

BIOGRAPHY

Alexis D. James

Co-Founder
WorkWise Law, PC



Alexis D. James has practiced employment law in California for more than fourteen years, on both sides of the equation. In her litigation practice, she has successfully taken cases involving discrimination, harassment, wrongful termination, and retaliation through arbitration and trial. In 2017, Alexis and her partner, Renee Noy, opened their boutique firm, WorkWise Law, PC to counsel and represent small businesses in California with employment and labor matters. A large part of what Alexis and Renee focus on is compliance, performing internal HR audits, drafting policies and procedures and training managers to avoid risk.

Alexis earned her bachelor's degree in public policy at Duke University and completed law school with honors at Lewis and Clark Law School. She earned her mediation certificate from the Straus Institute for Dispute Resolution at Pepperdine University. Alexis and Renee provide educational content to a variety of groups across the state of California, including the HR Star Conference, the Southern California Association of Healthcare Risk Management, and the National Association of Women Business Owners.

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Renee Noy is a co-founder and partner at WorkWise Law, Inc. In the last 12 years, Renee has represented countless employees in employment discrimination lawsuits, including cases involving disability, race, gender, and age discrimination, sexual harassment, wrongful termination, and a variety of wage and error disputes.



After years of gathering a deep understanding of the specific pitfalls that employers so often make that lead them to the courthouse by employees, Renee now helps employers minimize their legal risk with expert knowledge, instructive trainings and preventative action. She uses both her legal expertise and passion for this area of law to decipher and explain the complex myriad of employment laws. It has been Renee's experience that most often, employers want to do the right thing and employees want to continue working at their job. So often, Human Resources managers are wearing so many hats that it is extremely difficult to know all of the applicable laws that become critical in litigation. Rather than hope that you do not get sued, it is so much more effective for employers to prevent the fires from ever happening. Renee prides herself in ensuring that the legal requirements and process are followed so that the outcome is fair and productive for both the employee and employer.

Renee earned her bachelor's degree, summa cum laude, from the University of Colorado at Boulder in 1997, and then graduated from the University of California, Hastings College of Law, in San Francisco where she received her J.D..