



SpencerFane®

Kami M. Hoskins

Of Counsel

Contact

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Overview

Kami Hoskins creates and implements effective solutions for employers navigating complex labor and employment law issues, providing meticulous defense in state and federal courts as well as before the Equal Employment Opportunity Commission, National Labor Relations Board, and the Arizona Attorney General's Office.

Kami advises employers on employment policies and handbooks, performance management, accommodations, reductions in force, and workplace investigations. She negotiates and drafts employment-related agreements, including non-competition, non-solicitation, and confidentiality agreements. She also has extensive experience leading employment practices trainings for attorneys, HR professionals, and managers.

In addition to her labor and employment practice, Kami advises businesses on sustainability and ESG strategies, including sustainability disclosures under relevant regulatory frameworks, greenhouse gas goal setting, DEI programs, and social impact programs.

With a strong capacity for high-stakes, people-centered work and a decisive, detail-oriented approach to problem-solving, Kami's dynamic practice also includes commercial litigation and business reorganization matters.

She has previously represented creditors, creditor committees, and debtors before the U.S. Bankruptcy Court.

Education

- University of Arizona James E. Rogers College of Law, 2008 (J.D.)
- Arizona State University, 2005 (M.A.)
- University of Arizona, 1999 (B.A.)

Bar Admissions

- Arizona

Court Admissions

- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the District of Arizona

Community Involvement

- Boys & Girls Clubs of the Valley, Board of Directors, Executive Committee
- BBB Institute for Marketplace Trust, Board Representative
- Arizona Humane Society, volunteer dog walker

Distinctions

- *AZ Business Magazine*, Top 100 Lawyers in Arizona, 2018, 2020
- *PHOENIX Magazine*, Top Lawyers, Labor and Employment, 2025
- State Bar of Arizona, Volunteer of the Month, 2019
- *Southwest Super Lawyers*, Rising Star, 2012-2018
- *AZ Big Media*, Top Lawyers: Generation Next, 2014
- Minority Corporate Counsel Association, Charlotte E. Ray Award of Excellence, 2013

Memberships

- Arizona Supreme Court Committee on Alternative Business Structures, 2026-present

Presentations and Publications

- "[Rare Unanimous SCOTUS Decision on Title VII Disparate Treatment Standard](#)," *BenefitsPRO*, July 2025
- "Can We Talk? Increasing Public Trust Through Equal Justice for All," State Bar of Arizona Convention, June 2025
- "[ESG Compliance Should Remain Under Consistent Review in 2025](#)," *Corporate Counsel*, February 2025
- "Sailing through Choppy Waters: 2025 Federal Employment Law Update," Spencer Fane WorkSmarts Seminar, March 2025
- "Anatomy of a Claim," Arizona SHRM Employment Law & Legislative Conference, February 2025
- "Labor and Employment Law Update," Arizona Association of Corporate Counsel, February 2025
- "[The Plus Side of Bankruptcy](#)," *Greater Phoenix In Business Magazine*, December 2013
- "[Summer Is the Season to Review Your Notice Posting Compliance](#)," *Martindale-Hubbell*, July 2012

Related Experience

- Led corporate sustainability and ESG, as well legal operations and legal training, for an international internet domain and web hosting company.
- Secured dismissal of disability discrimination and sexual harassment claims against franchisor in Maricopa County Superior Court, as well as charge of discrimination and retaliation filed with Arizona Attorney General.
- Secured full dismissal of putative wage and hour class action case against automotive service employer brought under the Fair Labor Standards Act and Arizona law.
- Secured dismissal of numerous charges of discrimination and retaliation filed with the EEOC for multiple employers.

- Negotiated dismissal of lawsuit against tech employer for claims under the Arizona Wage Act, Americans with Disabilities Act, and Arizona Employment Protection Act.
- Negotiated dismissal of wage and hour lawsuit against national automotive service employer under the Fair Labor Standards Act.
- Negotiated dismissal of race discrimination and retaliation claims against automotive service employer under Title VII of the Civil Rights Act of 1964.