

Partner

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Stacy L. Fode focuses her practice on employment litigation and advisement and business litigation. She specializes in representing business clients in all aspects of employment law including wrongful termination, discrimination, sexual harassment, retaliation, whistle blower, employment agreement and trade secret disputes, and wage and hour matters, including class actions and PAGA matters. Stacy's clients have included employers in the financial, insurance, retail, entertainment, technology, package delivery, telecommunications, and energy industries.

Rated AV®-Preeminent by Martindale, Stacy has represented hundreds of clients before state and federal courts, appellate courts and administrative agencies such as EEOC and DFEH throughout California. In addition, she regularly conducts employment-related training seminars for employers and employment lawyers, and investigations of employee misconduct and discrimination claims for her clients.

She also negotiates and drafts a variety of employment agreements for high-level executives and has extensive experience in matters involving the protection of trade secrets and confidential information. Stacy has been a frequent speaker on employment and diversity issues and has appeared on television segments on Fox News, NBC, and CBS.

As General Counsel for the National Association of Minority and Women Owned Law Firms, Stacy is active in the community and committed to issues of diversity and inclusion. She is a past President of the Lawyers Club of San Diego, a bar association committed to advancing the status of women in the law and society with over 1,000 members, and a former member of its Advisory Board and Judicial Endorsements Committee. She is a current member of the Association of Defense Trial Attorneys and the Chair of its' inaugural Women of ADTA Committee. She is also a past member of the Board of Directors of the San Diego County Bar Association and member of its Leadership Outreach Committee and is active in organizations involving her two children and community of Point Loma.

AWARDS & HONORS:

- AV® Peer Review Rated by Martindale-Hubbell
- Recognized in *Best Lawyers® in America* (2024 - Present)
- Selected to the San Diego Super Lawyers List (2016 – Present)
- San Diego Business Journal, Recognized in "100 Leaders of Influence in Law" (2023, 2025)
- San Diego Business Journal's Recipient of "Women of Influence in Law" Award (2022, 2024)
- San Diego Business Journal's Recipient of "Women Who Mean Business" Award (2009)
- San Diego Magazine Top Lawyer (2014)
- San Diego Metro Magazine "Mover to Watch" (2012)

PROFESSIONAL EXPERIENCE:

- Brown Law Group, San Diego, California
 - Partner & Chief Client Officer (2019 - 2020)
 - Managing Partner (2015 - 2019)
 - Partner (2008 - 2015)
 - Associate (2003 - 2008)

PROFESSIONAL EXPERIENCE (Continued):

- Smaha & Daley, San Diego, California,
 - Associate (1999 - 2002)

PROFESSIONAL ACTIVITIES:

- American Bar Association, Member
- American Inn of Court, Louis M. Welsh Chapter (Former Member)
- Association of Defense Trial Attorneys
 - Member (Present)
 - Chair, Woman of the ADTA Committee (2022)
- California Women Lawyers, Member
- Defense Research Institute, Member
- Lawyers Club of San Diego
 - President (2005-2006)
 - Advisory Board (2005 – Present)
 - Fund for Justice, Former Member
 - Judicial Endorsements Committee, Former Member
- National Association of Minority and Women Owned Law Firms
 - General Counsel - (March 2026)
 - Former Board of Directors
 - Communications Committee Chair
 - Labor & Employment PAC, Member
 - Outreach Sub-Committee Co-Chair (2015-2016)
 - Newsletter Editor (2009-2010)
- San Diego County Bar Association
 - Board of Directors (2007-2010)
 - Secretary (2008-2009)
- San Diego Regional Economic Development Corporation, Policy Committee
- Pro bono legal services to I Love a Clean San Diego
- Mock trial coach, University High School

EDUCATION:

- University of Oregon School of Law, Eugene, Oregon (J.D. 1998)
- University of California, Santa Barbara, (B.A., Law and Society, 1994)

BAR ADMISSIONS:

- State of California
- United States Court of Appeals for the Ninth Circuit
- United States District Court for the Southern District of California
- United States District Court for the Central District of California
- United States District Court for the Northern District of California
- United States District Court for the Eastern District of California

RECENT PUBLICATIONS:

- PAGA reform: California employers celebrate victory over frivolous litigation, Daily Journal Corporation, Labor/Employment, Web Article, <https://www.dailyjournal.com/article/380284-paga-reform-california-employers-celebrate-victory-over-frivolous-litigation> (August 7, 2024)

RECENT SPEAKING ENGAGEMENTS:

- Understanding Implicit Bias in Workplace Investigations, Nukk-Freeman & Cerra, P.C., Webinar (April 2026)
- Hot Topics in California Employment Law, Nukk-Freeman & Cerra, P.C., Webinar (January 2026)
- The ADA Playbook: Ensuring Equal Opportunity and Navigating Accommodation Requests, Moderator, NAMWOLF Annual Conference, Los Angeles (September 2025)

RECENT SPEAKING ENGAGEMENTS (Continued):

- Boomers to Zoomers - Leveraging an Organization's Greatest Assets, Nukk-Freeman & Cerra, P.C. (August 2025)
- Hot Topics in California Employment Law, Nukk-Freeman & Cerra, P.C., Webinar (January 2025)
- Hot Topics in California Employment Law, Nukk-Freeman & Cerra, P.C., Webinar (January 2024)
- Hot Topics in California Employment Law, Nukk-Freeman & Cerra, P.C., Webinar (January 2023)
- Law in the Real Life: Practical Pointers from E-Discovery Law and Technology, NAMWOLF Annual Meeting, Chicago, Illinois (September 2022)
- Hot Topics in California Employment Law, Nukk-Freeman & Cerra, P.C., Webinar (April 2022)
- Shades of Grey: Ethical Rules Related to the Role of In-House Counsel, Presentation, IEX Trading (April 2022)
- Protecting Business Owners from Employment Litigation: 10 Steps Employers Can Take Right Now to Stay Out of the Courtroom, Southern California SCI Institute (February 2022)
- Significant Judicial Decisions/Legislative Updates and One Year into the Pandemic: Key COVID-19 Considerations and Challenges for Employers, Nukk-Freeman & Cerra, P.C., Hot Topics in California Employment Law (April 2021)

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