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PRACTICE AREAS

- Employment & Labor
- Retail

EDUCATION

- University of San Diego School of Law (J.D., 2013)
- University of California, Los Angeles (B.A., *cum laude*, 2009)

AWARDS

- *Best Lawyers* in America 2027
- *Best Lawyers:* Ones to Watch 2021-2025
- Lawyers Club of San Diego C. Hugh Friedman New Lawyer Award 2019
- *San Diego Business Journal:* "Women of Influence in Law" 2021-2023 "Leaders in Law" 2020, 2022
- *San Diego Metro Magazine* "Top Attorneys" 2022
- San Diego *Super Lawyers Rising Stars* 2019-2025
- San Diego *Super Lawyers* 2026-2027
- University of San Diego School of Law Rising Star Recent Alumni Award 2022

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SHANNON R. FINLEY, ESQ.

Shareholder

Shannon R. Finley focuses her practice on employment law, representing California employers in disputes ranging from single plaintiff wrongful termination cases to complex class actions, and everything in between. In addition to defending employers in litigation, she provides guidance to employers, advising on best practices to avoid lawsuits before they arise. Ms. Finley is also a speaker and author on issues including best hiring practices, wage and hour law, discrimination, leaves of absence, and social media.

Shannon obtained her *Juris Doctor* from the University of San Diego School of Law. While attending law school, Shannon served as an extern for the Honorable Peter C. Lewis, U.S. District Court, Southern District of California, and also for the California Attorney General's Office in the Employment and Administrative Mandate Section. Upon graduation, Shannon worked as a law clerk for the Honorable Dee D. Drell, Chief Judge of the United States District Court for the Western District of Louisiana (2013-2014). Before law school, Shannon attended the University of California, Los Angeles, graduating *cum laude*, where she earned a dual Bachelor of Arts degree in History and in Classical Civilizations.

AFFILIATIONS

- American Inns of Court, J. Clifford Wallace Chapter: Associate (2015-present), Team Leader (2019-2021)
- California Women Lawyers: First Vice President (2026), District Governor (2025-present), Executive Committee 2025-present), Affiliate Governor (2019-2021), Programming Chair (Sep 2020-Sep 2021), CWL at Home Webinar Series Co-chair (Mar 2020-Sep 2020)
- California Women Lawyers Foundation: Interim President (2026)
- Claims and Litigation Management Alliance
- Lawyers Club of San Diego: Advisory Board (2023-present), History Committee (2025-present), President (2022-2023), Board of Directors (2019-2023), Vice President of Policy & Membership (2021-2022), Annual Dinner Co-chair (2020-2021), Membership Development Co-chair (2019-2020), Women's Advocacy Committee Co-chair (2018-2019), Law School Outreach Committee Co-chair (2016-2018)
- San Diego County Bar Association: Member at Large (2018-2019 & 2026), Chair (2025), Leadership Academy (2022); Executive Committee - Labor & Employment Law Section Chair (2022), Vice Chair (Jan 2020-Dec 2021)
- San Diego Defense Lawyers
- San Diego HR Forum: Legal Director (2025-present)
- San Diego Society for Human Resource Management
- State Bar of California

SPEAKING ENGAGEMENTS

- Professionals in Human Resources Association (PIHRA), "Independent Contractor and Wage Liability in California – A Practical Guide for HR Professionals" (2026)
- SDHR Forum, "Equal Pay Act Amendments" (2025)
- SDCBA Labor & Employment Conference, "California Employment Law Update" (2025)
- San Diego Defense Lawyers, "Diversity, Equity, and Inclusion and Implicit Bias and the Law" (2024)
- San Diego Business Summit, panelist, "2024 Employment Law Updates" (2024)
- SD RIMS, "California Employment Law Update" (2023)
- Association of Corporate Counsel, "Justice Beyond Prejudice: Eliminating Bias in Corporate Legal Practices" (2023)
- SDCBA Labor & Employment Conference, "California Employment Law Update" (2023)
- LAX Coastal Chamber of Commerce, The New Normal is Now Normal: Managing a Remote & Hybrid Workforce in a Post-COVID World (2022)
- SD SHRM, "Let's Talk PAGA: Understanding and Defending Class Action & PAGA Cases" (2022)
- 6 Degrees, Best Hiring Practices (2022)
- California Employers Association Webinar, "Top 10 Tips to Prevent Employment Litigation: What You Need to Know" (2022)
- Association of Corporate Counsel MCLE Program, "Litigation Trends: Navigating Wage & Hour Issues" (2021)
- San Diego Business Summit Panelist, "Top New Employment Laws in 2021" (2021)
- California Women Lawyers at Home Webinar, "Litigation Tips During a Pandemic" (2020)
- Business & Legal Resources, Inc., "Travel Time, On-call, and Training Pay: How to Comply with FLSA Rule for Overtime-eligible Employees" (2020)