



Jodie Koo

Associate

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An experienced litigator, Jodie routinely defends employers in state and federal court, in arbitration and before administrative agencies, against a broad range of labor and employment-related claims, including in class actions and Private Attorneys General Act (PAGA) cases that involve complex procedural and evidentiary issues.

She also represents employers in cases involving allegations of breach of contract, wage and hour violations, wrongful termination, improper classification, discrimination, harassment and retaliation. Jodie's representation of her clients, ranging from large corporations to small businesses, allows her to be versatile and responsive to the needs of employers in a full scope of market positions and industries.

A tenacious advocate, Jodie is a trusted legal adviser to executives, managers, human resources professionals, and in-house counsel. She provides advice on the complete spectrum of labor and employment issues, including those specific to California.

Jodie also has broad-based litigation experience that includes commercial disputes and white-collar defense, and applies her courtroom knowledge to counsel employers on mitigation strategies.

Services

- Labor & Employment
- Employment Litigation

Representative Matters

- Defended a software technology company in an employment misclassification case in all stages of arbitration preparation before settling the case on the eve of the hearing. Actively participated in settlement negotiations. Was primary drafter of the arbitration brief, motions in limine, exhibit list and witness list. First-chaired several depositions and second-chaired other depositions of key witnesses, including current and former employees, Persons Most Knowledgeable and adverse witnesses. Successfully opposed a post-arbitration attorneys' fees motion.
- Defended a production company in a wage and hour dispute in California state court. Was primary team member responsible for all discovery matters, including extensive meet and confers, written discovery, document review, and productions. Negotiated a favorable resolution for client.
- Defended a food delivery service company in an action involving allegations of wrongful termination, misclassification, and wage and hour violations. Successfully compelled the case to arbitration and executed discovery. Negotiated a favorable resolution for client.

Client Resources

California presents unique challenges because its laws differ significantly from federal laws and those of other states. California employment laws are the most far-reaching in the nation, usually providing workers significantly greater levels of protection than those offered by other states or by federal laws. Our [Doing Business in California](#) guide is an essential resource for employers.

Before Fox Rothschild

Jodie joined us after practicing as a labor and employment litigator in the Los Angeles office of a New York-based multistate law firm with more than 100 attorneys.

While earning her law degree, she participated in the Immigrants' Rights Clinic and the Boston University Civil Litigation Program. Jodie later served as Vice President of Alumni Relations for the BU Asian Pacific American Law Students Association and as Alumni Chair of the BU Women's Law Association.

Beyond Fox Rothschild

Passionate about diversity and inclusion initiatives as well as supporting the professional development of students of color, Jodie regularly mentors students through diversity-focused organizations.

Bar Admissions

- California

Court Admissions

- U.S. District Court, Central District of California
- U.S. District Court, Northern District of California
- U.S. District Court, Southern District of California

Education

- Boston University School of Law (J.D., 2016)
- Colgate University (B.A., 2013)
 - Benton Scholars Program

Languages

- Chinese - Mandarin

Honors & Awards

- **Selected to the "Ones to Watch" list for Commercial Litigation and Criminal Defense: White-Collar in Los Angeles (2026)**