

LISA C. HAMASAKI, ESQ.

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Partner



Lisa C. Hamasaki is a Partner in Nukk-Freeman & Cerra, P.C.'s San Francisco office, where she represents employers in labor and employment matters throughout California. With more than 25+ years of experience, she advises employers on all aspects of California and federal employment law and defends companies in state and federal courts, arbitration, and before administrative agencies. Prior to joining NFC, Lisa served for more than five years as the Managing Shareholder of her former firm's San Francisco office, providing strategic leadership while maintaining an active employment law practice.

Lisa has extensive experience litigating claims involving harassment, discrimination, retaliation, disability accommodations, leaves of absence, wrongful termination, defamation, wage and hour matters, and more. Known for her strategic, practical approach, she has successfully defended employers across a wide range of industries. In addition to her litigation practice, Lisa partners with employers to navigate complex workplace issues, providing practical guidance on workplace disputes, employment policies, employee discipline and separations, wage and hour compliance, disability accommodations, and leave management. Lisa also regularly conducts workplace investigations and advises on the same.

A trusted advisor to employers, Lisa is valued for delivering business-focused solutions that balance legal risk with organizational objectives. She is also a sought-after speaker and trainer, frequently presenting at conferences, client seminars, and industry events across the country on emerging employment law developments and workplace best practices. Lisa regularly educates employers and management teams on topics including harassment prevention, workplace investigations, disability accommodations, leaves of absence, wage and hour compliance, and other issues critical to maintaining compliant and productive workplaces.

Outside of her practice, Lisa is an avid equestrian who regularly competes in show jumping with her horse. A passionate foodie, she also enjoys exploring new culinary experiences with her spouse, who is a chef. Lisa loves traveling and spending quality time with family and friends. Closer to home, she enjoys taking advantage of the Bay Area's beautiful outdoor spaces and can often be found hiking with her family and their terrier, Royce.

AWARDS & HONORS:

- Recognized in Best Lawyers® in America (2026)
- National Association of Women Lawyers (NAWL), Virginia S. Mueller Outstanding Member Award
- Selected to the Northern California Super Lawyers List (2012 - 2024)

AWARDS & HONORS: *(Continued)*

- San Francisco Magazine
 - Top Attorneys in Northern California (2015 - 2024)
 - Top Women Attorneys in Northern California (2014 - 2024)

PROFESSIONAL EXPERIENCE:

- Ogletree, Deakins, Nash, Smoak & Stewart, PC., San Francisco, CA
 - San Francisco Office Managing Shareholder (2020 - 2025)
 - Shareholder (2018 - 2026)
- Miller Law Group, San Francisco, CA
 - Shareholder (2008 - 2018)
 - Associate (2006 - 2008)
- Reed Smith (formerly Crosby, Heafey, Roach & May), San Francisco, CA
 - Associate (1998 - 2006)

PROFESSIONAL ACTIVITIES:

- National Employment Law Council (NELC)
 - Co-Chair of Regional Conferences (2018 - 2025)
 - Member of the Annual Meeting Host Committee (2024 - 2026)
- National Association of Women Lawyers (NAWL)
 - Member of Annual Meeting Host Committee (2020 - 2025)
 - Co-Chair of NAWL Annual Meetings (2023, 2024)
 - Co-Chair of NAWL Research Committee (2025 - Present)
- National Association of Minority and Women Owned Law Firms (NAMWOLF)
 - Former Co-Chair of the Labor & Employment Practice Area Committees (2014 - 2018)

EDUCATION:

- University of Virginia School of Law, Charlottesville, VA (J.D., 1998)
- Bates College, Lewiston, ME (B.A., 1995)
- St. Peter's College, Oxford University, Oxford, United Kingdom (1993)

BAR ADMISSIONS:

- State of California (1998)
- United States District Court for Northern District of California (2000)
- United States District Court for Eastern District of California (2012)
- United States District Court for Central District of California (2004)
- United States District Court for Southern District of California (1998)
- United States Court of Appeals for the Ninth Circuit (1998)

RECENT PUBLICATIONS:

- Author, "Reframing the Thinking Around Workplace Harassment", Bloomberg Big Law (June 2018)

SPEAKING ENGAGEMENTS:

- Balancing Accountability and Retaliation Risks: Managing Performance After a Complaint, Navigating California Employment Law (March 2026)
- Staying Ahead of the California Curve: Key Golden State Updates, Workplace Strategies (April 2025)

SPEAKING ENGAGEMENTS: *(Continued)*

- Where Did Everyone Go? Keeping Up with California Leaves of Absence, Navigating California Employment Law (March 2025)
- Seismic Shifts in California Employment Law: The Latest Developments, Corporate Labor and Employment Counsel Exclusive (November 2024)
- Workplace Strategies Watercooler 2024: When Workplace Investigations Uncover Potential Crime, Ogletree Deakins Podcast (July 2024)
- Tempest in a Teapot: When Workplace Investigations Uncover Potential Crimes, Ogletree Deakins Workplace Strategies (May 2024)
- Strategies for Navigating Challenging Accommodation Issues in California, California Employment Law Briefing (April 2024)
- Strategies for Navigating Challenging Accommodation Issues in California, Navigating California Employment Law (March 2024)
- The Nuts and Bolts of Effective Workplace Investigations, Navigating California Employment Law (March 2023)
- What's New and On the Horizon: Legal Developments in 2022 and Beyond, The Bar Association of San Francisco Annual Labor and Employment Law Conference (February 2023)
- Leaves in California: Staying Current and Compliant in a Bear of a State, Corporate Labor and Employment Counsel Exclusive (September 2022)
- Navigating California Leave and Employee Time Off: A Practical Approach, Navigating California Employment Law (March 2022)

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