

## **Danielle H. Moore**

### ***Partner***

San Diego

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### ***Service Focus***

- Artificial Intelligence
- Counseling and Advice
- Employment Discrimination and Harassment
- Employee Leaves and Accommodations
- Litigation and Trials
- Reductions in Force (RIFs)
- Wage and Hour

### ***Industry Focus***

- Automotive Dealership
- Cannabis
- Financial Services
- Life Sciences
- Manufacturing
- Retail

### ***Trending***

- FP Flash Surveys

### ***Overview***

Danielle Moore 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 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.

As a young partner, Danielle founded and co-chaired the Fisher Phillips Women's Initiative and Leadership Council to mentor and support rising women attorneys. Today the program benefits attorneys across the firm's 36 offices. Danielle currently serves as chair of the Fisher Phillips' 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.

## ***Recent Experience***

### **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.

## ***Credentials***

### **Education**

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

### **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

## ***Recognitions***

- Selected as 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)
- Recognized in *Corporate Counsel's* Women, Influence and Power in Law Awards (2023)
- *San Diego Business Journal*, Leaders in Law Awards (2022-2023)
- Recognized in *The Best Lawyers in America* (2020 - 2024)
- Recognized as a Top Labor and Employment Attorney by the *Daily Journal* (2022)
- *Chambers USA*, Labor & Employment (2021 - 2023)
- Recommended as a leading practitioner for Labor and Employment Disputes: Defense by *The Legal 500 United States* (2021 - 2022)
- *San Diego Magazine*, 2016 "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)
- *Martindale-Hubble*, AV Peer Review Rated Preeminent for Ethical Standards & Legal Ability (2013)

## ***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

### ***Insights***

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NEWS

12/01/23

#### **Fisher Phillips Discusses Firm's Involvement in Testing and Implementing Casetext's CoCounsel**

Evan Shenkman, Danielle Hultenius Moore

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NEWS

11/21/23

#### **Danielle Moore Profiled by Corporate Counsel's 2023 Women, Influence & Power in Law Awards**

Danielle Hultenius Moore

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NEWS

10/17/23

#### **Fisher Phillips Partners Honored Among the 2023 Top 100 Leaders in Law by San Diego Business Journal**

Danielle Hultenius Moore, Adam F. Sloustcher, Aaron Olsen

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NEWS

08/31/23

## Danielle Moore Honored Among Corporate Counsel's 2023 Women, Influence & Power in Law Awards

Danielle Hultenius Moore

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NEWS

08/08/23

## Fisher Phillips Partners Named Among The Daily Journal's 2023 Top Labor and Employment Lawyers

Todd B. Scherwin, Danielle Hultenius Moore

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INSIGHTS

07/07/23

## Top Workplace Law Stories You May Have Missed from June 2023

Alyssa Levy Andalman, Amanda M. Blair, Risa B. Boerner, Suzanne K. Bogdan, Michael E. Bonner, James S. Bradbury, Melissa (Osipoff) Camire, Jennifer B. Carroll, Myra K. Creighton, Jeffrey M. Csercsebits, Deepa K. Desai, Benjamin M. Ebbink, Michael P. Elkon, Darcey M. Groden, Brian Guerinot, Andrew J. Hoag, Wendy Hughes, Matthew R. Korn, Anne Yarovoy Khan, Kenneth A. Knox, Emily N. Litzinger, Todd A. Lyon, Danielle Hultenius Moore, Andreas Mosby, Joshua D. Nadreau, Raymond W. Perez, George A. Reeves III, Justin Reiter, Jenna B. Rubin, Nan Sato, Brent Sedge, Julia A. Sherwood, Kristin L. Smith, Shane Stover, Henry Thomson-Smith, Megan E. Walker, David J. Walton, Sheila M. Abron, Erica G. Wilson, Franklin Z. Wolf, Annie Ziesing

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INSIGHTS

06/29/23

## Supreme Court Makes It More Difficult for Employers to Deny Religious Accommodations: Your 6-Step Action Plan

Michael E. Bonner, Andrew J. Hoag, Kenneth A. Knox, Danielle Hultenius Moore

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NEWS

06/06/23

## Fisher Phillips Once Again Recognized as a Top Labor and Employment Law Firm by Chambers USA

Edwin G. Foulke Jr., Andrew J. Sommer, Travis Vance, Kristin R.B. White, Danielle Hultenius Moore, Jocelyn Campanaro, Micah Dawson, Todd A. Fredrickson, Angelica M. Ochoa, Steven M. Bernstein, Suzanne K. Bogdan, Charles S. Caulkins, Christine E. Howard, Jeffrey E. Mandel, Cathy M. Stutin, Shanon R. Stevenson, Laurel K. Cornell, Raymond C. Haley III, Emily N. Litzinger, Todd B. Logsdon, Craig P. Siegenthaler, Megan Reese U'Sellis, Michelle I. Anderson, Edward F. Harold, Timothy H. Scott, David W. Erb, Daniel E. Farrington, Joseph W. Ambash, William E. Altman, Gregory V. Murray, Steven R. Cupp, Gregory D. Ballew, J.

Randall Coffey, James R. Holland II, Brian J. Finucane, David B. Dornak, Scott M. Mahoney, Mark J. Ricciardi, Kathleen McLeod Caminiti, Rosemary S. Gousman, Michael R. Marra, Richard A. Millisor, Clarence M. Belnavis, Todd A. Lyon, Nan Sato, Christopher P. Stief, William D. Wright, Michael D. Carrouth, C. F. W. Manning II, Stephen C. Mitchell, J. Hagood Tighe, David S. Jones, Jeff Weintraub, Arthur V. Lambert, Stephen J. Roppolo, Teresa Valderrama, Theresa M. Connolly, Davis C. Bae, Ralph Hua, Radhika Mehta, Suzanne Kelly Michael, Barbara Jean D'Aquila

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INSIGHTS

06/02/23

## **FP SCOTUS Predictions: Supreme Court Will Make It More Difficult for Employers to Deny Religious Accommodations**

Michael E. Bonner, Andrew J. Hoag, Kenneth A. Knox, Danielle Hultenius Moore

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EVENT

05/16/23

## **Workplace Safety in the Automotive Industry: What to do Before and After OSHA Arrives**

Travis Vance, Danielle Hultenius Moore

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