



# Priya

Priya B. Vivian  
Shareholder

Seattle  
D 206.223.7055  
vivianp@lanepowell.com

Priya Vivian is an employment advisor and litigator. She advises and represents employers on the full employment cycle and focuses on providing each client with tailored solutions and strategies to address their unique business needs.

Priya advises employers on hiring processes, employment contracts, disability accommodation, handbooks and policies, discipline and separations, and provides on-site training to employees regarding compliance with state and federal employment law. She represents employers in employment disputes, either at the administrative level before the EEOC or a local agency, or in litigation matters in federal or state court.

Before joining Lane Powell, Priya was a clerk for Judge David L. Russell in the Western District of Oklahoma. Prior to her clerkship, she was a litigator in Atlanta, Georgia.

Priya has represented employers in the following types of matters:

- Department of Labor investigations,
- Breach of contract,
- Misappropriation of trade secrets,
- Discrimination, retaliation, and harassment claims,
- Wage and hour disputes,
- Complaints filed with the EEOC and state and local administrative agencies, and
- Collective and class actions before state and federal courts.

She also represents clients in general commercial litigation matters, including contract disputes and consumer class actions.

## Practices & Industries

Electronic Discovery, Technology & Strategy

Food, Beverage & Hospitality

Labor, Employment & Benefits

Nonprofit & Social Enterprise

Wage & Hour

## Education

Emory University School of Law, J.D.,  
with honors, 2009

- Order of the Coif
- *Emory Law Journal*, Executive Symposium Editor
- Kilpatrick Stockton Award for Excellence in Intellectual Property
- Henry Quillian Prize in Contracts, Best Overall Graduate in Contracts and Commercial Law
- Henry L. Bowden Scholar
- Albert W. Stubbs Scholar (1L academic achievement)

- Top 10% Oralist, Spring 2007 1-L Competition
- Dean's Award in Contracts
- Dean's Award in Constitutional Law Seminar (Citizenship & Race)
- Emory Law Young Alumni Award, Inaugural Co-Recipient
- Emory Law Young Alumni Committee
  - Co-founder
  - Co-chair (2011-2013)

Emory University, B.S., Neuroscience and Behavioral Biology, 2004

- College Council
  - Legislator (2000-2002; 2003-2004)
  - Vice President of Communications (2002-2003)

---

## Admissions

Washington

Georgia

U.S. District Court, Northern District of Georgia

Superior Courts, Georgia

U.S. Court of Appeals, Ninth Circuit

---

## Languages

Marathi - Fluent

---

## Honors

"Rising Star," Thomson Reuters, Labor & Employment (2019-2020)

---

## LinkedIn

<https://www.linkedin.com/in/priya-vivian-b1745217/>

## Professional Experience

Lane Powell

- Shareholder (2020-Present)
- Associate (2017-2019)

U.S. District Court, Western District of Oklahoma, Judicial Clerk to the Honorable David L. Russell (2015-2016)

Wargo French LLP, Associate, Labor & Employment Group (2011-2015)

King & Spalding LLP

- Litigation Associate (2009-2011)
- Summer Associate (2008)

## Community Involvement

Mother Attorneys Mentoring Association of Seattle, Board Member

Ladder Down Seattle, 2017 Class

Emory Law Alumni Association, Board Member

Director of Mentoring for Georgia, Women in Cable Telecommunications Southeast Division, Board Member (2014-2015)

---

## Thought Leadership

September 25, 2020 | Publication

... But Wait, There's More! DOL's Revised FFCRA Regulations Clarify but Also Raise More Questions  
COVID-19 Resource

August 27, 2020 | Event / CLE

The More Things Change, the More They Stay the Same: Leave Policies in the COVID-19 Era

USI Insurance Services Advanced Benefits & Compensation Roundtable | Webinar

August 17, 2020 | Publication

Federal Court Ruling Partially Vacating the DOL's FFCRA Rules Creates Dilemma for Employers  
COVID-19 Resource

**July 16, 2020** | News

Thirty-Two Lane Powell Attorneys Recognized by *Super Lawyers* in Washington for 2020  
Awards & Honors

**June 2, 2020** | Event / CLE

'Take It or Leave It' – Coordinating Leave in the Wake of Washington's Paid Family and Medical Leave Act  
LeadingAge Washington | Tacoma, Washington

**April 27, 2020** | Publication

Counting to 500 Under the PPP  
COVID-19 Resource

**April 17, 2020** | Publication

How Should Washington Employers Accommodate 'High Risk' Employees Under Governor Inslee's Proclamation?  
COVID-19 Resource

**April 17, 2020** | Publication

Seattle Emergency Rule Limits Employers' Rights to Request Verification for Paid Sick Leave  
COVID-19 Resource

**March 23, 2020** | Publication

Seattle and Washington Continue to Expand Financial Support for Workers in Response to the COVID-19 Pandemic  
COVID-19 Resource

**March 19, 2020** | Publication

COVID-19 Second Relief Package: President Signs Scaled Back Law  
COVID-19 Resource

**March 13, 2020** | Publication

COVID-19 Employment FAQ's for Long Term Care and Senior Living Providers  
COVID-19 Resource

**March 5, 2020** | Publication

Should You Be Worried About COVID-19 in Your Workplace?  
COVID-19 Resource

**February 26, 2020** | Event / CLE

'Take It or Leave It' – Coordinating Leave in the Wake of Washington's PFML Act  
Washington State Society for Human Resources Management (SHRM) |  
Bellevue, Washington

**January 1, 2020** | News

Lane Powell Elects New Shareholders in Portland and Seattle  
Firm Announcement

**December 19, 2019** | Publication

Washington State Overtime Salary Thresholds to Go Up in 2020 (and Up and Up in Coming Years)  
Labor, Employment & Benefits Update

**October 1, 2019** | Event / CLE

SOLD OUT: 37th Annual 'Best Practices for Best Employers™' Labor & Employment Seminar  
Lane Powell Seminar | Seattle

**June 10, 2019** | News

Thirty-one Lane Powell Attorneys Named 'Washington Super Lawyers' and Nine Named 'Washington Rising Stars'  
Awards & Honors

**May 9, 2019** | Publication

Competition Just Got Stiffer: New Washington Law Changes Non-Compete Landscape  
Labor & Employment Legal Update

**May 1, 2019** | Event / CLE

36th Annual 'Best Practices for Best Employers™' Labor & Employment Seminar  
Lane Powell Seminar | Portland, Oregon

**March 29, 2019** | Publication

Tipoff: New Washington State Guidance on Tips, Gratuities and Service

## Charges

Wage & Hour Legal Update

### **June 5, 2018** | Event / CLE

Northwest Receivership & Insolvency Professionals Forum  
Lane Powell Seminar | Seattle

### **March 13, 2018** | Publication

Washington Lawmakers Aim to Stop Workplace Sexual Harassment and  
Close Gender Pay Gaps  
Labor, Employment & Benefits Legal Update

### **December 8, 2017** | Event / CLE

Employer Strategies for Creating a Trans-Inclusive Workplace  
Lane Powell | Webinar

### **October 17, 2017** | Event / CLE

35th Annual 'Best Practices for Best Employers' Labor and Employment  
Seminar  
Lane Powell Seminar | Seattle

### **September 14, 2017** | Event / CLE

EEOC Seminar  
Equal Employment Opportunity Commission | Seattle

### **March 23, 2017** | News

Vivian Joins Lane Powell's Labor and Employment Practice Group  
Firm Announcement