

Attorney Bio

Alicia specializes in the litigation of claims involving employment practices, professional liability, and construction — both defect and catastrophic personal injury. She is a fierce advocate for individual, public, and private clients facing allegations of unfair employment practices, negligence, and products liability. She likewise has a proven track record in her defense of various types of professionals including physicians, nurses, hospitals, dentists, optometrists, veterinarians, construction, real estate and insurance professionals. Alicia has secured dismissals of physicians and insurance professionals by way of summary judgment. She has also been successful in securing favorable verdicts for veterinarians in small claims trials by providing pre-trial analysis, support, and preparation of trial materials and testimony. Alicia has successfully appealed a number of unfavorable verdicts against veterinary clients resulting in dismissals and reduction of damages awards. Alicia also handles cybersecurity and data privacy matters as a member of the Cybersecurity and Data Privacy Team.

She likewise has a proven track record in her defense of physicians, nurses, hospitals, dentists, optometrists, veterinarians and insurance professionals whose professional credentials and skills have been called into question by former clients and patients. She is widely known for her success in handling complex employment issues, both at the counseling stage and after a legal or administrative process has been initiated, for businesses ranging from small shops to Fortune 500 companies. Alicia is regarded by peers, clients, mediators, and judges as being a creative pragmatist that is adept at assessing risk and formulating legal strategies that yield positive results for her clients.

Alicia also provides HR counseling and training to various business entities and non-profit associations. She assists in the development and implementation of policies, protocols, and procedures that minimize risk and exposure on employment related matters including but not limited to wage/hour violations, medical leaves, and sensitivity training.

Alicia is an active member of the DRI Construction Law Committee and CLM. After successfully completing CLM's Litigation Management Institute at Columbia Law School, Alicia received the designation of Certified Litigation Management Professional. She is also an Associate Member of the National Association for Professional Employer Organization (NAPEO).

As a compliment to her practice of law, Alicia served as adjunct professor of Employment Law at the University of the Pacific where she spent several semesters educating undergraduate and MBA students on the pitfalls and perils attendant to Human Resource component of running a business. Alicia also volunteers her time serving as the president of the Delta Epsilon Chapter of Delta Gamma House Corporation board, a 501(c)(7) organization. As Board

Alicia R. Kennon

Partner



Northern California

1401 Willow Pass Road
Suite 700
Concord, CA 94520
Tel: (925) 222-3400
Fax: (925) 356-8250

Los Angeles

10960 Wilshire Boulevard
18th Floor
Los Angeles, CA 90024
Tel: (310) 481-7600
Fax: (310) 481-7650

akennon@wshblaw.com
Direct: (925) 222-3412

President, she is responsible for the strategic management of 10 employees, a significant capital budget, and overseeing large scale construction projects annually that keep the privately owned chapter home on campus beautiful and habitable for the 75 women who reside there.

Education

University of the Pacific, McGeorge School of Law (J.D., 2005)

University of the Pacific (B.S., 2002)

Licensed to Practice in:

California

Practice Areas

Construction

- Defense of general contractors, subcontractors, and material suppliers in construction defect and construction site accident litigation.

Cybersecurity and Data Privacy Directors and Officers (D&O) Litigation

Employment

- Represents employers in all phases of wrongful termination litigation, including trial.
- Defends employers against claims of discrimination, retaliation, and harassment.
- Defense of public agencies and public entities in all phases of wrongful termination and civil rights claims, including trial.
- Represents employers during all phases of EEOC and DFEH investigations.
- Represents employers in Title VII discrimination claims.
- Preventative counseling and guidance to businesses regarding all aspects of the employer/employee relationship, including: lawful hiring processes, interviews and background checks, wage-and-hour compliance, investigations of employee misconduct, workplace privacy, drug and alcohol testing, leaves of absence and disability accommodations, employee performance management and employee discipline and discharge.
- Prepare severance agreements and assist clients in the termination process.
- Litigate matters involving meal break violations, wage and hour, age and disability discrimination, hostile work environment, employment contract claims, employment tort claims, leaves of absence, failure to provide

accurate or timely pay.

Hospitality

- Retail/Hospitality
- Hotel Premises liability; Real Estate; Discrimination related to public accommodations (restaurants, hotels etc.)
- Regulatory
- Employment and Professional Liability

Professional Liability

- Defense of the following professionals in claims arising from allegations of negligence related to the provision of professional services:
 - Real Estate Brokers, Agents, and appraisers;
 - Insurance Brokers, Agents, and claims adjusters;
 - Architects, Engineers, and Construction Managers;
 - Law firms, lawyers, and paralegals; and
 - Veterinary Hospitals, Veterinarians, and Veterinary Technicians.

Public Entity Defense

- Defense of public entities in broad range of civil litigation actions including employment, dangerous conditions of public property, and allegations of civil rights violations.

Medical Malpractice and Healthcare Law

- Defense of physicians, nurses, and hospitals against allegations of negligence arising from diagnosis, care, and treatment of patients with acute and long term illness.

London Insurance Market

Awards & Accomplishments

- AV Preeminent Lawyer by Martindale-Hubbell
- Super Lawyers Magazine "Northern California Rising Star", 2015 - 2020
- Completed the CLM Litigation Management Institute and earned the designation of Certified Litigation Management Professional, 2015

Publications

- Author, "Closing Escrow and Opening Claims" in the *CLM Magazine*, September 2018.

Seminars, Events & Presentations

- As the Market Soars, So Do the Lawsuits: How Market Conditions Impact Real Estate Professional Liability Claims, CLM Management & Professional Liability Conference, Boston, Massachusetts, June 21, 2018.
- The CEO said, What? Crisis Management (Before, During, and After a Public Relations Disaster) and the Corporate Client, DRI National Construction Seminar, Las Vegas, Nevada, March 2, 2017.

Memberships

- NAPEO — Associate Member of National Association of Professional Employer Organizations