SQUIRE PATTON BOGGS

Jon Daryanani

Partner

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About Jon

Jon Daryanani is a partner based in our Los Angeles office and a member of the Labor & Employment Practice. Jon has amassed an exceptional record of high-stakes litigation successes on behalf of Fortune 100 companies and emerging and venture capital companies.

Jon's clients include internationally known brands and publicly traded companies operating in diverse industries, including manufacturing, technology, entertainment, social media, banking, private equity and energy, including household names such as T-Mobile USA and Yamaha Corporation of America.

Serving as both a trusted advisor and legal counsel for his clients, Jon provides strategic planning on various employment and trade secret matters, including representation as trial counsel on single plaintiff and class (PAGA) wage-and-hour actions.

A former certified public accountant with a Big Four accounting firm, Jon brings this unique insight into his practice. He routinely works with our M&A lawyers engaging in due diligence reviews of employment issues in conjunction with the purchase and sale of California entities.

In 2025, Jon was named a 2025 "Leader of Influence: Labor & Employment" by the *Los Angeles Business Journal* and Thomson Reuters "Stand-out Lawyers and was listed among the Top 100 Lawyers and Leaders of Influence: Litigators & Trial Attorneys by the *Los Angeles Business Journal* (2024). Jon previously worked at an international law firm where he served as managing partner of the Los Angeles offices.

Experience

- Achieved a full defense verdict as trial counsel for a global aerospace company in an arbitration involving claims of race discrimination, retaliation, wrongful termination, harassment and punitive damages.*
- Achieved summary judgment for publicly traded construction client, resulting in dismissal of the entirety of claims for wrongful termination, breach of contract, wage-and-hour and fraud, and obtained an award of costs in favor of client.

- Obtained summary judgment on behalf of Yamaha Corporation of America, resulting in the dismissal of claims for punitive damages, retaliation and failure to engage in the interactive process.*
- Achieved successful enforcement of arbitration agreements in numerous single-plaintiff and wage-and-hour cases.
- Acting for a global aerospace company, secured dismissal of an arbitration case brought by a former employee alleging race discrimination and wrongful termination. Leveraged favorable deposition testimony to obtain summary judgment on all claims, including (1) racial discrimination, (2) retaliation, (3) wrongful termination, (4) negligent supervision, hiring and retention, (5) punitive damages and (6) emotional distress.*
- Obtained an arbitration verdict in favor of a national mortgage company, resulting in the dismissal of all claims, including breach of contract, fraud and failure to pay wages.*
- Represented clients in the manufacturing, retail, service and agriculture industries in multiple wage-and-hour class actions, including claims pursuant to the Private Attorney General Act (PAGA), and claims related to failure to pay overtime, failure to provide meal and rest breaks, and failure to reimburse expenses. Obtained favorable resolutions after engaging in discovery, as well as entire dismissal of a class action brought by agricultural employees.*
- First-chaired a 10-day arbitration and obtained a verdict in favor of a financial institution client, resulting in a US$500,000 damage award and injunctive relief against the former CEO for fraud, self-dealing, breach of fiduciary duty and misappropriation of trade secrets.*
- Secured summary judgment on behalf of a data logistics company, dismissing a former employee's claims for breach of employment contract on behalf of the client and permitted to proceed forward to trial with a counterclaim for misappropriation of confidential information and breach of fiduciary duty claims against the former employee.*
- Successfully obtained summary judgment ruling in favor of Brooks Automation, Inc, thereby dismissing the case (in the which the plaintiff, a former executive, asserted a seven-figure damage claim for fraud, negligent misrepresentation and breach of contract against the client) in its entirety, prior to trial.*
- Co-chaired a three-week jury trial related to misappropriation of trade secrets, resulting in a significant monetary verdict for the client, including the dismissal of a cross-complaint.*
- Defended a privately held manufacturing company before the California Labor Commissioner in claims of misclassification of an employee as exempt. The trial ruling was in favor of the client.*
- Published appellate decision in *Roman v. Super. Ct.* (Flo-Kem, Inc.), holding that the arbitration clause in an employment application was valid and binding, thereby requiring the employee to arbitrate claims.*
- Successfully defeated class certification with respect to overtime and meal and rest claims brought by California employees of a multinational temporary housing company.*
- Obtained summary judgment in Orange County Superior Court on behalf of an airline component manufacturer, dismissing punitive damage claims asserted by a former employee alleging wrongful termination and disability discrimination, which resulted in immediate and favorable resolution on behalf of the client.
- Advise and counsel prominent athletes, celebrities and high-profile business executive son home office, personnel and related issues, including litigation.*

- First-chaired a bench trial in conjunction with a California Labor Commissioner wage and hour appeal, and achieved a finding in favor of the client and an award of attorneys' fees.*
- Successfully defended American Idol Productions, Inc. in conjunction with numerous wage claims filed with the California Labor Commissioner.*

*Experience earned at prior firms

Credentials

Education

- Loyola Law School, Los Angeles, J.D., 1999
- California State University, Northridge, B.S., 1993

Admissions

- California, 2000

Courts

- California
- U.S. Court of Appeals for the 9th Circuit
- U.S. District Court for the Central District of California
- U.S. District Court for the Northern District of California
- U.S. District Court for the Southern District of California

Memberships & Affiliations

- Member, Los Angeles County Complex Courts Judicial Committee

Recognitions

- Named a 2025 "Leader of Influence: Labor & Employment" by the *Los Angeles Business Journal*.
- Listed in Thomson Reuters Stand-out Lawyers, 2025
- Named a Top 100 Lawyer by *Los Angeles Business Journal*, 2023-2024
- Recognized as one of the Leaders of Influence: Litigators & Trial Attorneys by *Los Angeles Business Journal*, 2023-2024
- Named a Super Lawyer – Employment & Labor by *Southern California Super Lawyers*, Los Angeles, 2017
- Honored as one of the Top 20 Under 40 LA Lawyers by the *Los Angeles Daily Journal*, 2011

Expertise

Services

- Labor & Employment

Publications & Speaking Engagements

- Presenter, "Wage & Hour Class Actions/PAGA," Complex Courts Symposium, Los Angeles County Bar Association, November 2024 (presentation with California state court judges as to recent developments in California wage and hour law).

About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.