

The Daily Transcript

Top 40 Under 40 Emily Fox

By Jennifer Chung Klam
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Fox counsels small businesses, nonprofits and national corporations on employment law. Approximately 80 percent of her practice involves advising clients on how to limit their exposure to — and avoid litigation on — wage and hour, discrimination, harassment, retaliation and related disputes.

When necessary, she will litigate or negotiate favorable settlements for clients in complex disputes.

Fox recently obtained summary judgment for a Fortune 500 staffing company involved in a federal Fair Employment and Housing Act (FEHA) discrimination case after an employee alleged she was terminated shortly after announcing her pregnancy.

"After many depositions, we were able to prove that nobody that made the decision actually knew she was pregnant when they terminated her contract," she said. "It was for poor performance, and that's how we ended up getting the judge to throw the case out."

She also assisted in achieving an appellate victory after a favorable trial result on behalf of a Fortune 500 retailer, in which the California Court of Appeal affirmed a post-trial order awarding the employer \$66,000 in costs.

What sets Wilson Turner Kosmo apart from other law firms, Fox said, is its focus on diversity. It is one of the largest certified women-owned firms in the region and a member of NAMWOLF (the National Association of Minority- and Women-Owned Law Firms).

"We're really involved with that organization," she said. "It's a way for diverse law firms to meet clients and promote diversity in the legal field, which is pretty woefully needed. We can draw great talent because of our diversity — people, especially women and minorities, want to come and work for the firm."

Fox is a trustee and governance committee member of the Balboa Park Conservancy and board president of Camp Fire San Diego, which offers camp experiences as well as service and leadership programs in Balboa Park.