



Angela F. Ramson

Partner

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Angela is an experienced litigator and problem solver who focuses in the areas of labor and employment and commercial litigation. She regularly appears on behalf of clients, including Fortune 50 companies, in state and federal courts.

In her employment practice, Angela counsels and represents employers in litigation matters as well as advising and counseling on issues arising under Title VII of the Civil Rights Act, the Family and Medical Leave Act, the Fair Labor Standards Act, the Americans with Disabilities Act, WARN Act, whistleblower statutes and other federal and state civil rights statutes. She also represents clients in class and collective actions, and advises on regulatory risks and actions, including wage and hour audits and other enforcement actions. Angela advises employers on executive employment agreements and workplace policies and conducts trainings. In addition, her practice encompasses areas of traditional labor law, including collective bargaining negotiations, unfair labor practice charges and grievance proceedings.

Angela serves as a trusted legal adviser and partners with stakeholders and leadership on risk management and compliance with applicable laws, regulations as well as contractual obligations. She plans, strategizes and advises clients on implementation and enhancement of compliance programs, policies and training. Angela also conducts corporate investigations, compliance investigations and employee misconduct, including assessing risk and partnering with stakeholders on strategy, performance management and recommending disciplinary or other remedial actions. She also guides and advises franchise clients in litigation and compliance issues that are specific to their industry.

In her commercial litigation practice, Angela represents clients in all stages of the dispute process, from the inception to resolution. Beyond litigation, Angela's commercial experience encompasses managing pre-litigation contractual disputes and delivering comprehensive legal oversight and risk mitigation for a wide range of commercial transactions. This includes advising on supplier and vendor relationships, drafting and negotiating master service agreements, technology and distribution agreements, sponsorship agreements, and nondisclosure agreements for clients in the health care, technology and retail sectors. In commercial litigation, she represents clients in high exposure cases involving:

- Insurance coverage litigation
- Fraud and bad faith allegations
- Business and contractual disputes
- Trademark litigation

Services

- Labor & Employment

- Litigation
- Employment Class Actions
- Employment Litigation
- Franchising & Distribution
- Cannabis Law

Representative Matters

- Represented quick-service restaurant franchisees in a Title VII sexual harassment and FLSA misclassification collective action suit brought by a former assistant manager on behalf of all similarly situated employees. Obtained summary judgment on all the plaintiff's claims, along with an award of costs. Negotiated a settlement and dismissal of plaintiff's appeal without any award of damages to the plaintiff.
- Represented a large logistics and packaging company in a race discrimination and retaliation action brought by an employee. The suit, which went to trial, sought in excess of \$2 million in damages. Precluded retaliation from the case during trial and received a defense verdict.
- Represented a major package delivery provider in labor relations, bargaining, benefits and ULP matters.
- Represented a *Fortune* 50 company in multiple wage and hour class and collective actions.
- Represented real estate developers and general contractors in construction-related disputes in several forums, including arbitration and litigation.
- Represented numerous clients in cases involving breach of contract and other commercial disputes.

Before Fox Rothschild

Angela practiced at global law firms prior to joining us. She previously clerked for the Honorable Melvin Wright of the Superior Court of the District of Columbia.

While earning her law degree, Angela interned with the Securities and Exchange Commission's Division of Enforcement. She assisted the Financial Fraud Task Force.

Before entering the legal profession, Angela worked as a budget analyst for the U.S. Department of Health and Human Services and as a senior management analyst at one of the Big Four accounting firms.

Beyond Fox Rothschild

Angela volunteers with Georgia's Truancy Intervention Project.

Angela was selected to join the 2015 Class of Fellows for the Leadership Council on Legal Diversity (LCLD), which consists of more than 300 corporate chief legal officers and law firm managing partners who are committed to creating a more diverse and inclusive legal profession.

Angela served as a Secretary and Board Member of Center for Black Women's Wellness. The organization provides access to quality health care, programs and services aimed at optimizing health, strengthening families and communities, and advancing health equity. She also served a Board Commissioner for Atlanta Housing Authority, which is the largest housing authority in Georgia and one of the largest in the nation. Atlanta Housing provides and facilitates affordable housing resources for nearly 27,000 low-income households comprised of approximately 45,000 people.

Bar Admissions

- Georgia
- Maryland
- District of Columbia

Education

- Howard University School of Law (J.D., 2005)
- Georgetown University School of Business Administration (B.S.)

Memberships

- Judicial Commission for the City of Atlanta
- National Employment Law Council
- Georgia Bar Association

Honors & Awards

- Selected to the list of "Best Lawyers in America" for Georgia Employment Law - Management by *Best Lawyers* (2023, 2026)
- Phoenix Award, Office of the Mayor, City of Atlanta (2017)
- Honoree, Honorable Glenda Hatchett Volunteer of the Year Award (2017)
- Selected to the "On the Rise" list by *Fulton County Daily Report* (2017)
- Selected to the "40 Under 40" list by *Georgia Trend Magazine* (2015)
- Fellow, American Israel Education Foundation (affiliate of AIPAC) (2015)
- Fellow, Leadership Council on Legal Diversity (2015)
- Selected to the "40 Under 40" list by *Atlanta Business Chronicle* (2014)
- Selected to the *Lawyers of Color* "Hot List" (2014)
- Selected *Georgia Trend's* list of "Legal Elite" (2013)