

---

## Rosa Fruehling- Watson

---



Lighthouse Law Group PLLC  
1100 Dexter Avenue N.  
Suite 100  
Seattle, WA 98109  
[www.lighthouselawgroup.com](http://www.lighthouselawgroup.com)

**Phone:** 206.273.7440

**Fax:** 206.273.7401

---

1/3 — Curriculum Vitae  
Rosa Fruehling-Watson

---

## Employment

---

**Lighthouse Law Group, PLLC**  
Attorney, 2010– Present

**Nordstrom**  
Senior Employment Counsel  
2010-Present

**Foster Pepper, PLLC**  
Attorney, 2005-2010

**Harborview Medical Center**  
Senior Human Resource  
Consultant, 2005

**City of Seattle**

- Senior Personnel Specialist, Human Services Department, 2001-2004
- Personnel Specialist, Human Services Department, 2001

**Seattle University**  
Student Employment  
Coordinator, Student Financial  
Services, 1994-2001

---

---

## Representative Work

---

As a human resources professional, Rosa guided municipal entities and a large public hospital in all aspects of human resource matters for more than 10 years. Now as an attorney, she brings this substantial "real world" experience to the table in advising her public clients. Rosa has extensive experience in conducting and overseeing internal investigations, managing labor relations, handling employee grievance procedures, managing leaves of absence, and advising on discipline and discharge. She provides management advice and counsel regarding personnel policies and procedures, discipline and discharge, leave laws, wage and hour laws, safety and health issues, and labor relations, as well as Form I-9 compliance matters.

Rosa regularly assists clients regarding public record and open public meeting compliance and provides training in areas such as unlawful harassment and discrimination, disability accommodation, labor management, discipline and best personnel practices. Rosa has also defended employers before various courts and agencies against discrimination and harassment claims, wage and hour claims, labor disputes, wrongful discharge claims, and workers' compensation retaliation claims. Rosa has also represented employers in litigation and arbitration involving claims for violation of the duty of loyalty and breach of non-competition agreements.

---

## Areas of Practice

---

- Employment
  - Labor Relations
- 

---

## Education

---

**Seattle University  
School of Law**  
J.D., *Cum Laude*, 2004

**Seattle University**  
M.P.A., 1997

**Western Washington  
University**  
B.A., Human Services, 1994

---

---

## Honors and Awards

---

Rising Star, *Washington Law & Politics*, 2009

---

---

## Speaking Engagements

---

### **Service Animals, Companion Animals, and Other Critters**

Speaker, NAHRO – Pacific Northwest Regional Council  
Longview, WA - October 16, 2009

### **Employment Testing Following the New Haven Decision**

Presenter, 2009 Civil Service Conference  
Wenatchee, WA -September 17-18, 2009

### **Protecting Your Competitive Edge through Post-Employment Covenants**

Speaker, Non-Competes in a Down Economy: Protecting Your Company's Trade Secrets From Disclosure by Former Employee  
Seattle, WA - June 9, 2009

### **Forging Strong Labor/Management Relationships**

Co-Presenter, Association for Washington Cities Labor Relations Institute  
Yakima, WA - May 21, 2009

### **Comprehensive Public Records Officer Training**

Speaker, Personnel Records, Foster Pepper PLLC  
Seattle, WA - April 15, 2009

### **Washington Employment Law Update**

Co-Presenter, Washington State Hospital Association  
Seattle, WA - May 28, 2008

### **Why Care?: Supervisory Liability in the Alphabet Soup of Employment Law**

Co-Presenter, Washington State Hospital Association  
Seattle, WA - March 17, 2008

### **Challenges with a Mobile Workforce**

Speaker, Lorman Education Services  
Tacoma, WA - December 12, 2007



---

## Speaking Engagements (continued from page 2)

---

**Managing Difficult Behaviors in the Work Place**

Speaker, Seattle, WA - October 25, 2006

**Employee Selection Procedures: What Passes Muster?**

Speaker, Yakima, WA - September 26, 2006

**Business Immigration Records**

Speaker, Lorman Education Services, Spokane, WA - May 25, 2006

**Creating a Peer Mediation Program in your Hospital District**

Co-Presenter, in conjunction with AWPFD  
Kennewick / Seattle, WA - January / March 2006

**Implementing Performance Evaluations That Are a Win-Win for Employers and Employees:**

**Maximizing the Benefits and Minimizing the Drawbacks**

Speaker, Council on Education in Management, Seattle, WA - January 2006

**Workplace Harassment: The Issue is Respect**

Co-Presenter, Foster Pepper PLLC, Seattle, WA - January 2006

**Mandatory EAP Referrals and Last Chance Agreements**

Speaker, EAPA Northwest Chapter, Seattle, WA - October 2005



---

## References

---

Available Upon Request