



Hahn Loeser & Parks LLP

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PRIMARY PRACTICES

Labor & Employment

Employment Contracts & Employment
Policies

Employment Litigation

EEOC & State Administrative
Compliance

Human Resources, Training, &
Counseling

Labor & Employment Class Action

Class Action Litigation

With nearly 20 years of experience, Kimberly M. Foster counsels California employers of all sizes and backgrounds on strategic compliance with California's complex workplace laws, which remain subject to ongoing change. Kimberly understands the intricacies of the California Labor Code, laws against wrongful behavior in the workplace, laws governing protected activity, including leave requests, and how to navigate difficult employee relation decisions and conversations.

She advises clients on a broad range of legal issues, including:

- Wage and hour compliance
- Leaves of absence compliance
- Employment
- Handbooks and policy reviews
- Arbitration and severance agreements
- Employee counseling and separations
- Interactive process and reasonable accommodations
- Workplace investigations

Kimberly also litigates workplace disputes; investigates allegations of unlawful conduct and company policy violations, and helps clients meet legal obligations, while balancing business objectives. As a trusted advisor, skilled litigator and oral advocate, Kimberly provides her clients with the best quality work from start to finish.

BAR ADMISSIONS

- State of California
- Central District of California
- Southern District of California

EDUCATION

- American University Washington College of Law, J.D., 2005
- Women's Law Association, Vice President
- Thurgood Marshall College, B.A., 2001
- Political Science/Political Theory Honors Program; Minor in Sociology

AWARDS & HONORS

- Rising Star, Southern California Super Lawyers, 2013-2016

PUBLICATIONS & SPEAKING ENGAGEMENTS

- California Labor Code: Can You Videotape Your Employees On The Job?
- Can California Employees Be Required to Get Vaccinated? (CBS Sacramento)

MEMBERSHIPS & AFFILIATIONS

- California Lawyers Association, Labor & Employment member
- Association of Workplace Investigators, 2022-2024

COMMUNITY INVOLVEMENT

- Legal Aid Foundation of Los Angeles, Associates Advisory Board Chair, 2012-2013, Associates Advisory Vice Board Chair, 2009-2011, Executive Committee, member, Chair of subcommittees (Fundraising, recruitment, social outreach), 2008-2014
- St. James Academy Parent Council, member and fundraiser, 2022-2024

RECENT PROFESSIONAL HISTORY

- Of Counsel, Hahn Loeser & Parks LLP, 2024-present
- Of Counsel, Paul Plevin Quarles, 2023-2024
- Sole Proprietor, 2022-2023
- CDF Labor Law LLP, Partner, 2021-2022, Senior Counsel, 2018-2020, Associate, 2011-2018