

JANICE P. BROWN

PRINCIPAL

TEL:
619.330.1703

EMAIL:
jbrown@meyersnave.com

OFFICE:
San Diego

LANGUAGES:
English



Janice brings 40+ years of arbitration, trial, and appeals experience to high-stakes employment and commercial disputes.

Janice Brown is a trailblazing employment problem solver, trusted advisor, and results-driven strategist helping major organizations stay ahead of legal challenges so they can focus on their core missions and growth. Known for her sharp legal mind, strategic insight, and authenticity, her approach is simple. Prevent problems, mitigate risk, and recommend smart business decisions that protect the bottom line. All with clear and honest communication.

Janice advises major employers on [all aspects of employment law](#), from government entities to Fortune 50 financial institutions, tech companies, national retailers, and professional sports teams. She helps clients stay ahead of legal challenges through advice, training, and business strategies that equip employers to reduce risk and build stronger workplaces on their own. As an arbitrator, she's also adept at using alternative dispute resolution to avoid litigation altogether.

When litigation is unavoidable, she's tapped for high-value, often headline-grabbing cases with allegations of discrimination, harassment, retaliation, compensation, and PAGA violations at play. She also represents industry giants in [high-stakes commercial disputes](#) over corporate governance, shareholder rights, intellectual property, fraud, contracts, defamation, and unfair competition.

Beyond the courtroom, Janice is a power player in California's business ecosystem forging strategic partnerships and fueling growth. She brings together industry leaders, policymakers, and innovators for the firm, the community, and California as a whole. That's reflected in her service as former Board Chair and current Executive Committee member of the San Diego Regional EDC.

She also frequently speaks on economic development, business success, employment law trends, and personal growth. She has been featured on CBS, Fox, ABC, and NBC. Prior to joining Meyers Nave, Janice was the founder of an elite woman- and minority-owned

EDUCATION

Gonzaga University School of Law,
JD, 1983

University of Montana, BA,
Journalism, 1980

ADMISSIONS

California, 1984 – Bar No. 114433

U.S. District Court, Northern District
of California

U.S. District Court, Central District
of California

U.S. District Court, Eastern District
of California

U.S. District Court, Southern District
of California

U.S. Court of Appeals for the Ninth
Circuit

PRACTICE AREAS

Labor & Employment

Advice & Counsel

Labor Law

litigation firm in San Diego where she spent over 20 years advising top corporations and local businesses on complex employment and commercial matters.

Litigation & Dispute Resolution

Training

Workplace Investigations

HONORS & AWARDS

- [The Best Lawyers in America](#), Employment Law – Management/Litigation – Labor and Employment (2024–2027)
- San Diego Super Lawyers list: Employment Litigation Defense, Employment & Labor, Business Litigation – Super Lawyers Magazine (2007–2026)
- Top 50 Black Leaders of Influence – [San Diego Business Journal](#) (2022, 2023, 2026)
- Top Labor and Employment Lawyers – [Daily Journal](#) (2023, 2025)
- Women of Influence in Law – [San Diego Business Journal](#) (2023–2025)
- Distinguished Legal Service Award – [Gonzaga University School of Law](#) (2024)
- Women of Influence, 50 Over 50 – [San Diego Business Journal](#) (2021, 2024)
- Top 25 Women San Diego Super Lawyers – [Thomson Reuters' Super Lawyers® magazine](#) (2017, 2018, 2022)
- [Top 100 Lawyers](#) – [Daily Journal](#) (2021)
- The San Diego 500: Influential Business Leaders – [San Diego Business Journal](#) (2020)
- Woman of Color Excellence Award – [Lawyers Club of San Diego](#) (2019)
- Diversity & Equity Award – [Urban League of San Diego](#) (2018)
- Women in Leadership Award – [Central San Diego Black Chamber of Commerce](#) (2017)
- Lifetime Laureate – [Junior Achievement San Diego Business Hall of Fame](#) (2017)
- Corporate & Business Diversity Award – [City of San Diego Human Relations Commission](#) (2016)
- Diversity Leader Hall of Fame – [California Minority Council Program](#) (2014)
- Small Business of the Year – [Central San Diego Black Chamber of Commerce](#) (2013)
- Award for Outstanding Diversity – [San Diego County Bar Association](#) (2013)
- Award of Lifetime Membership – [Earl B. Gilliam Bar Association](#) (2010)
- Distinguished Alumni Merit Award – [Gonzaga University](#) (2010)
- Distinguished Service Award – [Earl B. Gilliam Bar Association](#) (2010)
- 42nd Annual Community Service Award Honoree – [National Council of Negro Women](#) (2008)
- 50 People to Watch – [San Diego Magazine](#) (2007)
- 10 Coolest Women – [Girl Scouts San Diego-Imperial Council](#) (2007)

- Top 25 Attorneys – Employment – *San Diego Daily Transcript* (2005)
- Annual Bernard E. Witkin, Esq. Award – *The American Law Institute* (2003)
- Certificate of Silver Lifetime Membership – *NAACP* (2002)
- San Diego Women Who Mean Business – *San Diego Business Journal* (1998)
- President's Award – *Earl B. Gilliam Bar Association* (1990, 1996)
- The Loren Miller Lawyer of the Year Award – *California Association of Black Lawyers* (1995)
- Outstanding Trial Attorney – *U.S. Department of Justice – Tax Division* (1987)
- Trial Lawyer of the Year – *U.S. Department of Justice* (1987)

PROFESSIONAL & COMMUNITY AFFILIATIONS

- State Bar of California, Member (Present)
- Sharp HealthCare Litigation Committee, Member (Present)
- Senator Padilla's Federal Judicial Evaluation Committee, Member (2021–Present)
- Lawyers Club of San Diego, Member (1988–Present)
- TEDLaw, Faculty Advisory Council (2025)
- The National Black Lawyers Top 100, Member (2025)
- ABA Retirement Funds, Board of Directors (2020–2022)
- San Diego Regional Economic Development Corporation, Executive Committee Member (Present), Chair of the Board of Directors (2018–2020)
- Minority Corporate Counsel Association, Board of Directors (2015–2020)
- National Association of Minority and Women Owned Law Firms, Member (2008–2020), Board of Directors (2011–2015)
- NAACP, Lifetime Member (2002)
- American Bar Association, Tort Trial & Insurance Practice, Past Board Member
- California Women Lawyers
- Earl B. Gilliam Bar Association, President (1989–1990, 1993–1994)
- National Bar Association
- National Employment Law Council
- San Diego County Bar Association, Board of Directors (1995–1998), Vice President (1997)
- American Arbitration Association
- La Jolla Playhouse, Board of Trustees

PRESENTATIONS & PUBLICATIONS

- Author, "Your Updated Employee Handbook is Invaluable" – *Meyers Nave Client Alert* (September 23, 2025)
- Author, "Timely Payment of Arbitration Fees" – *Meyers Nave Client Alert* (September 4, 2025)
- Presenter, "Pathways to the Bench" – *California Lawyers Association* (June 6, 2025)
- Author, "Federal Court Partially Blocks Trump's DEI Executive Orders, Adding to Compliance Uncertainty for California Employers and Federal Contractors" – *Meyers Nave Client Alert* (February 28, 2025)
- Author, "New Development for California Employers Defending PAGA Claims" – *Meyers Nave Client Alert* (January 24, 2025)
- Presenter, "Empowered Women Speak" – *Empowered Women Event 2024* (June 6, 2024)
- Presenter, "Women Rainmakers: Making It Rain and Developing Women Rainmakers" – *Legal Marketing Association Annual Conference* (April 5, 2024)
- Presenter, "BD Beyond the Basics: A Holistic Approach to Bottom Line Client Marketing Success" – *Legal Marketing Association, West Region, Southern California Local Group Webinar* (February 8, 2024)
- Presenter, "2024 Employment Law Update" – *California Special Districts Association Webinar* (January 30, 2024)
- Presenter, "Smart is Not Enough" – *Ms. JD LaddHer Up Retreat* (September 22, 2023)
- Author, "Employer Cruises to Victory with Supreme Court Arbitration Ruling" – *Meyers Nave Client Alert* (June 15, 2022)
- Presenter, "Forging Your Path" – *Federal Bar Association Annual Conference* (June 1, 2022)
- Interview, "Historic Supreme Court Nomination" – *NBC San Diego News 7* (February 28, 2022)
- Interview, "Legal Pioneer, Attorney Janice Brown, Woman-Minority Owned Employment and Business Litigation Firm" – *KUSI News San Diego* (February 7, 2022)
- Author, "Arbitration Agreement Adjustments On The Horizon" – *Meyers Nave Client Alert* (December 29, 2021)
- Presenter, "Moving Diversity, Equity & Inclusion Programs Forward: An Employer's Road Map" – *California Public Employers Labor Relations Association Annual Training Conference* (November 17, 2021)
- Author, "Another Benefit of Arbitration Agreements" – *Meyers Nave Client Alert* (September 3, 2021)
- Quoted, "Delta Air Lines Plans Surcharge on Unvaccinated Workers, but No Mandate" – *Daily Journal* (August 26, 2021)
- Author, "COVID-19 Vaccine Mandates" – *Meyers Nave Client Alert* (July 26, 2021)
- Presenter, "City Attorney Practicum: COVID-19 Return to Work – Navigating the New

Landscape” – *League of California Cities* (June 9, 2021)

- Presenter, “Lawyering in the Time of COVID: A Survival Guide for Women Attorneys and Attorneys of Color” – *Association of Business Trial Lawyers of San Diego* (April 29, 2021)
- Presenter, “COVID-19 & Return to Work” – *Elevating Black Excellence Regional Summit Series, Black In-House Counsel Network* (April 27, 2021)
- Quote, “LA School Employees Say They’re Being Forced to Get COVID Vaccine” – *Daily Journal* (March 22, 2021)
- Presenter, “COVID-19 Return to Work Issues: How to Navigate the Changing Landscape for Your Return to Work Plan” – *HR West Virtual Conference* (March 17, 2021)
- Presenter, “Tools for Becoming Tougher” – *Ms. JD Annual Conference* (March 11, 2021)
- Presenter, “Building a Plan for Social Equity” – *Central San Diego Black Chamber of Commerce in association with The San Diego Union Tribune* (February 24, 2021)
- Presenter, “Where Business, Law and Tech Intersect” – *Central San Diego Black Chamber of Commerce* (February 12, 2021)
- Presenter, “COVID-19 Vaccination Policies: Options, Issues and Considerations for Employers” – *Meyers Nave Webinar* (February 3, 2021)
- Presenter, “COVID-19 Vaccinations: What California Employers Need To Know” – *Meyers Nave Webinar* (February 3, 2021)
- Feature Article Profile, “Encouragement Changes Lives: Celebrating Black Entrepreneurship” – *San Diego Business Journal* (February 1, 2021)
- Author, “Mandatory vs. Voluntary COVID-19 Vaccination Policies: What California Employers Need To Know” – *Meyers Nave Client Alert* (January 15, 2021)
- Presenter, “City Attorneys – Leaders During the Crossroads” – *City Attorneys Association of San Diego County* (October 22, 2020)
- Presenter, “Diversity and Inclusion: Theory Meets Reality” – *Knoxville Bar Association, Knoxville, TN* (October 3, 2019)
- Presenter, “So You Want to be a Lawyer?” – *Gonzaga Law School, Spokane, WA* (March 31, 2019)
- Presenter, “International Women’s Day Celebration” – *Becton Dickinson, San Diego, CA* (March 7, 2019)
- Presenter, “Women’s Inclusion Boss Series” – *Takeda, San Diego, CA* (January 30, 2019)
- Presenter, “Annual Employment Law Update” – *Brown Law Group, San Diego, CA* (January 24, 2019)
- Presenter, “Priorities: The Responsibility of Leadership” – *Tennessee Bar Association Leadership Law Academy, Nashville, TN* (January 5, 2019)
- Presenter, “Building Your Network” – *San Diego County Bar Association, San Diego, CA* (December 6, 2018)
- Presenter, “To Thine Own Self Be True” – *Celebrating Women Event, San Diego Magazine, San Diego, CA* (September 25, 2018)

- Feature Article, “[Beyond Law](#)” – *The Gonzaga Lawyer*, Gonzaga Law School, Spokane, WA (September 28, 2016)
- Feature Article, “[Chief Executive Optimist](#): Janice Brown took an uncommon approach to the law and built an uncommon firm” – *San Diego Super Lawyers magazine* (2008)

REPRESENTATIVE EXPERIENCE

Labor & Employment

Los Angeles Community College District (LACCD). Counsel to the District in a series of high-profile, high-value employment matters.

- ***Odom v. LACCD – \$10 Million Verdict Overturned*** – Brought in to handle post-trial motions and the appeal after a jury awarded \$10 million in emotional distress damages against the District, and won a complete reversal. The Second Appellate District reversed for judicial misconduct during trial and in the post-trial proceedings and for the admission of inflammatory, prejudicial evidence without regard for the evidentiary rules, writing in its published opinion: “It seems clear the judge’s rulings were motivated by personal opinions untethered to the rules of evidence. Whatever his motivations may have been, the judge admitted inflammatory evidence without consideration of the evidentiary rules, with undeniable prejudicial effect, thus preventing a fair trial.” (*Odom v. Los Angeles Community College Dist.* (Apr. 7, 2025, B327997) [cert. for pub.].) A reversal of this magnitude is rare, and the representation continues through re-trial.
- **Related Harassment and Retaliation Defense** – Simultaneously retained on three other well-publicized harassment and retaliation matters brought against the District by high-profile plaintiff’s firms.

San Diego Metropolitan Transit System (MTS). Lead counsel to MTS in its highest-profile employment matters.

- ***Figueroa v. MTS*** – Won complete summary judgment in the front-page lawsuit brought against MTS and Nathan Fletcher, the former Chair of its Board, alleging harassment and retaliation. The case drew television coverage and unusual political sensitivity and required complex electronic discovery into social media and text messages; the summary judgment strategy eliminated the claims early and avoided trial.
- ***Outlaw v. MTS*** – Defending a related retaliation case brought by the agency’s former Chief Information Officer arising from her role in the Figueroa matter, with a summary judgment motion pending (as of August 2026).

City of Milpitas – *McHarris v. City of Milpitas*. Won a total victory on summary judgment for the City in a high-profile lawsuit brought by a former City Manager alleging breach of

contract, retaliation, and wrongful termination, a case carrying complex legal and political challenges. The June 2025 ruling disposed of every claim, ended a two-year fight, and awarded the City about \$400,000 in fees and costs. Handled a related writ proceeding earlier in the case, and now defends the judgment on appeal.

NCAA – Independent Accountability Resolution Process. Selected as one of three law firms nationwide for the NCAA’s pilot Independent Accountability Resolution Process, built to adjudicate complex Division I infractions cases, and served as Complex Case Unit Advocates from 2020 to 2023. The work included one of the NCAA’s highest-profile enforcement actions, against LSU men’s basketball coach Will Wade, arising from an FBI wiretap investigation into alleged illegal payments to student-athletes: investigated, prepared, and prosecuted the violations, resulting in severe penalties, multiple game suspensions, and Wade’s termination.

Professional Sports Team – Wage and Hour and Discrimination Defense. Counsel to a Southern California professional sports team, including two high-stakes arbitrations brought by former employees on sensitive claims. Developed the trial strategy and examined the key witnesses in each, securing favorable outcomes that protected the team’s business and reputation while avoiding public controversy.

Multinational Technology Manufacturer – Full Defense Verdict. Defended the company at trial against a former senior executive’s \$2.8 million claim for age discrimination, constructive termination, unpaid commissions, and retaliation. The evidence showed the executive had a history of poor performance, had accepted a higher-paying job before resigning, and was demanding commissions on accounts he no longer managed; cross-examination and the documentary record dismantled the plaintiff’s narrative and produced a full defense verdict.

National Retailer – Worldwide Discovery Reversed. Defended the country’s largest retailer against wrongful termination, discrimination, retaliation, and harassment claims exceeding \$7 million. After a magistrate judge granted the plaintiff’s sweeping request for worldwide production of the employer’s records, appealed the order to the presiding district judge, who reversed it and invited a Rule 11 sanctions motion, then negotiated dismissal of all claims with prejudice in exchange for a waiver of costs.

Large Retail Chain – Claims Dismissed, Counterclaim Won. Defended a prominent retail chain against a former employee’s harassment and retaliation claims seeking \$3 million to \$5 million in compensatory and punitive damages. Discovery revealed the employee had taken confidential company documents just before termination; the employer counter-sued for breach of the contractual duty of loyalty and won summary judgment on the counterclaim. The harassment and retaliation claims then went to arbitration, where the arbitrator dismissed every claim, finding the termination was due to the employee’s combative workplace conduct.

Transit Manufacturer – Reduction-in-Force Defense. Defended an age discrimination claim brought by a long-time employee terminated in a company-wide reduction in force, building an extensive factual record of the legitimate, nondiscriminatory basis for the decision and moving for summary judgment on the entire case.

Property and Casualty Insurer – Whistleblower Trial. Defended one of the nation's largest insurers in a month-long jury trial of a whistleblower case brought by a former vice president who had demanded a mid-seven-figure settlement before trial. The jury's award came in at less than five percent of that demand, with no punitive or emotional distress damages and less than half of what the defense had offered before trial, and the case settled on terms favorable to the insurer during the appeal.

Large Public University – Dismissal at the Pleading Stage. Won dismissal for a major public university in San Diego Superior Court when a former employee alleged wrongful termination, discrimination, retaliation, and harassment: the court sustained the university's demurrer without leave to amend, and the Fourth District Court of Appeal affirmed, awarding the university its costs on appeal.

Fortune 50 Company – Dismissal After Deposition. Defended a Fortune 50 corporation in a wrongful termination lawsuit in which investigation revealed the plaintiff had made significant misrepresentations on her employment application and in other legal filings. Once those surfaced at deposition, the plaintiff dismissed the action entirely.

Fortune 500 Energy Company – Class Claims Dismissed. Defended a combined wage and hour class action and individual disability discrimination and wrongful termination case, securing dismissal of the class claims after deposing the named plaintiff and narrowing the dispute to manageable proportions.

Fortune 500 Energy Company – Sensitive Executive Dispute Resolved. Represented the company in a high-profile sexual orientation discrimination matter brought by an executive, made especially sensitive because the alleged conduct was attributed in part to another senior executive in the same protected class. Resolved the matter at mediation with innovative non-economic settlement terms that protected the company's reputation and relationships.

Hotel Owner – Defense Ruling from the Bench. Defended a wage and hour dispute through a three-day bench trial in San Diego Superior Court after the plaintiff refused to settle across multiple mediations. The court ruled for the defense immediately after closing arguments, rejecting the claims outright and opening the door to a fee recovery given the frivolous nature of the claims.

Fortune 50 Banking Institution – Summary Judgment Affirmed. Represented a major bank in a wrongful termination case marked by contentious discovery disputes, defeating the plaintiff's demand to depose the bank's human resources representative and winning summary judgment. The Fourth District Court of Appeal affirmed, and the California Supreme Court denied the plaintiff's petition.

Fortune 500 Company – Constructive Termination Defense. Defended a wrongful constructive termination case litigated over seven years to a bench trial ruling for the company, with the appeal dismissed by the Fourth Appellate District.

Security Services Employer – Class and PAGA Actions. Defended coordinated class and PAGA actions for an employer with more than 50,000 nonexempt California employees, through certification, settlement approval, and LWDA negotiations.

Fortune 100 Industrial Company – Cross-Complaint Dismissed. Represented one of the oldest industrial companies in the United States in a complex business dispute with a cross-complaint for breach of contract, interference, and other business torts carrying significant potential liability, and negotiated its complete dismissal in exchange for a simple waiver of costs.

Fortune 50 Company – \$120 Million Contract and Lease Victory. Prevailed at trial and on appeal in a contract and lease dispute against a large San Diego law firm with more than \$120 million in controversy, then obtained an award of the client's reasonable attorneys' fees.

Eleven Businesspeople v. a Fortune 50 Corporation – Eight-Figure Settlement. Represented 11 businesspeople defrauded by a Fortune 50 corporation, litigating opposite two national law firms and securing an eight-figure settlement the day before trial was set to begin.

Real Estate Developer – Easement on the Eve of Closing. Negotiated a hard-fought easement agreement with an adjacent landowner on the eve of escrow closings for multiple residential lots, producing dismissal of the landowner's lawsuit, release of the lis pendens, and closings on schedule.

Family Business – Ownership Resolved. Resolved a long-standing family dispute over control of a mortuary business, with the client obtaining full ownership and operational control.

Developer – Slander of Title Dismissed on Demurrer. Won a demurrer dismissing a slander of title complaint with prejudice before depositions or other costly litigation steps were taken.

Commercial

Fortune 100 Industrial Company – Cross-Complaint Dismissed. Represented one of the oldest industrial companies in the United States in a complex business dispute with a cross-complaint for breach of contract, interference, and other business torts carrying significant potential liability, and negotiated its complete dismissal in exchange for a simple waiver of costs.

Fortune 50 Company – \$120 Million Contract and Lease Victory. Prevailed at trial and on appeal in a contract and lease dispute against a large San Diego law firm with more than \$120 million in controversy, then obtained an award of the client's reasonable attorneys' fees.

Eleven Businesspeople v. a Fortune 50 Corporation – Eight-Figure Settlement. Represented 11 businesspeople defrauded by a Fortune 50 corporation, litigating opposite two national law firms and securing an eight-figure settlement the day before trial was set to begin.

Real Estate Developer – Easement on the Eve of Closing. Negotiated a hard-fought easement agreement with an adjacent landowner on the eve of escrow closings for

multiple residential lots, producing dismissal of the landowner's lawsuit, release of the lis pendens, and closings on schedule.

Family Business – Ownership Resolved. Resolved a long-standing family dispute over control of a mortuary business, with the client obtaining full ownership and operational control.

Developer – Slander of Title Dismissed on Demurrer. Won a demurrer dismissing a slander of title complaint with prejudice before depositions or other costly litigation steps were taken.

Trademark Enforcement – Name Change and Recovery. Enforced a client's trademark rights against a competitor marketing a product under a confusingly similar name, compelling the competitor to change the product's name and pay a mid-six-figure settlement.