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# ABOUT THE FIRM

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**Brown Law Group**, a leading Southern California and Nevada litigation firm, specializes in all aspects of employment law, including business litigation and corporate law. Though fierce advocates, the firm also approaches every legal problem practically, from the client's point of view.

Clients choose Brown Law Group because of its impressive record of success coupled with its uncompromising commitment to the ethical practice of law. Comprised of highly qualified and principled attorneys, Brown Law Group has experience in representing clients of all sizes, who seek unsurpassed excellence in analysis and work product.



*“We believe Brown Law Group’s clients benefit when lawyers from varied backgrounds and perspectives collaborate their expertise and experience together.”*

# BROWN LAW GROUP IS UNIQUE

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Our lawyers have and have been asked to work in international, national and large firms, but have chosen Brown Law Group ("BLG") because of its commitment to excellence and its positive work environment.



BLG's boutique size works to the clients' advantage – every member of BLG knows you and the status of your case.



BLG lawyers have actual trial and appellate experience – we are not merely "litigators." If a lawsuit must proceed, BLG lawyers are fierce, but practical advocates.



Our positive work environment inures to the benefit of BLG's clients, because it focuses our intellect on our client's issues, not internal discourse.



BLG practices preventive law, which means whenever practicable, we help clients avoid lawsuits.



With offices in San Diego, Los Angeles and Las Vegas and clients throughout California and Nevada, we are experts in litigating in all Courts.



Cases are carefully staffed, so that we accomplish our tasks well in advance of the due dates, without duplicative efforts.



Communication with our clients is a high priority. We make certain that clients are apprised of all significant matters.



BLG bills clients only for the time spent; we do not charge clients for our fax machine, our copy machine or word processors.



BLG's lawyers are community, academic and legal leaders. Every member is proud to work at BLG.



# OUR OFFICES

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## San Diego, CA

600 B Street  
Suite 1650  
San Diego, CA 92101



## Los Angeles, CA

515 S. Flower Street  
36<sup>th</sup> Floor  
Los Angeles, CA 90071



## Las Vegas, NV

3753 Howard Hughes Pkwy.  
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## Contact Us

619.330.1700  
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## Advice & Counseling

*Critical to any business's success is having in place updated firm employment policies and procedures. Whether you are a relatively new business, rapidly growing, or a well-established enterprise, one of the most cost-effective steps you can take is to get advice and counseling to prevent litigation from arising and reduce its impact if it does.*

One of the ways that Brown Law Group provides extraordinary services to its clients is to help them avoid lawsuits before they are filed. Brown Law Group is innovative in its preventative approach, helping its clients to reduce overall liability through a variety of proactive approaches, including training, personnel policies, manuals and arbitration clauses, and pre-termination counseling. This cost-effective approach conveys to our clients our commitment to help serve their best interests through litigation prevention.

Our attorneys have a vast array of experience in:

- Alternative Dispute Resolution
- Employment and Arbitration Agreements
- Diversity Training
- Employment Handbooks: Updating and Training
- Employment Policies
- HR Assessments
- Internal Investigations
- Interviewing Training
- Performance Evaluation Training
- Severance Agreements and Advice
- Sexual Harassment Prevention Training
- Supervisory Union Training
- Termination Training
- Union Organizing Campaigns

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## Labor & Employment Law

We are labor and employment law specialists, with expertise in every area of employment and traditional labor law. Brown Law Group lawyers have tried wrongful termination cases, claims based on race, sex, sexual orientation, pregnancy, age, union activity, protected concerted activity, other protected classes, public policy, whistleblower, and wage and hour claims. These cases have been successfully litigated in all forums, including administrative hearings, mediation, arbitration, before judges and juries, and in various federal and state courts of appeal.



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## Business Litigation

Attorneys in our Business Litigation Practice Group handle a wide range of civil litigation for its local and national clients and are experts at all facets of the litigation processes, whether in state courts, federal courts, arbitration, mediation, administrative proceedings, appeals, or strategic negotiation. Our litigators have a well-earned reputation for aggressive, efficient and successful representation of clients in business, commercial, real estate, and estate and trust disputes, as well as matters involving corporate governance, trade secrets, construction, eminent domain, land use, and the environment.

The needs and objectives of the client are paramount in the handling of any litigation matter and are clearly established at the outset of any new matter. BLG attorneys understand that litigation can be an expensive and time-consuming process; therefore, alternative dispute resolution techniques (such as mediation and arbitration) are evaluated and utilized whenever it is practicable for the situation.

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When litigation is inevitable, however, BLG can provide whatever level of resources is necessary, including litigation teams of both attorneys and paralegals, to respond to and deal with aggressive opposition tactics. While we do not believe every case should go to trial, we do believe every case gains a competitive advantage from a trial-ready approach. BLG litigators are fervent in their handling of the pre-trial phase, including discovery and the filing of appropriate motions, to narrow issues and bring about the most efficient and favorable result for our clients. Our trial lawyers have the depth of recent first-hand experience to identify the primary issues of law and fact, conduct a comprehensive risk analysis to quickly determine the realistic value of a case, provide reliable estimates of time-to-resolution, and deliver accurate litigation budget forecasts to the client.

At all times, we make certain our clients are well aware of any developments related to their cases. We monitor the process by which work has been performed using a thorough quality review process, which ensures our services meet the highest quality standards. Our goal is to eliminate surprises, and our commitment to responsive and effective communication with clients means we are always on the same page in terms of the resolution plan, litigation cost management, and underlying business goals. Our clients count on us for advice and guidance that is candid, pragmatic and objective. We help our clients arrive at the decision that is the most beneficial to their reputation, business and bottom-line.

Clients take comfort in Brown Law Group's diligent work ethic and real trial experience when litigation cannot be avoided. For that reason, Fortune 500 clients turn to Brown Law Group to resolve complicated and sensitive litigation issues.





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## Preventative Measures & Corporate Training

It is in your company's best interest to proactively take steps to prevent legal claims and litigation. We believe the most effective way to accomplish this goal is through professional corporate training by one of our experienced attorney trainers. We have knowledge and expertise in the prevention of harassment, discrimination, and retaliation claims which we have acquired through years of hands-on experience defending such claims. Also, through our counseling practice, we have insight as to the day-to-day issues and situations that often lead to claims down the line, e.g., a poorly handled termination, performance evaluations, and/or insensitive or offensive comments relating to a protected class. Training supervisors and employees how to handle common problem situations in order to comply with legal requirements and prevent larger problems down the road is our specialty.

The key education point for your managers and supervisors is to understand that with privilege comes responsibility, much of which is imposed by the law. As leaders of your company, they need to understand that they are expected to exercise good legal judgment. Thus, we recommend training which emphasizes the necessary legal standards of good leadership from interviewing and hiring, to coaching, to termination, as follows:

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## Interviewing Training

Supervisors will be trained on how to safely maneuver through the interview maze and how to avoid making common errors involving age, pregnancy, religious preferences (both the supervisor's and the applicant's), workers' compensation histories, physical impairment, and grounds for claims of discrimination. It is very common for managers to hire too fast and terminate too slow; it is our goal to assist managers to accomplish the hiring process in such a way as to comply with the law and, hopefully, retain the most suitable person for the position.

## Termination Training

The #1 way to ignite a workplace lawsuit is to fire someone for the wrong reason – or in the wrong way. The latest statistics show that ex-employees win wrongful termination lawsuits 70% of the time, likely due to missteps by key managers. Before supervisors do or say something everyone but a plaintiff's attorney is sure to regret, we recommend training to learn exactly what precautions to take regarding discipline, documentation, and termination, especially if the employee is in one of the legally protected classes. In this seminar, we also will explain the legal significance of the term "at will" and how it impacts the company's policies.

## Handbooks: Updating & Training

Without a supervisor's understanding of employment policies, the handbook can only be used as a sword against the company, not the shield it is intended to be. We recommend training supervisors on policies to ensure consistent application of the policies with the goal of limiting liability. Specifically, managers must be trained that the written policies and implementation of them must be consistent at all times. Emails and oral assurances must never undermine or contradict the written policies of the company.

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## Performance Evaluation Training

Performance evaluations have figured prominently into the cases we have handled for our corporate clients. Often times, the written evaluations are inconsistent with the manager's actual perceptions of the employee's performance (as conveyed to us verbally after-the-fact). Clearly, there is a disconnect at times between the official review process and the manager's actual perception of performance. This disconnect is a major source of exposure in employment-related lawsuits. We recommend training to teach supervisors the best ways to honestly and consistently document an employee's performance in order to achieve the company's overall objectives and minimize exposure to employment-related claims.

## Sexual Harassment Prevention

Sexual harassment laws have changed dramatically in the past years. Supervisors now have greater responsibility than ever. Courts have blasted employers for ignoring harassment training, going so far as to call it negligence. Supervisors must be trained about their obligations and the missteps they can make that can potentially cause the company to lose a lawsuit. We recommend training supervisors and non-management employees regarding their crucial duties in this area. In addition, recent law requires regular training of supervisors and managers within six months of their hire date and every other year thereafter. We recommend training of all employees, whether managerial or not, once a year.



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## Email and Privacy

Emails have figured prominently into the litigation we have handled for our corporate clients, as well as in virtually all employment-related litigation handled by our office. Time and time again, we see employees and supervisors commit ideas to writing via email they otherwise would not express to the employee. The problem is that, unless the email is a privileged communication (and usually it is not), emails are discoverable in litigation. We recommend training in which supervisors learn how to create appropriate employee documentation via email. We also train employees how to spot and discourage the spread of information about employee medical, financial, and family status. We will review the supervisory rights and obligations regarding employee communication, email and Internet use, and the expectation of privacy.



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## Internal Investigations

As required by law, employers must conduct prompt, thorough and fair investigations whenever an employee makes an allegation of sexual or other harassment claim. We recommend training supervisors on how to participate in conducting workplace investigations involving both management and non-management employees.

## Discrimination

More than ever, supervisors are the first line of defense against discrimination lawsuits. Indeed, many of the claims we have handled involve claims of discrimination based on age, race, gender, and disability. These claims are based on the assertion that the plaintiff was treated differently than others in a similar position.



# REPRESENTATIVE MATTERS: EMPLOYMENT LAW

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BLG has represented the City of San Diego and the City Attorney in three wrongful termination cases brought by former attorneys. In the first case, the plaintiff was compelled to settle with a “walk away” after plaintiff’s misrepresentations were revealed during extensive discovery. In the second case, plaintiff sought damages and attorney fees of almost one million dollars. The firm successfully obtained summary adjudication for all causes of actions except for one. On the eve of trial, and with plaintiff facing the fact that his own attorney would have to take the stand, plaintiff settled for a de minimus amount. Although the third case is currently pending, BLG has already successfully disposed of the entire matter as to the individual defendant as well as several causes of action as a result of the court granting the City’s Anti-SLAPP motion and demurrer.

BLG represented a transit manufacturer in a complicated age discrimination case brought by an employee who was terminated as part of a company-wide reduction in force. After an extensive and detailed analysis of the employer’s actions leading up to the reduction in force, a motion for summary judgment was filed to dispose of the entire action. In the tentative ruling, the trial court denied defendants’ motion for summary judgment. At oral argument, BLG convinced the Court to reverse its tentative ruling and dismiss the entire action on summary judgment. Plaintiff appealed to the Court of Appeal which affirmed the dismissal and issued an opinion that was extremely critical of plaintiff. Plaintiff subsequently submitted a writ to the Supreme Court which was denied.

In this wrongful termination and age discrimination matter, plaintiff sought over seven million dollars in damages against her former employer, a very large retailer. Plaintiff was emboldened to pursue her case after the Magistrate Judge granted plaintiff’s discovery request for a worldwide production of the employer’s records. BLG appealed the Magistrate Judge’s order to the Presiding District Court Judge, who reversed the Magistrate Judge’s order and invited defendant to file a Rule 11 motion against plaintiff. While Rule 11 and summary judgment motions were pending, plaintiff agreed to dismiss all claims with prejudice in exchange for a waiver of costs.

BLG defended a Fortune 500 energy company in a putative wage and hour class action, which included an individual claim for disability discrimination and wrongful termination. The firm aggressively defended this action resulting in the class action being dismissed after taking plaintiff’s deposition.

Faced with a plaintiff who refused to resolve a wage and hour dispute, BLG represented an hotelier in two mediations, neither of which proved successful. BLG subsequently defended the client in a three-day bench trial in San Diego Superior Court, South Bay Division. Upon conclusion of our closing argument and before defense counsel even took her seat, the court immediately returned the verdict in our client’s favor. The Court also granted defendant its attorneys’ fees based on the plaintiff’s frivolous claim.

# CLIENT REFERENCES

[WWW.BROWNLAWGROUP.COM](http://WWW.BROWNLAWGROUP.COM)

To test our credentials and the quality of our service, included is a representative sample of Brown Law Group's clients for your consideration. We encourage you to contact any of the clients listed below for a reference. We have provided contact names and telephone numbers for your convenience.

## Acceptance

### **April Savoy**

SVP, General Counsel  
615.844.1331

## CenturyLink

### **Carol Ann McConville**

Corporate Counsel  
303.383.6766

## Conduent

### **Dionne Rainey**

SVP and Group Counsel  
214.584.5259

## Jerome's Furniture

### **Irma Uriarte**

VP of Human Resources  
866.633.4094

## Liberty Mutual

### **Karen Morton**

Vice President and Counsel  
617.574.5669

## Toyota Financial Services

### **Brian Holbrook**

Assistant General Counsel  
and Chief Ethics Officer  
310.468.2119

## United Parcel Service

### **Brent Houk**

Labor & Employment Counsel  
404.828.6896

# STATEMENT OF DIVERSITY

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Attorney Janice Brown founded Brown Law Group in 2003 firmly on the values and principles of diversity. Certified as a women minority-owned business entity (WMBE) by the Public Utilities Commission – State of California Utility Supplier Diversity Program, the firm also has been certified as a minority-owned business entity (MBE) by the National Minority Supplier Development Council. Each member of Brown Law Group believes that clients benefit when people from varied backgrounds and perspectives bring their expertise and experience together.

Since its inception, Brown Law Group has hired, mentored, and fostered minority and female attorneys and support staff. The firm recognizes diversity in religious, ethnic, age, gender, sexual orientation, and marital and family status, as this is an essential part of the way it does business.

Brown Law Group attorneys reflect this commitment in their practice, in their interactions with clients, other members of the legal profession and the community.

## **Commitment and Involvement**

Brown Law Group advocates and demonstrates its commitment to diversity with leadership involvement in organizations such as The National Association of Minority & Women Owned Law Firms (NAMWOLF). Minorities and women in the legal profession need to work hard, smart, and together to increase diversity and retention in their field. To help make this a growing reality, NAMWOLF, founded in 2001, has recruited a select group of minority and women-owned law firms who have demonstrated excellence to advocate for diversity and retention. NAMWOLF is a non-profit organization that promotes true diversity by fostering the development of long-lasting relationships between preeminent minority and women-owned law firms and private/public entities. NAMWOLF positions its national network of more than 600 distinguished attorneys as vital resources in building strategic alliances among firm members, supporting growth and success, fostering the formation of minority and women-owned law firms, and encouraging women and minorities to pursue careers in the legal profession.





# STATEMENT OF DIVERSITY

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Brown Law Group has participated actively with and for NAMWOLF since 2007 and has integrated its mission into its legal practice and advocacy for woman in the field of law.

Janice Brown, in her leadership capacity at the firm, has earned many accolades throughout her career for her commitment to diversity. These included the California Association of Black Lawyers – Lawyer of the Year: 1995; San Diego Women Who Mean Business in the Law: 1998; and San Diego County Bar Association – Diversity Professional of the Year: 2003. Brown’s recognition also includes the following: Witkin Legal Professional of the Year: 2003; San Diego Daily Transcript Top 25 Attorneys – Employment: 2005; and a Southern California Super Lawyer since 2007.

## **Leading by Example**

Janice Brown heads an organization that’s committed to mentoring all firm members in the area of diversity and encourages participation in organizations that promote diversity in the profession.

## **Recruiting and Hiring**

Brown Law Group’s core mission is to remain proactive in reaching out to minority candidates and hiring persons from diverse backgrounds.

## **Retention and Mentoring**

Brown Law Group works hard every day with its associates to guide professional development and developing policies that make the firm a more attractive and welcoming place for women and attorneys of color.





## **JANICE P. BROWN** | Founding Partner

Direct: 619.330.1703

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Email: [brown@brownlawgroup.com](mailto:brown@brownlawgroup.com)



Janice P. Brown is the founding partner of Brown Law Group, a leading Southern California and Nevada litigation firm specializing in all aspects of employment law, including business litigation and corporate law. Ms. Brown is known for her professional distinctions as well as her commitment to the community with over 30 years as a trial lawyer with significant trial, arbitration, and appellate experience.

Ms. Brown received her undergraduate degree in Journalism and graduated with honors from the University of Montana in 1981. She graduated from Gonzaga Law School in two years, and joined the Justice Department's Honors Program in 1984. At the Department of Justice, Ms. Brown tried lawsuits on behalf of the United States. Her distinguished career includes receiving the Department of Justice "Outstanding Trial Attorney" Award in 1987. Ms. Brown is rated AV®-Preeminent™ by Martindale and has been recognized as a Super Lawyer since 2007.

Ms. Brown's commitment to excellence has earned her numerous accolades and awards throughout her career, including the following significant awards: Department of Justice – Trial Lawyer of the Year, 1987; California Association of Black Lawyers – Lawyer of the Year, 1995; San Diego Witkin Lawyer of the Year, 2003; Gonzaga University Alumni Association - Distinguished Alumni Merit Award, 2010; San Diego Regional MSDC - Diversity Supplier of the Year, 2011; California Minority Counsel Program inaugural Hall of Fame member, 2014 and Junior Achievement San Diego Business Hall of Fame Lifetime Laureate, 2017.

Brown Law Group's representative clients include: CenturyLink; Chelsea Investment Corp.; Coca-Cola; Conduent; Ingredion Incorporated; Jerome's Furniture; Liberty Mutual Insurance Company; McDonald's; Toyota; U.S.D.A. Forest Service; and United Parcel Service. The firm's lawyers are known for their commitment to excellence, client-focused service and community service. In part, Brown Law Group serves the Earl B. Gilliam Bar Association; I Love A Clean San Diego; the National Association of Minority and Women Owned Law Firms; and the San Diego Regional Economic Development Corporation, to name a few.

Related Employment:

Department of Justice/Tax Division, 1984-1988  
Seltzer Caplan et al., Partner, 1988-1999  
Vantage Law Group, Founder, 1999-2003  
Brown Law Group, Founder, 2003

Bar and Court Admission:

Admitted to the California Bar, 1984

Education:

Gonzaga Law School, J.D., 1983  
University of Montana, B.A., Journalism, 1981

Community Activities:

- American Bar Association, Past Board Member (TIPS)
- California Department of Insurance, Insurance Diversity Task Force, Member
- Earl B. Gilliam Bar Association, Past President
- Lawyers Club of San Diego, Member
- Minority Corporate Counsel Association, Board Member
- NAACP, Lifetime Member
- NAMWOLF, Vice Chair
- National Bar Association, Member
- National Employment Law Council, Member
- San Diego Regional Economic Development Corporation, Vice Chair
- Senator Boxer - San Diego Judicial Evaluation Committee
- U.S. Magistrate Judge Selection Committee, Member



## STACY L. FODE | Managing Partner

Direct: 619.330.1713

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Email: [fode@brownlawgroup.com](mailto:fode@brownlawgroup.com)



Stacy L. Fode focuses her practice on employment litigation and advisement. She specializes in representing business clients in all aspects of employment law including wrongful termination, discrimination, sexual harassment, whistle blower, employment agreement disputes, and wage and hour matters, including class actions. Ms. Fode's clients include employers in the financial, insurance, retail, entertainment, technology, package delivery, energy and telecommunications industries.

Rated AV®-Preeminent™ by Martindale, Ms. Fode has represented hundreds of clients before state and federal courts, appellate courts and administrative agencies such as the EEOC and DFEH throughout California. In addition, Ms. Fode regularly conducts employment-related training seminars for employers and employment lawyers, and investigations of employee misconduct and discrimination claims for her clients. She also negotiates and drafts a variety of employment agreements for high-level executives, and has extensive experience in matters involving the protection of trade secrets and confidential information.



Ms. Fode has been a frequent speaker on employment diversity issues and has appeared on television segments on Fox News, NBC, and CBS.

Ms. Fode is very active in the community. She is a past member of the Board of Directors of the San Diego County Bar Association and a past President of the Lawyers Club of San Diego, a bar association with over 1,000 members. Ms. Fode is also an active member of many other professional and law-related organizations, including the American Bar Association, California Women Lawyers, Defense Research Institute, the National Association of Minority and Women Owned Law Firms, and the San Diego Regional Economic Development Corporation. Ms. Fode provides pro bono legal services to I Love a Clean San Diego, and served as a mock trial coach for University High School.

Ms. Fode has been recognized as a Super Lawyer (2015-2017), San Diego Magazine Top Lawyer (2014), a San Diego Metro Magazine Mover to Watch (2012), and a recipient of the San Diego Business Journal's Women Who Mean Business Award (2009).

Bar and Court Admissions:

Admitted to the California Bar, 1998

Education:

University of Oregon School of Law, J.D., 1998

University of California, Santa Barbara, B.A.,

Law and Society, cum laude 1994

Community Activities:

- American Bar Association, Member
- American Inn of Court, Louis M. Welsh Chapter
- California Women Lawyers - Member
- DRI, Steering Committee – Labor & Employment Committee
- Lawyers Club of San Diego,
  - President 2005-2006
  - Advisory Board 2005 – present
  - Fund for Justice, Co-Chair – present
  - Judicial Endorsements Committee - present
- NAMWOLF, Labor & Employment PAC
  - Outreach Sub-Committee Co-Chair, 2015-2016
  - Newsletter Editor 2009-2010
- San Diego County Bar Association
  - Board of Directors 2007-2010
  - Secretary 2008-2009
- San Diego Regional Economic Development Corporation, Policy Committee



## **BERNA L. RHODES-FORD** | Partner

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Berna Rhodes-Ford is a Partner at Brown Law Group and is the Partner in charge of the Nevada office. Ms. Rhodes-Ford's practice areas include the representation of business organizations from formation to sale, including advice on day to day legal issues, corporate structuring, and mergers and acquisitions. A former attorney with Littler Mendelson, the nation's largest employment law firm, Ms. Rhodes-Ford has extensive experience litigating employment cases on behalf of her corporate clients and advising clients on virtually all aspects of employment law including employment agreements, employee manuals, compliance programs, marijuana in the workplace advice and litigation avoidance.

Prior to joining Brown Law Group, Ms. Rhodes-Ford founded Rhodes-Ford & Associates and, worked as Of Counsel at Holland & Hart. She also worked as Senior Corporate Counsel for one of the nation's largest occupational healthcare companies where she was directly responsible for all employment law matters affecting the company. In addition, while in-house, she gained experience in a myriad of other substantive areas, including mergers and acquisitions, bankruptcy, immigration, commercial litigation and healthcare law.

Ms. Rhodes-Ford has served as a law clerk to the Honorable Johnnie B. Rawlinson of the U.S. Court of Appeals, Ninth Circuit and staff attorney to the Honorable Yvette McGee Brown of the Franklin County (Ohio) Domestic Relations and Juvenile Court. She has also served as Legislative Assistant to the Honorable Eddie Bernice Johnson, United States House of Representatives, 30th District.

Ms. Rhodes-Ford is admitted to practice in all state and federal district courts in Nevada and Texas, as well as the Fifth and Ninth Circuit Courts of Appeals.

As an attorney with both private law firm and in-house experience, Ms. Rhodes-Ford is uniquely qualified to represent corporate clients.

Bar and Court Admissions:

Admitted to the Texas Bar, 1996

Admitted to the Nevada Bar, 2001

Education:

University of Texas School of Law, J.D. 1996

Southern Methodist University, B.A. 1993 - Psychology

Southern Methodist University, B.B.A. 1993 - Business Administration

Community Activities:

- Women's Business Enterprise Council, Nevada Forum, Chair
- Nevada Commission on Minority Affairs, Vice Chair
- National Association of Women Business Owners, Southern Nevada Chapter, President
- American Bar Association Health Law and Business Law Sections, Member
- American Health Lawyers Association, Member
- Healthcare Financial Management Association, Member
- National Bar Association, Las Vegas Chapter
- Make-A-Wish of Southern Nevada, Director
- Community Counseling Center, Director
- United States Commission on Civil Rights, Nevada State Advisory Committee Member



## SUZANNE K. ROTEN | Partner

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Suzanne K. Roten focuses her practice on labor and employment law. She advises management on federal and state employment law compliance. She defends employers against claims of discrimination, wrongful discharge, sexual harassment, retaliation and wage and hour disputes in state and federal courts and before governmental agencies. Ms. Roten has expertise in the area of disability discrimination and reasonable accommodation, and in public accommodation compliance under Title III of the Americans with Disabilities Act. She also provides assistance with executive employment contracts, arbitration agreements and confidentiality agreements.

Ms. Roten's clients include large and small employers private sector businesses and non-profit corporations. Ms. Roten also represents public sector employers, including representing a large federal agency in employee disciplinary appeal proceedings and in discrimination charges brought by federal employees before the EEOC.

Ms. Roten has been a frequent speaker on employment law and related topics. She has published articles on these subjects in the Knoxville Business Journal, the San Diego Business Journal, the Los Angeles Daily Journal, and Dicta (journal of the Knoxville Bar Association), including "Dodging Peer Review: Employment Arbitration Agreements" (Los Angeles Daily Journal, May 2012), and "Social Media Policy Can Stumble Over Words," (San Diego Business Journal, March 2012).

Ms. Roten is a member of the San Diego County Bar Association, Lawyers Club of San Diego, and the Knoxville Bar Association. Ms. Roten served on the Knoxville Bar Association Publications Committee from 2008-2011, and she authored the monthly "Management Counsel" column for the Bar Association's journal. She was awarded the Knoxville Bar Association's 2010 Dicta Award for outstanding writing. Ms. Roten was appointed by the Mayor of Knoxville to serve on the City of Knoxville Civil Service Merit Board from 2009-2011. Ms. Roten actively supports Habitat for Humanity, and she volunteered on the building crews for two homes in Knoxville. Ms. Roten is also active in her home community of Ocean Beach, where she participates in community clean-up projects. Ms. Roten also actively supports the San Diego Zoo, the San Diego Humane Society, and the UCLA School of Law.

Bar and Court Admissions:

Admitted to the California Bar, 1990

Admitted to the Tennessee Bar, 2001

Education:

University of California, Los Angeles School of Law, J.D., 1990

University of California, Berkeley, School of Library & Information Sciences, M.L.S., 1978

University of California, San Diego, B.A.

Community Activities:

- Lawyers Club of San Diego, Member
- Knoxville Bar Association, Member
- San Diego County Bar Association, Member





## NOAH J. WOODS | Partner

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Noah J. Woods represents employers in a broad range of employment-related disputes, including wage and hour matters, claims of wrongful discharge, retaliation, discrimination, and workplace harassment, contract disputes, non-compete and trade secret litigation. Mr. Woods practices before state and federal courts, at both the trial and appellate levels, in arbitrations, and before city, state and federal agencies, including the NLRB, EEOC, DFEH and DLSE.

In addition, Mr. Woods provides preventive advice to employers and assists clients in handling employment related investigations, employee terminations, disciplinary decisions, drafting employment agreements and employment policies, and compliance with all aspects of labor and employment laws.

Prior to joining Brown Law Group, Mr. Woods worked as an associate attorney at San Francisco Bay Area law firm Jordan Law Group, a management-side labor and employment law firm with an emphasis on defending employers in traditional labor law related matters. While attending law school, Mr. Woods was a full-time judicial extern for United States Magistrate Judge Bernard Zimmerman in the U.S. District Court, Northern District of California. Also while attending law school, Mr. Woods externed in Region 20 of the National Labor Relations Board.

Mr. Woods is a member of the California State Bar Association's Labor & Employment Law Section and has been recognized by Super Lawyers as a Rising Star in employment litigation every year since 2015.

Bar and Court Admissions:

Admitted to the California Bar, 2009

Education:

University of San Francisco, School of Law, J.D., 2009

California State University, San Marcos, B.A., 2005

Community Activities:

- California State Bar, Labor & Employment Section, Member
- Lawyers Club of San Diego, Member
- San Diego County Bar Association, Member



## **CODY J. COCANIG** | Associate

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Cody J. Cocanig is an associate at Brown Law Group. His practice focuses on representing clients in employment and business litigation matters at the state and federal level. Mr. Cocanig brings his experience in drafting and arguing critical motions and appellate briefs, negotiating settlements, and advising clients on regulatory compliance issues to Brown Law Group. He is also a member of the State Bar of California's Labor & Employment Law Section.

Prior to joining Brown Law Group, Mr. Cocanig worked as an attorney at Winston & Strawn in Chicago, IL where he represented clients in litigation and appellate proceedings in state and federal courts in banking, real estate, and general litigation matters. Prior to that, he worked for Noonan & Lieberman, Ltd., a boutique litigation firm. He has argued before the Massachusetts Supreme Judicial Court, Massachusetts Court of Appeals, and the Illinois Appellate Court.

A competitive sailor and running enthusiast, Mr. Cocanig and his partner, a biology professor at UCSD, live in North Park in a 1930s bungalow, where they enjoy the proximity to restaurants, microbreweries, and Balboa Park.

Mr. Cocanig received his B.A. in Political Science and his B.S. in Criminal Justice from Loyola University in 2006. He received his J.D. from Thomas M. Cooley Law School in 2010.

Bar and Court Admissions:

Admitted to the Illinois Bar, 2010

Admitted to the Massachusetts Bar, 2012

Admitted to the California Bar, 2015

Education:

Thomas M. Cooley Law School, J.D. 2010

Loyola University, B.A., Political Science, 2006

Loyola University, B.S., Criminal Justice, 2006

Community Activities:

- Wills for Heroes and Project Salute, ABA Young Lawyers Division
- Lawyers Club of San Diego, Member
- San Diego County Bar Association, Member



## **LUIS E. LORENZANA** | Associate

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As an associate with Brown Law Group, Luis E. Lorenzana serves as counsel on labor and employment law matters and business litigation on behalf of employers, companies, public agencies and municipalities. Mr. Lorenzana also has extensive experience litigating class actions.

Mr. Lorenzana earned his undergraduate degree from Santa Clara University. He graduated from The George Washington University Law School with honors. In law school, Mr. Lorenzana was a Thurgood Marshall Scholar, and he received the Washington Metropolitan Area Corporate Counsel Association Scholarship. In addition, Mr. Lorenzana clerked for the Hon. Inez Smith-Reid, of the District of Columbia Court of Appeals.



Before joining Brown Law Group, Mr. Lorenzana managed his own litigation firm that focused on complex commercial disputes in state and federal courts. Mr. Lorenzana represented corporations, public agencies, entrepreneurs and individuals from a wide range of industries, including the biotechnology, land development, international food distribution, high-technology and pharmaceutical industries. He counseled these clients in intellectual property, real estate, contract and various tort disputes. Notably, Mr. Lorenzana second chaired a multi-million dollar, international business dispute in federal court with McKenna Long & Aldridge LLP, in which his corporate clients obtained a defense verdict and a significant attorney fee award.

Mr. Lorenzana serves as a member of the Association of Business Trial Lawyers' Leadership Development Executive Committee., and as a mentor for the Crawford High School Academy of Law. In 2015-2017, Mr. Lorenzana was named as a Super Lawyer Rising Star. He is also an Alumnus of The Louis M. Welsh American Inn of Court, and a member of the San Diego La Raza Lawyers Association and the Lawyers Club of San Diego. In 2011 and 2012, Mr. Lorenzana was nominated for The Daily Transcript Young Attorneys distinction.

Prior to attending law school, Mr. Lorenzana spent six years working in the San Francisco Bay Area managing public relations for a number of high-technology, Fortune 500 companies.

Bar and Court Admissions:

Admitted to the California Bar, 2007

Education:

The George Washington University Law School,  
J.D. with Honors, 2006

Santa Clara University, B.A. Communications;  
Minor: Spanish, 1998

Academic Honors:

Thurgood Marshall Scholar

Washington Metropolitan Area Corporate Counsel  
Association Corporate Scholar

Vice-President of the Hispanic Law Student Association  
Extern to Hon. Inez Smith-Reid, District of Columbia Court  
of Appeal

Community Activities:

- Association of Business Trial Lawyers, Board of Governors and Executive Committee
- California State Bar, Member
- Crawford High School Academy of Law, Mentor
- Lawyers Club of San Diego, Member
- American Inn of Court, Louis M. Welsh Chapter - Alumnus
- San Diego La Raza Lawyers Association, Member
- San Diego County Bar Association, Member



## **DANA C. NICHOLAS** | Associate

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Dana C. Nicholas is an associate at Brown Law Group. Her practice focuses on employment law and employment related litigation at the state and federal level. Ms. Nicholas has expertise in insurance defense including employment claims, premises liability, products liability and personal injury. Ms. Nicholas has extensive experience in litigating cases from inception of the case through to trial preparation.

Prior to joining Brown Law Group, Ms. Nicholas worked as an associate attorney at San Diego law firm Lincoln, Gustafson & Cercos, a civil litigation defense law firm with her practice emphasizing in employment claims, personal injury, premises liability, and corporate matters. While attending law school, Ms. Nicholas worked as a legal intern for the United States Department of Labor, Employee Benefit Security Administration as part of a team investigating Employee Retirement Income Security Act (ERISA) reporting violations and regulatory offenses. In law school, Ms. Nicholas also worked as a judicial intern for the San Diego Superior Court for Judge Laura Halgren and Judge Eddie Sturgeon for the law and motion calendar for civil litigation claims which included analyzing case issues for dispositive motion hearings and discovery disputes.

Prior to attending law school, Ms. Nicholas began her career in human resources at a biotechnology company which included expertise in benefits, employee issues, and administration of requests for leave.

Bar and Court Admissions:

Admitted to the California Bar, 2009

Education:

University of San Diego School of Law, J.D. 2009

University of California at San Diego, Management Science, 2004

Community Activities

- Lawyers Club of San Diego, Member
- San Diego County Bar Association, Member
- San Diego Society for Human Resource Management, Member



## JAY J. PRICE | Of Counsel

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Jay J. Price is Of Counsel at Brown Law Group. He practices in the area of labor and employment law, with a particular emphasis on class action litigation, especially in the area of wage and hour laws.

Prior to joining Brown Law Group, Mr. Price was the head of the Employment Litigation Group for Bank of America's Legal Department where he practiced for 34 years. In this capacity he managed the entire domestic employment-related litigation docket. Throughout his career, he tried matters in both court and arbitrations, assisted on jury trials, performed transactional work, and provided ongoing advice and counsel.

Mr. Price received his B.S. degree, in Management and his M.B.A. in Finance from the University of Illinois and his J.D. degree cum laude, from Loyola University Chicago. After graduating law school, Mr. Price clerked for the federal district court in Chicago for two years before joining Orrick, Herrington, & Sutcliffe in San Francisco.

Mr. Price has been a frequent speaker on employment law and related topics, particularly class actions, the FLSA and nuances of California employment law. He is a member of a number of employment-related committees of the major bar associations, including the American Bar Association, and the California and San Francisco bars.

During Mr. Price's tenure at Bank of America he has been honored and recognized throughout his career with a variety of awards from both the Human Resources and General Counsel departments. He is a champion for diversity in the legal community and long-standing supporter of United Way of the Bay Area, where he has served for over 20 years as a member of its Koko Campaign focused on the legal profession.

He is an avid mountain biker in search of new trails and an aspiring tennis player.

Bar and Court Admissions:

Admitted to the California Bar, 1978

Education:

Loyola University Chicago, J.D.

University of Illinois, B.S., Finance

University of Illinois, M.B.A., Management





## JORDAN R. TURNER | Associate

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Jordan R. Turner is an associate at Brown Law Group. He received his Bachelor's Degree in Political Science and Philosophy with a minor in Pre-Law from the University of the Pacific in Stockton, CA. He received his Juris Doctor in May, 2017 from the University of San Diego School of Law, where he was active in both the Black Law Students Association (BLSA) and the Employment and Labor Law Society (ELLS). During law school, Jordan was a CALI Excellence for the Future Award recipient, Pro Bono Legal Services Award recipient, and a San Diego County Bar Association Diversity Fellow.

Prior to joining Brown Law Group, Jordan was a Legal Extern for the Office of the Attorney General, Employment and Administrative Mandate Section. He was also a Judicial Extern for the Honorable Magistrate Judge Jill L. Burkhardt, U.S. District Court for the Southern District of California, and a former law clerk at the San Diego firm of Procopio, Cory, Hargreaves & Savitch LLP. Prior to attending law school, Jordan worked for the Honorable Gavin Newsom as an intern at the Lieutenant Governor's Office in the State Capitol of California.

During his undergraduate years, Jordan was a walk-on member of the University of the Pacific Men's Basketball team, a division one program that made it to the Second Round of the 2013 NCAA Tournament in Jordan's senior year.

Bar and Court Admissions:

Admitted to the California Bar, 2017

Education:

University of San Diego School of Law, J.D. 2017

University of the Pacific, B.A., Political Science and Philosophy 2013

Community Activities:

- Lawyers Club of San Diego, Member
- San Diego County Bar Association, Member



## **ARLENE R. YANG** | Of Counsel

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Arlene R. Yang is Of Counsel at Brown Law Group. Her practice focuses on employment law and litigation. Ms. Yang handles employment matters at the state and federal level, as well as before administrative agencies such as the Merit Systems Protection Board and the Equal Employment Opportunity Commission. Immediately prior to joining Brown Law Group, Ms. Yang developed expertise in labor and employment litigation and counseling as an attorney at the U.S. Department of Homeland Security - both at the Transportation Security Administration and at U.S. Customs and Border Protection.

Ms. Yang is a graduate of the Massachusetts Institute of Technology and New York University School of Law. Immediately following law school, Ms. Yang clerked for the Honorable Daniel H. Huyett, 3rd in the United States District Court for the Eastern District of Pennsylvania. Following that, Ms. Yang served as a litigator at the United States Department of Justice and at Paul, Weiss, Rifkind, Wharton & Garrison LLP.

Ms. Yang served as Vice Chair of the San Diego County Bar Association's Labor & Employment Law Section and is Co-Chair of Lawyers Club of San Diego's Professional Advancement Committee. She is also a current member of the Hon. William B. Enright American Inn of Court.

Ms. Yang has extensive experience with non-profit arts organizations. She is currently serving as Secretary of transcDANCE Youth Arts Project and worked as a development professional for non-profit theater companies in New York City.

Bar and Court Admissions:

Admitted to the New Jersey Bar, 1994

Admitted to the District of Columbia Bar, 1996 (inactive)

Admitted to the New York Bar, 1996

Admitted to the California Bar, 2014

Education:

New York University School of Law, J.D., 1994

Massachusetts Institute of Technology, B.S. Chemistry, 1991

Community Activities:

- Lawyers Club of San Diego, Co-Chair of the Professional Advancement Committee 2016-2018
- transcDANCE Youth Arts Project, Secretary
- National Asian Pacific American Bar Association, Co-Chair, Labor and Employment Committee
- San Diego County Bar Association, Vice Chair, Labor and Employment Law Section, 2017
- Hon. William B. Enright American Inn of Court, Member
- Pan Asian Lawyers of San Diego, President, 2012-2013