



(She/Her)

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Shannon Bettis Nakabayashi is a principal in the San Francisco, California, office of Jackson Lewis P.C. She is a core member of the firm's California Class and PAGA Actions Resource Group. She specializes in wage and hour complex litigation.

Shannon has extensive experience litigating class, collective and PAGA matters in state and federal courts and in arbitrations. Shannon frequently represents employers in the hospitality, retail and healthcare fields and she specializes in the unique wage and hour regulations that apply to the healthcare and staffing industries. Her litigation experience includes handling class and PAGA actions for overtime misclassification, independent contractor misclassification, unpaid wages, overtime, regular rate of pay, rounding, tips and services charges, wage statements, bonus calculations, commissions, paid sick leave, alternative workweek schedules, timekeeping and penalties.

Shannon is a member of the firm's Privacy, Data and Cybersecurity team and regularly handles FCRA and TCPA class actions.

Shannon advises clients on wage and hour compliance and litigation avoidance, including compliance with local Bay Area ordinances, and assists clients with employment and compensation issues relating to commissions and compensation plans. She regularly leads California and FLSA audits.

Shannon is outside employment counsel to a number of non-profits.

Before joining Jackson Lewis, Shannon was a member of the employment law practice at a national law firm, where she focused her practice on California and federal wage and hour counseling and litigation. She led employment teams on numerous complex corporate transactions. During law school, she was a comments editor for the *University of San Francisco Law Review*. She externed for the Hon. Ming W. Chin, Associate Justice, California Supreme Court.

Shannon is a native of California's Central Valley and a long time Bay Area resident.

Honors and Recognitions

- The Best Lawyers in America®, "Employment Law – Management" (2025)

Pro Bono and Community Involvement

- Meals on Wheels of San Francisco, Outside Employment Counsel and Pro Bono Attorney
- San Francisco Marin Food Bank, Outside Employment Counsel and Pro Bono Attorney
- Japan Society of Northern California, Member

Practices

- National Compliance and Multi-State Solutions
- California Advice and Counsel
- California Class and PAGA Action
- Class Actions and Complex Litigation
- Fitness
- Healthcare
- Hospitality
- Employment Litigation
- Privacy, Data and Cybersecurity
- Retail
- Wage and Hour
- Privacy Litigation

Education

- University of San Francisco School of Law, J.D. 2001
- University of California, Berkeley, B.A. 1996

Admitted to Practice

- 9th Circuit Court of Appeals 2002
- California - C.D. Cal. 2007
- California - E.D. Cal. 2003
- California - N.D. Cal. 2002
- California - S.D. Cal. 2004
- California 2001