAGA
- Class and Collective Actions
- FCRA and Background Screening
- Litigation and Trials
- Wage and Hour

Industry Focus

- Manufacturing

OVERVIEW

Nathan Low represents employers in all areas of employment law. He is Co-Chair of the firm's California Class Actions & PAGA Practice Group and a member of the Wage and Hour Practice Group.

Nathan's practice focuses on defending employers in wage and hour class and collective actions, PAGA claims, and individual discrimination, retaliation, and wrongful termination claims. Nathan is a frequent speaker on employment law topics and has presented for numerous organizations including the Bar Association of San Francisco, Alameda County Employer Advisory Council, San Francisco Employer Advisory Council, and Northern California SHRM.

In addition to defending his clients in litigation, Nathan frequently helps clients mitigate risk and find creative solutions to avoid litigation. He regularly advises clients on leave management issues, the interactive process for employees with disabilities, reinstatement obligations under various leave laws, and wage and hour compliance.

Nathan was a judicial extern for the Honorable David O. Carter of the United States District Court, Central District of California and for the Honorable Gregory Keosian of the California Superior Court.

Recent Experience

- Obtained a successful defense verdict for Traffix Devices in an employment matter in an 18-day jury trial. Plaintiff alleged race discrimination, national origin discrimination, unlawful retaliation and wrongful termination, among other claims and asked the jury to award her \$12 million in damages. Successfully dismissed all charges. (*Barbara Egbuta v. Traffix Devices, Inc.* Case No. 30-2014-00759689-CU-WT-CJC).

Credentials

Education

- University of California, Los Angeles School of Law, J.D., 2014
- University of California, Berkeley, B.A., cum laude, 2011

Bar Admissions

- California

Recognitions

- Recognized in *The Best Lawyers in America*, Ones to Watch (2021 - 2026)
- Super Lawyers Rising Stars (2020 - 2022)

Affiliations

Professional Activities

- Member, Orange County Asian American Bar Association (OCAABA)

INSIGHTS

Insights

Nov 17, 2025

Looking Ahead to Leeper: California Supreme Court to Address “Headless” PAGA Claims

Insights

Aug 15, 2025

FP Snapshot for Manufacturers: The Big Beautiful Bill and Its Impact on US Manufacturing

Insights

Jul 9, 2025

Did Your California Local Minimum Wage Rate Jump on July 1? Check Our Comprehensive Chart

Publication

Jul 11, 2023

Attorneys Pen Article on Overtime Pay Compliance Under the FLSA

Event

May 4, 2023

California Wage and Hour Issues that Cost Employers Millions

San Francisco Partner Provides Six Steps for Employers Facing Reduction-in-Force