



# Naju R. Lathia

## Partner

Parsippany, NJ | (973) 966-8082

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## Overview

Naju Lathia assists clients in a broad spectrum of complex commercial disputes, including utility, telecommunications, contract, trade secrets, construction and franchise matters, in state and federal court. She also leads sensitive internal and white-collar investigations, as well as defends clients as they face state and federal investigations and charges. Naju also has experience representing franchisors, litigating product liability and tort matters, and defending employers against allegations of discrimination, retaliation and wrongful termination.

Naju is co-chair of the firm's Data Privacy, Protection and Litigation group. She previously served as a Deputy Attorney General with the New Jersey Office of the Attorney General's Division of Criminal Justice, in its Financial and Computer Crimes Unit. In this role, Naju investigated, prosecuted and tried cases involving cybercrimes, money laundering and financial fraud.

Naju serves in a leadership role with the Day Pitney Diverse Attorneys Network and is actively engaged in the firm's efforts to promote diversity in the legal profession.

Following graduation from the Benjamin N. Cardozo School of Law, Naju clerked for the Honorable Joseph A. Paone, J.S.C., in Middlesex County, New Jersey.

## Education and Credentials

### Education

Benjamin N. Cardozo School of Law, J.D.

Rutgers University, B.A., *summa cum laude*

### Admissions

U.S. District Court, Eastern District of New York

U.S. District Court, Southern District of New York

U.S. District Court, District of New Jersey

State of New York

State of New Jersey

## Practices & Industries

[Complex Commercial Litigation](#)

[Data Privacy, Protection & Litigation](#)

[Employment Litigation](#)

[Energy Litigation](#)

[Franchise & Distribution](#)

[General Criminal Defense](#)

[Government Enforcement & White Collar Defense](#)

[Internal Investigations](#)

[Litigation](#)

[Product Liability & Torts Litigation](#)

[Real Estate Litigation](#)

## Affiliations

South Asian Bar Association of North America, Co-Chair, Law Partners Section  
South Asian Bar Association of New Jersey

## Languages

Gujarati  
Hindi

## Recognition and Community

*No aspect of this advertisement has been approved by the highest court of any state. Prior results do not guarantee a similar outcome. See Awards Methodology.*

## Recognitions

Selected to *The Best Lawyers in America* list of Ones to Watch (Woodward/White, Inc.) for Commercial Litigation, 2021-2025; Corporate Governance and Compliance Law, 2021-2025; Labor and Employment Law – Management, 2021-2025; Litigation – Labor and Employment, 2021-2025; Criminal Defense: White-Collar, 2025

Recipient of the South Asian Bar Association (SABA) North America's Rising Star Award, 2023

Recipient of the South Asian Bar Association of New Jersey (SABA-NJ)'s Young Lawyer of the Year Award, 2022

Chosen as one of the New Leaders of the Bar by the *New Jersey Law Journal* (ALM Media Properties, LLC), 2021

Recipient of Coleman Award for outstanding pro bono work from Day Pitney, 2018

## Insights

New Reporting Requirements in the Cybersecurity and Critical Infrastructure Sectors  
New Jersey Law Journal's Cybersecurity Special Section, November 27, 2024

Day Pitney Sponsors SABA-NJ Gala  
October 24, 2024

Day Pitney White Collar Roundup – July 2023 Edition  
July 2023

"The In-House Perspective," Day Pitney and SABA-NJ  
May 24, 2023

Day Pitney White Collar Roundup – April 2023 Edition  
April 2023

Day Pitney White Collar Roundup – February 2023 Edition  
February 2023

Day Pitney White Collar Roundup – October 2022 Edition  
October 2022

The Regulation of CBD and Delta-8 THC  
September 2022

Day Pitney White Collar Roundup – August 2022 Edition  
August 2022

Day Pitney White Collar Roundup - June 2022 Edition  
June 2022

Proceed with Caution: NJ's Green Lighting of Recreational Cannabis May Require Detours  
May 19, 2022

Day Pitney White Collar Roundup - April 2022 Edition  
April 1, 2022

White Collar Roundup - February 2022 Edition  
February 2022

New Jersey Supreme Court Makes Clear That No Adverse Action Is Required for Failure-to-Accommodate Claims  
July 29, 2021

New Jersey Federal Civil Procedure  
December 23, 2020

New Jersey Cracks Down on Independent Contractor Misclassification and Wage Statements  
July 30, 2020

Just When You Thought You Knew What Constituted FMLA Leave  
December 12, 2019

Marijuana Update: Must New Jersey Employers Accommodate Medical Use?  
November 20, 2019

Executive Director of Women's Campaign School at Yale Addresses WWT and Guests  
March 22, 2017

New Jersey Law Now Provides Protections to Medical Marijuana Users  
September 11, 2019

New Jersey Law Requires Designation of Forum in Arbitration Agreements  
December 31, 2018

What's on the Horizon? Important Proposed Legislation in New Jersey  
September 26, 2018

Pitching Your Cybersecurity Case to Law Enforcement Agencies  
May 29, 2018

Cybersecurity Risk to Industrial Internet of Things: Not Just IT Problem  
July 20, 2017

## News

Day Pitney Receives 2024 Lex Mundi Pro Bono Foundation Award  
May 10, 2024

Naju Lathia Sworn in as SABA-NJ's 2024 North Jersey Regional Representative  
January 17, 2024

Naju Lathia Appointed to New Jersey State Bar Association's Task Force on Artificial Intelligence in the Law  
October 23, 2023

Day Pitney Partner Naju Lathia Recognized with SABA North America's 2023 Rising Star Award  
July 24, 2023

Naju Lathia Installed as SABA-NJ's 2023 North Jersey Regional Representative  
January 19, 2023

Day Pitney Names Naju Lathia New Co-Chair of Data Privacy, Protection and Litigation Group  
December 7, 2022

SABA Leadership Institute Class of 2023 Fellows Selected  
December 6, 2022

Day Pitney Partner Naju Lathia Recognized with SABA New Jersey 2022 Young Lawyer of the Year Award  
October 21, 2022

Naju Lathia Selected as Co-Chair of the Law Partners Section of the South Asian Bar Association of North America  
August 24, 2022

2022 Promoted Partners  
February 1, 2022

Naju R. Lathia  
01/04/2022

Day Pitney Elects Its Largest Class of New Partners  
January 4, 2022

Day Pitney Elects Largest Class of New Partners, Including 2 in NJ  
January 4, 2022

Day Pitney's Kevin J. Duffy and Naju R. Lathia Honored as New Leaders of the Bar by New Jersey Law Journal  
August 10, 2021

Day Pitney Honors Three Attorneys with Pro Bono Award  
February 9, 2018

## In The Media

AI Trends for In-House Counsel: Boost Productivity & Navigate Ethics  
2025 Corporate Counsel Institute, January 2025

NJ, Attys Brace For Tech 'Evolution' in Litigation  
Law360 Pulse, August 21, 2024

Why Firms Should Add Age Discrimination to Larger DEI Discussion  
Law360, January 25, 2024

Diverse Lawyers Network: Industry News  
Diverse Lawyers Network newsletter, July 28, 2023

How Day Pitney's Data Privacy Group Is Meeting The Moment  
Law360 Pulse, December 12, 2022

Day Pitney Names New Data Privacy Co-Chair in NJ  
Law360, December 12, 2022

**On the Move and After Hours**

New Jersey Law Journal, December 8, 2022

**Industry News: Diverse Lawyers Network**

Diverse Lawyers Network, December 9, 2022

**After Hours: Lathia Named 'Young Lawyer of the Year'**

New Jersey Law Journal, October 26, 2022

**Diverse Lawyers Network: Industry News**

Diverse Lawyers Network, September 2, 2022

**On the Move: Day Pitney**

New Jersey Law Journal, March 16, 2022

**New Partner Yearbook 2022, New Jersey Law Journal**

New Jersey Law Journal, February 28, 2022

**Day Pitney's 2022 Newly Promoted Partners Featured in BBA's Law Firm Newsletter**

Boston Bar Association Law Firm Newsletter, January 13, 2022

**Kritika Bharadwaj, Benjamin Haglund, Theresa Kelly, Naju Lathia and Elizabeth Sher Represent Firm at SABA-NJ 2021 Annual Gala**

South Asian Bar Association of New Jersey, October 1, 2021

**Law Journal Announces New Jersey Legal Awards Winners, Finalists**

New Jersey Law Journal, September 23, 2021

**Working From Home or Living at Work: The Uncertainties of Tracking Work Hours While Working Remotely**

Day Pitney Employment and Labor Quarterly Update, October 30, 2020