



## Emily Ikola

Of Counsel

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Emily Ikola is an accomplished litigation defense attorney with a multifaceted practice spanning general liability, employment litigation, and data privacy. Known for her effective negotiation skills and direct communication, Emily combines innovative strategy and practical insight to navigate both high-stakes disputes and sensitive matters.

Emily has experience representing national and international corporations, particularly in the retail, hospitality, restaurant, and app-based technology sectors, offering trusted defense and forward-thinking risk management.

A former pre-professional ballet student with training at the American Ballet Theatre, Emily continues to value the discipline, choreographic creativity, and artistic perspective that the performing arts provide. As a certified yoga instructor, she integrates wellness and mindfulness into her personal and professional life and growth.

### General Liability

Emily's general liability work includes defending claims involving premises liability, transportation-related incidents, product liability, foodborne illnesses, third-party criminal acts, catastrophic injuries, negligent security, and ADA compliance. She also has experience in workers' compensation defense, subrogation, and 132a claims, helping businesses maintain safe operations while managing risk and mitigating exposure.

### Employment Law

A significant portion of Emily's practice centers on employment litigation. She defends employers and individual defendants against claims of harassment, discrimination, retaliation, wrongful termination, and whistleblower allegations. Her wage-and-hour experience includes class actions and Private Attorneys General Act (PAGA) matters involving employee misclassification, break violations, wage statement compliance, and related regulatory issues, including OSHA. She was part of the resolution team for the

### Services

- Complex Tort & General Casualty
- Employment & Labor
- Cybersecurity & Data Privacy

landmark Brinker settlement, which continues to shape California's wage-and-hour landscape.

In addition to litigation, Emily works with employers to proactively avoid disputes – advising on internal policies, OSHA compliance, and workplace investigations, and conducting tailored harassment prevention training. Her goal is to help companies foster respectful, legally compliant environments that can adapt to evolving workplace standards.

### **Cybersecurity & Data Privacy**

Emily's work with app-based and technology-driven companies informs her expanding focus on cybersecurity and data privacy. As a Certified Information Privacy Professional (CIPP/US) through the International Association of Privacy Professionals, Emily provides practical counsel on incident response, regulatory compliance, and data governance. Her litigation experience enables her to help clients turn potential vulnerabilities into resilient business practices, ensuring that digital and operational systems are aligned with legal obligations.

### **Education**

- California Western School of Law (J.D., 2014)
  - Pro Bono Honors Society
  - American Jurisprudence Awards, including in Employment Law
- Boston University (B.A. Political Science, 2011)
  - Minor Fine Arts in Dance

### **Bar Admissions**

- California

### **Professional Affiliations**

California State Bar Association