Theane Evangelis

Partner

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Los Angeles



Theane Evangelis is a partner in the Los Angeles office of Gibson Dunn. She is Co-Chair of Gibson Dunn's global Litigation Practice Group and one of the country's leading litigators. Theane serves on the firm's Executive Committee, and she previously served as Co-Chair of the Class Actions Practice Group. She represents clients in federal and state courts throughout the nation in a wide spectrum of cases and has argued and won high-profile, groundbreaking appeals across the country, including in the Supreme Court of the United States. Theane's achievements have earned her accolades from leading national legal publications. Last year, she was honored as "Attorney of the Year" at the California Legal Awards, presented by *Law.com* and *The Recorder*, and she was selected by the *Daily Journal* as a California Lawyer Attorneys of the Year (CLAY) award winner.

Theane is also a member of the Appellate, Class Actions, Labor and Employment, Media, Entertainment, and Technology, and Crisis Management Practice Groups. She joined Gibson Dunn after serving as a law clerk to Justice Sandra Day O'Connor during October Term 2004 and as an associate with Ziffren Brittenham, a Los Angeles law firm specializing in entertainment and media transactions. Before clerking for Justice O'Connor, Theane was a law clerk on the U.S. Court of Appeals for the Ninth Circuit.

Theane is ranked Band 1 by *Chambers USA*, with clients noting, "She's the person we turn to in a crisis, and the one who always picks up the phone, no matter the issue." She was recently awarded the 2026 Beacon of Justice award by Friends of the Los Angeles County Law Library for her contributions to the legal profession and public service. *Law360* named her as an "Employment MVP" and has previously recognized her three times as a "Class Action MVP," and she was recognized by the *National Law Journal* as a 2023 "Employment Law Trailblazer. *Benchmark Litigation* has recognized Theane with several prestigious honors. She was named "Labor & Employment Litigator of the Year," listed among the country's "Top 10 Women in Litigation," and acknowledged as California's "Labor & Employment Litigation Attorney of the Year" for her leadership in significant bet-the-company matters. Additionally, she was included in *Benchmark Litigation*'s "Top 50 Labor & Employment Litigators" list. Theane is also recognized by *Lawdragon* as one of "500 Leading Litigators in America," "500 Leading Corporate Employment Lawyers," "500 Leading Global Litigators," and "500 Global Leaders in Crisis Management." According to the *Los Angeles Business Journal*, which named Theane to its list of "Women of Influence: Attorneys" (2025 and 2026), "Top 100 Lawyers" list (2022 and 2025), "Leaders of Influence for Labor & Employment" list (2022), as well as naming Theane 2021 Labor and Employment "Lawyer of the Year"; she "has emerged as a go-to class action lawyer for businesses whose business models are under attack." The *Daily Journal* has included Theane in its annual list of "Leading Commercial Litigators" from 2023 – 2026. She was also recognized as a "Top 100 Lawyer" in California and credited with "keeping the wheels of the gig economy turning" from 2021 to 2026. Furthermore, she was named a "Top Woman Lawyer in California" for the years 2016 through 2026. In its annual Top Verdicts of California 2018 feature, the *Daily Journal* recognized Theane for three of her litigation successes where she was able to obtain record verdicts for clients

Capabilities

Class Actions
Appellate and Constitutional Law
Crisis Management
Labor and Employment
Litigation
Mass Torts and Product Liability
Media, Entertainment, and Technology
Technology Litigation

Credentials

Education

New York University - 2003 Juris Doctor

Georgetown University - 1997 Bachelor of Science

Admissions

California Bar

Clerkships

US Supreme Court, Hon. Sandra Day O'Connor, 2004 - 2005

US Court of Appeals, 9th Circuit, Hon. Alex Kozinski, 2003 - 2004

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Uber, Kimberly-Clark, and Grubhub. Theane was also recognized by *Best Lawyers* as the 2023 Appellate Lawyer of the Year, selected by her peers for inclusion in *The Best Lawyers in America* ® in the field of Appellate Practice since 2014, and named "Los Angeles Appellate Lawyer of the Year" by *Best Lawyers*®. She was also recognized in the 2026 edition of *The Best Lawyers*® *in America* for her work in Employment Law – Management. In a published article by *The Am Law Litigation Daily*, Theane shared her experience of "handling three oral arguments in four cases for gig economy clients on back-to-back days in two separate circuit courts" in 2022.

In July 2024, Theane was selected by *The American Lawyer* as the "Litigator of the Week," in recognition of her victory before the Supreme Court of the United States in a landmark case with national implications on behalf of the City of Grants Pass, Oregon, which held that the Eighth Amendment does not prevent the enforcement of camping regulations on public property. Theane was previously recognized as a "Litigator of the Week" for her 2018 victory on behalf of Grubhub in the first federal case regarding the classification of workers in the "gig" economy. In 2018 and 2019, she was named as one of Los Angeles' Most Influential Women Attorneys by the *Los Angeles Business Journal*, an honor designated for only 75 of the city's most influential women attorneys. Theane was named by *Euromoney* Legal Media Group as the 2021 Litigation Lawyer of the Year at the Americas Women in Business Law Awards.

Recent representative matters include:

- Winning a landmark ruling in the Supreme Court of the United States upholding the City of Grants Pass, Oregon's public-camping laws in a case of widespread importance for local governments across the country grappling with the homelessness crisis. Assembled a broad coalition of hundreds of amici, including California Governor Gavin Newsom and dozens of cities and states across the country, and presented oral argument before the Supreme Court on behalf of Grants Pass. The case was widely reported in the national media;
- Secured a complete summary judgment victory for a leading technology company and obtained the first merits decision in the country on a closely watched question of wage-and-hour law: whether the value of restricted stock units ("RSUs") must be included in the "regular rate of pay" for overtime purposes under the Fair Labor Standards Act;
- Successfully overturned a nearly $240 million verdict against UPS in a single-plaintiff retaliation and wrongful termination case;
- Serving as lead counsel to Uber in a series of private and public lawsuits across the country alleging misclassification of drivers who use the Uber app;
- Served as lead counsel for Reddit, winning the first appellate ruling in the country in the Ninth Circuit interpreting the FOSTA amendments to section 230;
- Served as lead counsel, arguing and winning appeals in several federal circuits across the country and in the Massachusetts Supreme Judicial Court, on the applicability of the Section 1 transportation worker exemption to the Federal Arbitration Act;
- Served as lead counsel for plaintiffs in a constitutional challenge to California's worker classification law AB5;
- Defeating a lawsuit by opponents of Proposition 22, a ballot initiative to protect worker independence in California, that attempted to silence Uber's communications about the initiative on the eve of the election;
- Winning classwide summary judgment for a leading technology company in an FLSA case of first impression;
- Served as lead appellate counsel and obtaining a landmark, precedent-setting opinion and reversal of a nine-figure wage-and-hour class action judgment against a leading retailer;
- Served as lead counsel to a leading retailer in the Ninth Circuit and obtaining

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interlocutory review under Rule 23(f) and reversal of class certification;

- Served as lead counsel to Uber in the California Supreme Court in *Adolph v. Uber*, the first case regarding arbitrability of PAGA claims in the wake of the U.S. Supreme Court's ruling in *Viking River Cruises v. Moriana*;
- Representing actor Ashley Judd against Harvey Weinstein seeking redress for the career-changing harm Mr. Weinstein caused when he defamed Judd to filmmakers in retaliation against Ms. Judd for having rejected Mr. Weinstein's sexual advances;
- Winning a landmark trial victory on behalf of Grubhub in the first federal case ruling that a driver-partner who used Grubhub's app was an independent contractor, after preemptively defeating class certification;
- Successfully presented argument in the Sixth Circuit on behalf of Uber Technologies, Inc., in a proposed overtime class action brought by two drivers. The three-judge panel unanimously found that were bound to arbitrate their claims;
- Representing Uber and persuading the Ninth Circuit to grant interlocutory review of a class certification order, and obtaining decisions by the Ninth Circuit enforcing Uber's arbitration agreements and decertifying a class of hundreds of thousands of drivers;
- Securing the complete reversal from the Ninth Circuit of a class action judgment against Kimberly-Clark involving claims of fraud and unfair competition, after obtaining a 95% reduction from the Central District of California of the nearly half-a-billion-dollar verdict;
- Presenting argument on behalf of Yamaha and obtaining a published, precedential opinion from the Ninth Circuit dismissing a nationwide class action and limiting a manufacturer's duty to disclose safety-related latent defects under California law;
- Persuading the Supreme Court of the United States to reverse the certification of the largest employment class action in American history;
- Representing the plaintiffs from trial to the Supreme Court of the United States in the historic federal constitutional challenge striking down California's ban on same-sex marriage, Proposition 8;
- Serving as lead counsel for the City of Boise in the U.S. Supreme Court in defending the constitutionality of the City's ban on public camping in *Martin v. City of Boise*;
- Presenting argument on behalf of Hewlett-Packard Company and obtaining a precedent-setting, published opinion from the Ninth Circuit regarding a manufacturer's duty to disclose latent defects under California law;
- Obtaining a unanimous victory for Standard Fire in the Supreme Court of the United States in a case involving the proper interpretation of the Class Action Fairness Act;
- Obtaining reversal of a nearly $90 million judgment in a wage-and-hour class action in the California Court of Appeal;
- Serving as appellate counsel to Toyota Motor Company in the multidistrict litigation arising out of drivers' reports of "unintended acceleration" in Toyota vehicles and persuading the Ninth Circuit to grant interlocutory review of whether "no injury" class-action plaintiffs lack Article III standing;
- Representing California public school students bringing in a landmark constitutional challenge to state tenure laws that prevent school administrators from hiring and retaining the most effective teachers;
- Winning dismissal with prejudice of a putative nationwide consumer class action filed in federal court against a technology company, which was subsequently affirmed by the Ninth Circuit;
- Winning complete, classwide summary judgment on the eve of trial for a leading

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technology company in the first case nationwide to decide whether restricted stock units must be included in the “regular rate” for overtime purposes under the Fair Labor Standards Act.

Theane graduated *summa cum laude* from New York University School of Law in 2003 and received the University Graduation Prize, which is awarded to the student with the highest grade point average in the graduating class. During law school, she was a Butler and Pomeroy Scholar and served as Managing Editor of the *New York University Law Review*.

Prior to law school, Theane served as a legislative assistant to former U.S. Representative Max Sandlin, for whom she handled financial services, technology, and foreign affairs legislation. She received a B.S. in Foreign Service, *cum laude*, from the Georgetown University School of Foreign Service.

Theane is a member of the California bar and is admitted to practice in the Supreme Court of the United States, U.S. Courts of Appeal across the country, and all federal courts in California. Theane serves on the board of the California Women’s Law Center and The Hellenic Initiative. Theane is a Trustee of the Global Greek Film Initiative and is a Member of the Board of Trustees of the NYU Law School. Theane was also appointed by the Los Angeles County Board of Supervisors to the Los Angeles County Blue Ribbon Commission on Homelessness.

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