

# Youth Business Alliance

## Guest Speaker:

# Ann Fromholz

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THE FROMHOLZ FIRM  
law that works

# INTRODUCTION

- My name is Ann Fromholz and I am 47 years old.
- I work for The Fromholz Firm: Law That Works and for Title IX Matters. (I am my own boss!)
- The Fromholz Firm: Law That Works helps people who have faced discrimination, harassment, retaliation at work
- Title IX Matters investigates complaints under Title IX on school campuses, from K-12 to colleges and universities
- My role at both companies is the founder and owner
  - Every day, I talk to other lawyers about my clients' cases, interview witnesses, write letters or briefs or investigation reports. I also go into court or attend mediations quite often.

# MY CHILDHOOD

- I was born in San Francisco and raised in Pasadena.



This is a picture of my sister and me with really bad haircuts.

# MY FAMILY

There are four people in my family of origin: my parents, my younger sister, and me. I have a six year old daughter and a dog.



This is a picture of my mom, my sister and me in Mendocino County

# MY HIGH SCHOOL

I attended Polytechnic School in Pasadena, CA



Poly is a small school. There were 64 students in my graduating class.

# HIGH SCHOOL

As a high school student I was a good student and a standout athlete. And I also was pretty insecure.



Here is a picture of me in HS. Again with the bad hair.

# HIGH SCHOOL

- Things that I really liked in High School were:
  - Science
  - Math
  - Softball
  - Soccer
  - Photography
  - Volunteering at Hillside's Home for Children

# HIGH SCHOOL

- Things that felt difficult or challenging for me while I was in high school were:
  - Being new to the school and a group of people who had been together since kindergarten.
  - Pressure to get good grades.



# HIGH SCHOOL

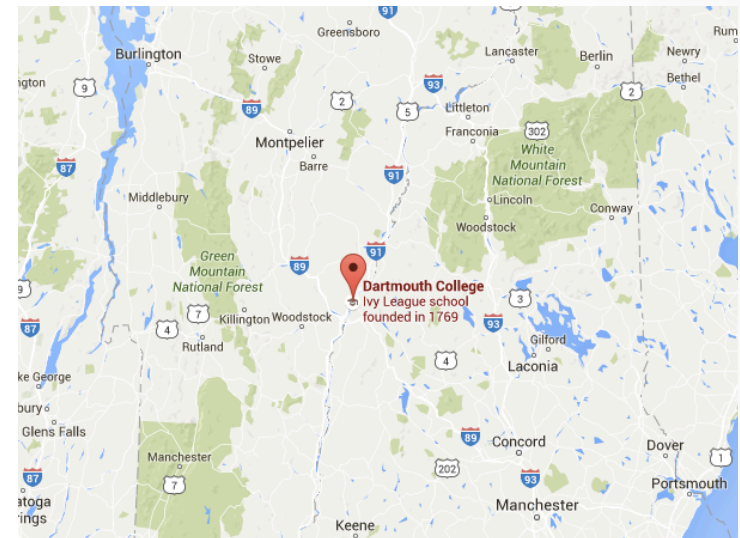
- Jobs I worked while I was in high school were:
  - Restaurant hostess
  - Swim camp counselor
  - Catering assistant

# GETTING IN TO COLLEGE

- The top few things I did to ensure I got into college were:
  - I worked hard to get good grades
  - I worked hard to be good at sports and a good teammate
  - I volunteered to tutor students at Hillside's Home for Children

# COLLEGE

- I attended Dartmouth College in Hanover, NH



# COLLEGE

## Things I enjoyed in College

- Exploring the outdoors
- Making lifelong friends
- Some really wonderful professors

## Things I didn't enjoy in College

- The winters!
- Some of the college traditions

# COLLEGE

## Favorite classes

- Education 20
- American Poetry
- History of the Civil Rights Movement
- Women in American History
- The Arab-Israeli Conflict
- Greek and Roman Studies
- History of the Labor Movement

## Least favorite classes

- Economics
- Multivariable calculus

# COLLEGE

- Jobs I worked while I was in college were:
  - Waitress
  - Sales clerk at children's clothing store
  - During the summers, I was a camp counselor

# COLLEGE

- Things that felt difficult or challenging for me while I was in College were:
  - I was a little fish in a big pond
  - I was a long way from home

# LAW SCHOOL

- I attended USC Law School in Los Angeles





# LAW SCHOOL

Things I enjoyed in law school

- Some brilliant professors
- Interesting issues
- Supportive and intelligent classmates

Things I didn't enjoy in law school

- Competitive classmates
- Sole emphasis on grades

# LAW SCHOOL

## Favorite classes

- Constitutional Law
- Law and the Criminal Justice System
- Trial Advocacy
- Employment Law
- Labor Law

## Least favorite classes

- Real property
- Contracts

# LAW SCHOOL

- Jobs I worked while I was in law school were:
  - Extern for federal judge
  - Extern for US Attorney's Office
  - Summer Associate

# LAW SCHOOL

- Things that felt difficult or challenging for me while I was in law school were:
  - It was really competitive
  - Law firms who hired students only cared about grades

# GETTING A JOB AFTER LAW SCHOOL

- The top few things I did to ensure I got a good job after law school were:
  - Get good grades
  - Go on a lot of interviews

# THIS IS MY COMPANY

- Every day at my law firm: we work to help our clients, who have faced harassment, discrimination, retaliation. We investigate complaints of wrongful conduct.



# MY CAREER PATH



I started as  
an associate

I learned  
employment  
law, made  
partner, and  
was an in-  
house  
lawyer

I founded  
my own  
firm!

# MY CAREER

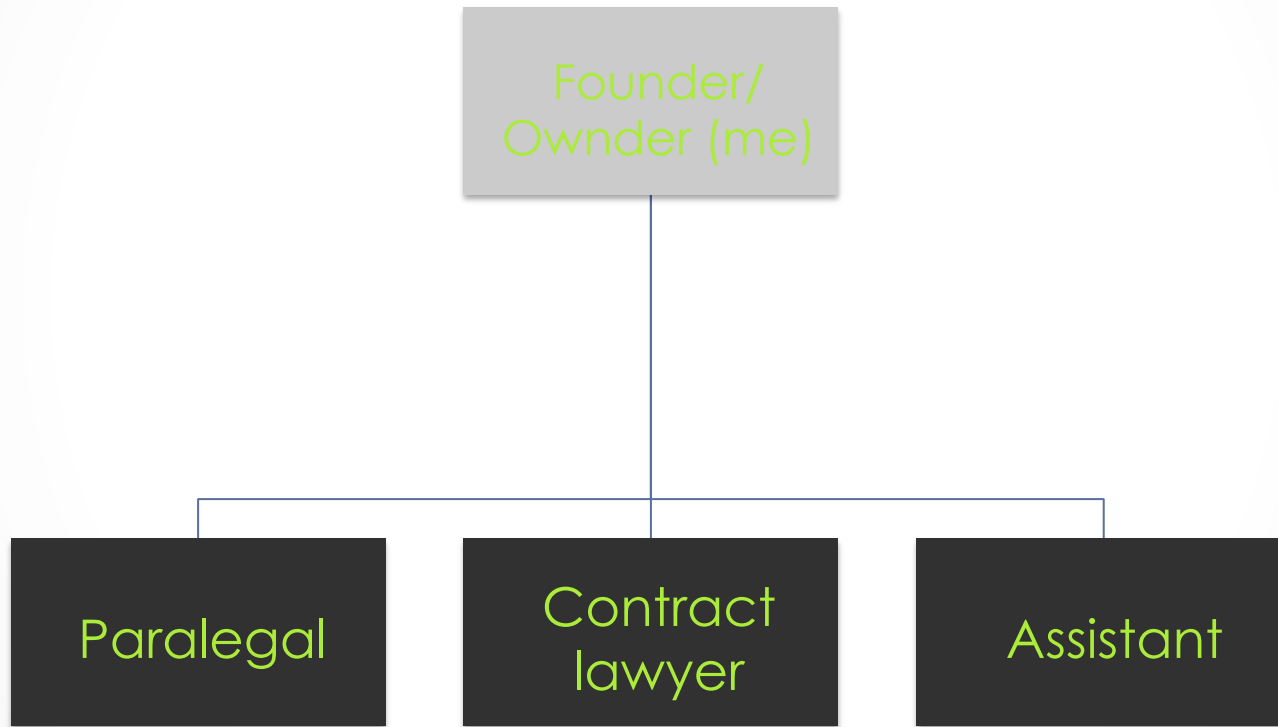
- The first job I had after college was:
  - Legal assistant
- The worst job I have ever had was:
  - Temp file clerk



# MY CAREER

- Challenges I have had to overcome throughout my career are:
  - I have had to develop a thick skin and not take things personally
  - I have learned that there really is discrimination in our society and I have had to face it myself

# MY ROLE WITHIN ORGANIZATION



# COMPENSATION AT MY FIRM



# MORE THAN JUST WORK

- When I am not at work I like to:
  - Spend time with my daughter, do things outside, take photographs, coach mock trial, volunteer at a domestic violence project, read, travel when I have time



# DO IT ALL OVER AGAIN?

- If I could talk to my high school self, what would I say?
  - Don't sacrifice yourself to fit in
  - It's important to stand up for your principles, even if it is not popular
  - You can't control what other people think of you
  - Do something that inspires you

# QUESTION AND ANSWER

