

Kimberly Cole

Senior Counsel

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📍 [San Francisco, California](#)



Kimberly Cole is a Senior Counsel in Conn Maciel Carey LLP's San Francisco office, supporting the Labor and Employment Practice.

Kim represents and advises clients in all aspects of the employer-employee relationship with a special focus on wage and hour claims. She also counsels clients on a variety of matters relating to the employment relationship, including leaves of absence, separation from employment, and other issues that arise in this relationship.

Kim has over two decades of dedicated California labor and employment experience. As a former Partner at a prominent employment law firm, Kim counseled employers on workplace policies, internal investigations, and litigation strategy. She has successfully defended clients in complex employment matters, including wage and hour class actions, Private Attorneys General Act (PAGA) claims, discrimination, wrongful termination, and claims brought under the California Fair Employment and Housing Act (FEHA). Her litigation experience spans arbitration, state and federal court, and appellate proceedings, where she consistently delivers strategic and favorable results.

Kim has helped businesses nationwide develop employment policies and compliance training programs, reducing risk and ensuring adherence to federal and California labor laws. As a Certified Workplace Investigator with the Association of Workplace Investigators (AWI), she has conducted workplace investigations and led wage and hour audits.

Kim began her career with Jones Day Los Angeles with an early emphasis on employment litigation. She spun her love of clients and employment law as a founding member of a boutique law group where she represented clients in general litigation, business disputes, and employment matters.

Education

- J.D., Pepperdine University School of Law, *magna cum laude*, 2001
- B.A. Westmont College, 1993

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Admissions

- California