

The SCALI LAW FIRM

ATTENTION
EFFICIENCY
RESULTS

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The Scali Law Firm

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BAR ADMISSIONS:

State Bar of California, 1993

EDUCATION:

Juris Doctor, Loyola Law School, 1993

B.A., English Language and Literature,
UCLA, 1990

PROFESSIONAL MEMBERSHIPS:

Founding Board Member – Wish Circle,
Make-A-Wish San Diego Chapter

JENNIFER WOO BURNS

Attorney of Counsel



Jennifer Burns (formerly Jennifer Price) has served as in-house and outside employment counsel for auto dealer groups, which experience provides her with a grounded perspective in handling employment-related compliance matters. As outside counsel, she advised businesses regarding compliance with employment laws and defended businesses in employment litigation, including participating in multiple jury trials for wrongful termination

and discrimination lawsuits. She was tapped for the General Counsel role at the Cush Automotive Group, where she handled internal legal issues, monitored regulatory compliance, participated in litigation matters and supervised the Human Resources Department. She then joined Penske Automotive Group as Human Resources and Compliance Manager. She recently co-founded Pacific HR Alliance, providing businesses with cost-effective Human Resources compliance support. As outside counsel, Jennifer gained exposure to many industries and acquired the expertise of a legal practitioner. In addition, through her in-house roles, she gained an understanding of the operational realities of the automotive industry and successfully collaborated with management to achieve legal compliance and business objectives.

Jennifer is a Southern California native and received her Bachelor of Arts degree, cum laude, from University of California, Los Angeles. She received her Juris Doctor degree at Loyola Law School in Los Angeles. As a law student, she served as a legal extern at the California State Superior Court for Judge Jerold Krieger and was a member of the Loyola Law School Entertainment Law Journal. She has been a member of the State Bar of California since 1993 and is a member of the State Bar's Labor and Employment Law section. Jennifer is a founding board member of the Wish Circle, Make-A-Wish San Diego chapter.

AUTOMOTIVE EXPERIENCE

Jennifer has spent the majority of her career working with auto dealerships.

In-house legal:

Jennifer was involved in all legal aspects of the dealership businesses, including:

- *Drafting/reviewing agreements, pay plans and other legal documents*
- *Working closely with the dealership owner/key personnel pertaining to dealership operations, transactions, planning, risk management and dispute resolution*
- *Reviewing advertising and promotional materials for legal compliance*
- *Interfacing with third parties pertaining to compliance, disputes, agreements and all general business matters*



- *Representing the dealerships negotiations and mediations involving customer and employee claims both internally and before government agencies with minimal settlement costs*
- *Interfacing with manufacturers, customers, and vendors about various aspects of dealership business operations, including compliance, factory programs, contract negotiations, incidents, disputes and complaints*
- *Handling matters involving government and consumer agencies, including Department of Consumer Affairs, Better Business Bureau, Bureau of Automotive Repair, and Department of Motor Vehicles*
- *Assisting in and monitoring litigation and all legal claims, including interfacing with outside counsel and overall litigation planning and management*

Dealership Human Resources:

- *Handling all aspects of employee/personnel issues and legal matters for over a thousand employees, including payroll, leaves of absence, benefits, workers' compensation, hiring, discipline, performance evaluations, termination decisions, and employee relations*
- *Investigating and resolving employee complaints and other matters of concern, and preparing investigation reports*
- *Conducting training of management and/or employees on various topics of compliance, procedures and best practices*
- *Devising, drafting and implementing new personnel processes and procedures*
- *Devising forms, checklists, acknowledgments and agreements to use in the personnel process*
- *Conducting wage/hour compliance audits*
- *Negotiating and preparing severance agreements and settlement/release agreements*
- *Handling administrative proceedings, including Labor Commissioner, DFEH/EEOC and Unemployment Insurance Appeals Board cases, prepared documentation, attended hearings and mediations, and negotiated resolutions*
- *Administering annual employee opinion surveys, conducting follow-up meetings with management and all personnel, and preparing action plans for areas of improvement*
- *Conducting presentations for annual open enrollment process to all personnel*