



DANIELLE H. MOORE

Executive Partner, Management Committee

San Diego

858.597.9600

858.597.9601

Service Focus

- AI, Data, and Analytics
- California Class Actions and PAGA
- Counseling and Advice
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Litigation and Trials
- Reductions in Force (RIFs)
- Wage and Hour

Industry Focus

- Automotive Dealership
- Cannabis
- Energy
- Financial Services
- Life Sciences and Pharma
- Manufacturing
- Retail
- Tech

OVERVIEW

Danielle Moore is a member of Fisher Phillips' three-member Management Committee, a partner in the firm's San Diego office, and co-leader of the Technology Industry team. She is also the Chair of the firm's Development Committee, which operates as a think tank and sounding board for new and creative ideas and initiatives to help the firm stay on the forefront of workplace law. Danielle also served

as a founding Co-Chair of the firm's Women's Initiative and Leadership Council (WILC). Today, WILC benefits attorneys across the firm's 46 offices.

Danielle has two primary objectives when counseling employers on labor and employment concerns: limiting financial impact on their business and getting ahead of litigation as early as possible. Whether defending accusations of employment discrimination, wrongful termination, harassment, or retaliation, or analyzing a complex workplace issue, Danielle works to understand her client's goals and reach the best possible outcome. Especially amid threats of large-scale exposure — due to class action lawsuits or Private Attorneys General Act (PAGA) actions — Danielle's deep understanding of the Labor Code helps minimize liability and reduce future risk.

Danielle's clients rely on her advice about day-to-day employment issues impacting their workplace. She conducts investigations, compliances audits and guides employment handbook and personnel policy preparation and provides preventive counsel for hiring, discipline and termination best practices. Danielle frequently conducts management training, lectures on emerging employment topics throughout the nation and has also taught employment law at the university level.

Danielle represents clients, both large and small, in a variety of industries including technology and interactive entertainment, manufacturing, automotive, retail, life sciences, and construction. She regularly litigates and advises these businesses on the toughest employee issues they face in California and across the country.

Danielle is "AV" Peer Review Rated by Martindale-Hubbell and has been recognized by *Chambers USA* since 2021. She has also been recognized in *The Best Lawyers in America*, *The Legal 500 United States*, the *Daily Journal*, *San Diego Business Journal*, and more.

Recent Experience

- Obtained Summary Judgement and the complete dismissal of a disability discrimination case involving 14 claims for a transportation company. The ruling was one of first impression following a split in opinion amongst courts, which addressed whether, and when certain physical attributes constitute a disability under the law.
- Significantly reduced the scope of a PAGA action and eliminated a class action for a restoration and reconstruction services company facing \$10 million in claims. In a short time, Danielle limited the company's potential exposure from more than 1,000 employees in eight offices to 100 employees in one office.

- Defeated a wage and hour class action lawsuit for a large pulp and paper company after securing multiple summary judgments and uncovering critical evidence that essentially blocked the plaintiff's ability to obtain mandatory penalties. Only the PAGA portion of a single claim remains.
 - Cleared a major Southern California retail automotive sales and service client of liability in a \$10 million Labor Code PAGA representation action. Through mediation and settlement negotiations, Danielle resolved possible exposure involving nearly 2,000 potentially aggrieved employees.
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Credentials

Education

- George Washington University Law School, J.D., 2004
- University of Southern California, B.A., with honors, 2000

Bar Admissions

- California

Court Admissions

- California Supreme Court
 - U.S. Court of Federal Claims
 - U.S. District Court for the Central District of California
 - U.S. District Court for the Eastern District of California
 - U.S. District Court for the Northern District of California
 - U.S. District Court for the Southern District of California
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Recognitions

- *Chambers USA*, Labor & Employment (2021-2025)
- Recognized in *The Best Lawyers in America* (2020-2026)
- Recognized in *Corporate Counsel's Women, Influence and Power in Law Awards* (2023)
- *Martindale-Hubbell*, AV Peer Review Rated Preeminent for Ethical Standards & Legal Ability (as of 2013)

- Selected among Top 100 Leaders in Law by the *San Diego Business Journal* (2023)
 - Selected as Top 50 Women of Influence in Law by the *San Diego Business Journal* (2023)
 - *San Diego Business Journal*, Leaders in Law Awards (2022-2023)
 - Recognized as a Top Labor and Employment Attorney by the *Daily Journal* (2022)
 - Recommended as a leading practitioner for Labor and Employment Disputes: Defense by *The Legal 500 United States* (2021-2022)
 - *San Diego Magazine*, "Woman of the Year" - Finalist (honoring the dynamic women in San Diego committed to creating positive change) (2016)
 - *San Diego Magazine*, "Top Lawyers" – Labor & Employment (2014-2016, 2018)
 - *San Diego Business Journal*, "Best of the Bar" – Labor & Employment (2014-2015)
 - *Daily Transcript*, "2014 Top Attorneys" – Labor & Employment (2014)
 - *SD Metro*, "Top 40 Under 40" – Award Winner (honoring the best and brightest minds of San Diego County under the age of 40) (2013)
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Affiliations

Professional Activities

- Member, American Employment Law Council
- Member, The Fellows of the American Bar Foundation
- Labor and Employment Law Council, Associated General Contractors of America
- Member, Plumbing Heating Cooling Contractors (PHCC); and Former Board of Directors, PHCC Academy of San Diego
- Member, California Cannabis Industry Association (CCIA)
- Member, National Association of Women Lawyers
- Current Sustaining Member, Lawyers Club of San Diego (advances women in the law and society)
- Former President, North County Chapter, Lawyers Club
- Former, Board Member of Lawyers Club
- Former Member, Human Resources Advisory Board for San Diego State University
- Trojan League Associates of San Diego

- Trojan Club of San Diego (USC Alumni)

Community Activities

- Board Member, YMCA of San Diego
- Women for Women (helping women survivors of war rebuild their lives)
Mentor/Sponsor/Member
- Trojan League Associates of San Diego
- Trojan Club of San Diego (USC Alumni)
- Danielle is on the Human Resources Advisory Board for San Diego State University