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### Anne M. Wilson

Anne Wilson focuses her practice on employment and labor law. She has worked with large and small clients over the years, including time spent as in-house employment counsel at a Fortune 500 company. Anne believes the best approach to employment issues is to anticipate and try to prevent problems before they arise, by developing and implementing best practices and policies in the workplace. Anne has spent many years responding to charges of discrimination filed with city, state and federal government agencies. As a result, she has developed an excellent ability to spot issues that may lead to future problems.

Anne has experience in the following areas:

- Investigation of and responses to charges of discrimination filed with local, state and administrative agencies.
- Investigation of and responses to wage and hour claims.
- Planning for and executing all phases of large and small-scale layoffs and restructuring.
- Comprehensive review and analysis of job positions and descriptions in order to determine exempt or nonexempt status under state and federal wage and hour laws.
- Comprehensive review and analysis of job positions and descriptions in order to determine whether independent contractor status is appropriate.
- Advising employers on changes to local, state and federal employment laws and the best ways to comply with such changes.
- Working with employers to respond to safety issues in the workplace.
- Counseling employers on all aspects of employee leaves under the FMLA, ADA and state and local leave laws.
- Reviewing, drafting and editing employee handbooks.

Anne lives in Olympia with her husband and two children. When she is not in the office, Anne enjoys hiking, biking, going to concerts, and sampling the bounty of the many craft breweries found in the Northwest.

#### **Education**

- Georgetown University Law Center, J.D.
- Whitworth College, B.A. International Studies

#### **Community Involvement**

- Vice President, South Sound Reading Foundation Board
- Member, Thurston County Bar Association
- Member, Washington Women Lawyer's Association
- Past member, Hands On Children's Museum Board



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