

In The Media

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Jonathan Ksiazek Quoted in *Law360* Article, "Robust Pay Equity Clauses Grab Spotlight In \$15M Snap Deal"

Jonathan Ksiazek, partner in the firm's Labor and Employment practice, was quoted in the *Law360* article "Robust Pay Equity Clauses Grab Spotlight In \$15M Snap Deal." This article discusses how Snap Inc. reached a \$15 million settlement with California's Civil Rights Department to resolve sex bias allegations following a three-year investigation. The investigation found that women at this technology company were paid less, faced unwelcome sexual advances, and experienced retaliation after raising complaints. The multimillion-dollar settlement requires Snap to hire an independent consultant to review policies surrounding pay and promotion, appoint a third-party monitor to oversee compliance, and commit to implementing pay transparency practices, potentially setting a precedent for future pay equity laws.

[Click here to read the full article](#) (subscription may be required).

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