

## Kristen Willoughby Fox

Associate

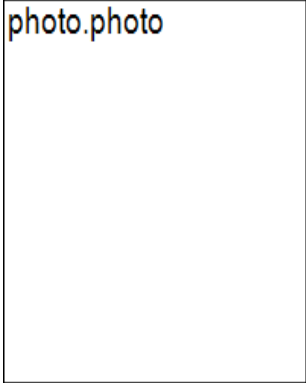
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Kristen Fox is an associate in the Alston & Bird Labor & Employment Group. Kristen advises employers in employment and workplace related matters including discrimination and retaliation claims under federal and state EEO and medical leave laws; ADA accessibility claims brought against public accommodations; trade secret misappropriation, breaches of restrictive covenants, tortious interference, and other claims related to employee and executive departures; and privacy and data security issues related to developing technologies in the workplace. She also routinely advises employers on health and safety compliance and whistleblower claims under OSHA, MSHA, and equivalent state laws and regulations.

Kristen earned a B.A. degree in public policy from Vanderbilt University and a J.D. from the University of South Carolina, where she was elected to the Order of the Coif.

### **Representative Experience**

- Obtained a full and favorable 12(b)(6) dismissal of a whistleblower case filed against a national restaurant chain.
- Obtained dismissals of a retaliation claim filed against an international shipping and logistics client in a multiple-plaintiff suit.
- Obtained no cause determinations in several agency investigations.
- Assisted in negotiating favorable settlements at and outside of mediation in multiple matters.

### **Publications & Presentations**

#### **Publications**

- "City, State and Federal Actions on Minimum Wage in 2014," *Law360*, January 6, 2015.
- "Employer Guide to the Obama 'Year of Action'," *Small Business Opportunities*, October 20, 2014.
- "Obama's 'Year of Action' and What it Means for Employers," *Benefits Magazine*, Vol. 51, No. 7, July 2014.
- "Taking Stock of Ga. Restrictive Covenant Statue: Part 2," *Law360*, August 28, 2013.
- "Taking Stock of Ga. Restrictive Covenant Statue: Part 1," *Law360*, August 21, 2013.

#### **Education**

- University of South Carolina (J.D., 2012)
- Vanderbilt University (B.A., 2007)

#### **Admitted to Practice**

- Georgia
- South Carolina

*Related Services*

Labor & Employment