



## Carolina A. Garcia

Senior Associate

[cgarcia@fbm.com](mailto:cgarcia@fbm.com)

San Francisco: 415.954.4793

Carolina Garcia is an employment litigator and advisor who helps companies navigate the complexities of California and federal employment law. She brings a strategic, business-minded approach to litigation and counseling, informed by her experience as both in-house employment counsel and law firm attorney representing companies of all sizes across a range of industries.

She defends companies in single-plaintiff cases, class actions, and PAGA actions involving claims of discrimination, harassment, retaliation, pay equity, FMLA violations, and wage and hour issues. She has successfully managed cases in state and federal court, arbitration, and agency proceedings, securing complete victories in high-stakes matters.

Carolina's counseling practice includes advising on hiring practices, misclassification, performance management, AI, investigations, terminations, and general compliance. Her in-house experience gives her a deep understanding of internal dynamics, operational realities, and risk management. She collaborates with her clients to draft employment policies, conduct audits, and develop tailored training programs that align with their goals and company culture.

Carolina served as a law clerk to the Honorable Nathanael Cousins of the U.S. District Court for the Northern District of California and as a judicial extern to the Honorable Susan Illston of the U.S. District Court for the Northern District of California.

She maintains a pro bono practice providing legal services to immigrant children and their families.

## Publications

November 12, 2025

### **California 2026 Employment Law Update: Pay Transparency, Worker Rights, and the Future of AI Regulation**

*The Recorder*

## Outside the Office

In her free time, Carolina enjoys cooking, baking, cardio, and reading books in English and Spanish. She lives in Campbell, California with her husband, and her son is in college at a nearby Bay Area school. When she finds time for travel, she can often be found in a little town in southern Chile visiting her grandmother and extended family.

## Services

- Employment

## Education

- University of California, Berkeley, School of Law (J.D.)
  - . Senior Scholarship Editor, Berkeley Technology Law Journal
- Santa Clara University (B.S.)
  - . Phi Beta Kappa

## Bar Admissions

- California

## Clerkships

- U.S. District Court (N.D. Cal.), Nathanael Cousins