

## AIMEE AXELROD PARKER

### Senior Counsel

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**TEL** 619-236-9600

**FAX** 619-236-9669

**EMAIL** [aparker@wilsonturnerkosmo.com](mailto:aparker@wilsonturnerkosmo.com)

#### PRACTICE AREAS

- > Class Actions
- > Diversity, Equity & Inclusion
- > Employment

#### ADMISSIONS

- > California

Aimee Axelrod Parker specializes in partnering with businesses and management to solve problems; achieve operational objectives; reduce legal risk and exposure; and foster healthier, inclusive workplaces. After more than a decade focused exclusively on representing, defending, and advising employers of all sizes, Aimee is mindful that achieving optimal results requires a careful balancing of legal and business interests — and an eye on the bottom line.

As a litigator, Aimee advocates for companies and management in state and federal courts, arbitration proceedings, agency charges and investigations. She has in-depth experience defending (and settling) individual, class, and collective actions. Aimee has also prosecuted claims to protect corporate interests and assets, engaged in appellate practice, and authored briefs invited by the Supreme Court of California.

Beyond litigation, Aimee helps employers create and implement compliant policies and procedures, monitor and improve employee morale and performance, address disability accommodations, and manage terminations and reductions in force. She excels in providing workplace conduct, sexual harassment and retaliation prevention, and elimination of bias training, delivering customized messaging to address needs specific to client industries, workplace cultures, and areas of concern.

Prior to becoming a lawyer, Aimee worked for the world's largest corporate trademark licensing firm and studied performing arts with the American Ballet Theater and Metropolitan Opera in New York.

#### EDUCATION

##### Law School

- > University of San Diego, School of Law, JD 2007
  - Editor-in-Chief, *San Diego Law Review*, Vol. 44, 2006-2007

##### Undergraduate

- > Hollins University, BA 1999

# WILSON TURNER KOSMO

LLP

- *cum laude*

## MEMBERSHIPS

- > California Lawyer's Association, Labor and Employment and Litigation Sections
- > Federal Bar Association
- > San Diego County Bar Association
- > Lawyer's Club of San Diego
- > The Phi Beta Kappa Society

## SPEECHES & PUBLICATIONS

- > *Elimination of Bias in the Workplace*, presented to various organizations, California State Bar Continuing Legal Education provider accreditation 2019-2020.
- > *Preventing Discrimination, Harassment, and Retaliation in the Workplace*, presented to various organizations in English and Spanish, 2009-present.
- > National Business Institute (NBI): *Performance Management and Privacy in the Workplace*, San Diego, 2016.
- > "California Is Cleaning Up: Property Service Workers Protection Act, Cal. Lab. Code §§ 1420, et seq."; JD Supra Legal News; September 18, 2018.
- > "California Employment Law: New Developments for 2018"; Daily Journal and California Lawyer; December 22, 2017.
- > Quoted in "Does Your Job Make You Sign a 'Love Contract'? The Complications of Dating in the Tech Bubble"; *SF Gate*, February 14, 2018.
- > Mentioned in "Sexual Harassment Training Expanded—but Effectiveness Questioned," *San Diego Union Tribune*, February 12, 2018.
- > Chapter: The United States, in *Media, Advertising, & Entertainment Law Throughout the World*, Andrew Ulmer and Multilaw International (Multilaw 2008 & rev. 2010).

## REPRESENTATIVE MATTERS

- > Successfully defended 40 wage and hour arbitration matters for national retailer resulting in several awards of attorney fees and costs
- > Defended the Judicial Council of California in trial against age discrimination and wrongful termination claims, obtaining a favorable settlement while the jury deliberated
- > Obtained summary judgment on behalf of Northern California hospital group on disability, harassment, and retaliation claims
- > Successfully demurred without leave to amend claims involving alleged Health and Safety Code and Labor Code violations against trade organization and charitable foundation
- > Granted summary adjudication of breach of contract and implied contract claims against private club and golf resort
- > Granted motion to dismiss wage and hour and suitable seating claims against discount retail chain
- > Granted motion to dismiss unfair competition claims against staffing agency
- > Granted motion to dismiss race, color, national origin, and sex discrimination claims on behalf of Mexican consumer packaged goods company
- > Defended national insurance company in multi-claim wrongful termination trial obtaining reversal on appeal in defendant's favor
- > Granted motions to dismiss Americans with Disabilities Act cases involving web sites for international furniture and jewelry companies
- > Negotiated favorable settlements in complex wage and hour class action cases for national retail, healthcare, hospitality, and technology companies
- > Handled day-to-day litigation and eventual settlement of coordinated wage and hour class actions on behalf of national hospital operator and medical services provider

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LLP

- > Negotiated favorable settlements for various clients in single plaintiff discrimination, harassment, and retaliation cases

## HONORS & RECOGNITION

- > San Diego County Top Attorneys Nominee, The Daily Transcript, 2014
- > San Diego Outstanding Young Attorney Nominee, The Daily Transcript, 2013
- > Outstanding Appellate Advocacy Award, Oral and Written Combined, University of San Diego School of Law, 2007
- > University of San Diego Special Education Legal Clinic, Honors Recognition, 2007
- > *Phi Beta Kappa*, 1999
- > Dual Departmental Honors, International Studies and Spanish, Hollins University, 1999
- > Alpha Psi Omega (National Theater Honors Society), 1998
- > Sigma Delta Pi (National Hispanic Honors Society), 1999