



Kayla M. Lazarus

Associate

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Services

Labor & Employment
Litigation

Kayla Lazarus focuses her practice on labor and employment law. She has experience defending employers in a broad range of labor and employment disputes including discrimination, harassment, wage and hour, wrongful termination, and restrictive covenant matters. Kayla also regularly advises clients on all aspects of the employment relationship, including wage and hour compliance, I-9 compliance, employment policies and handbooks, employment agreements, restrictive covenants, severance agreements, layoffs, leaves of absence, and accommodations. In addition, Kayla routinely performs labor and employment due diligence on mergers and acquisitions.

Kayla began her legal career working as a judicial law clerk for the Honorable Richard Dietz at the North Carolina Court of Appeals. Prior to joining the firm, Kayla worked as an associate at a law firm based in Winston-Salem, North Carolina where she focused her practice on appellate, business, and civil litigation.

While attending law school, Kayla served as a summer intern for a law firm based in Hickory, North Carolina and a summer intern in the Guilford County Public Defender's Office in High Point, North Carolina. Kayla earned CALI awards for the highest grade in Contracts I and Contracts II and she was also a teaching assistant to Professor Timothy Davis, Notes and Comments Editor of the *Wake Forest Journal of Business and Intellectual Property Law*, and a member of the Wake Forest Moot Court Board.

Kayla has been recognized as a member of the 2020 class of the North Carolina Pro Bono Honor Society for her substantial and valuable legal contributions to people of limited means in North Carolina by providing 50 or more hours of pro bono legal services in the calendar year.

Kayla was recognized in 2024, 2025 and 2026 as one of the "Best Lawyers: Ones to Watch" for Management Labor and Employment Law and Labor and Employment Litigation by *The Best Lawyers in America®*.

Education

Wake Forest University School of Law J.D. (2016) *cum laude*

St. Olaf College B.A. (2011) Music

Admissions

California (2022)

North Carolina (2016)

Court Admissions

U.S. District Court for the Central District of California (2023)

U.S. District Court for the Eastern District of California (2023)

U.S. District Court for the Northern District of California (2023)

U.S. District Court for the Southern District of California (2023)

U.S. District Court for the Eastern District of North Carolina (2018)

U.S. District Court for the Middle District of North Carolina (2018)

U.S. District Court for the Western District of North Carolina (2018)

U.S. Court of Appeals for the Fourth Circuit (2021)

Clerkships

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Insights

[Events](#)

The New Form I-9 Compliance and Enforcement Issues

June 24, 2026

[Alert](#)

Recent Statutory Developments in California Employment Law

October 2, 2024

[News Releases](#)

131 Kilpatrick Attorneys Recognized in 2025 Edition of Best Lawyers: Ones to Watch in America®

August 16, 2024

[Alert](#)

California Supreme Court Recognizes Good Faith Defense to Wage Statement Violations

May 13, 2024

[Alert](#)

California High Court Rejects Manageability as a PAGA Consideration

January 29, 2024