



## Jennifer G. Redmond

Partner

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### PRACTICE AREAS

- Litigation
- Labor and Employment

### INDUSTRIES

- Construction and Infrastructure
- Digital Business
- Education
- Entertainment, Media and Technology
- Financial Services
- Wine

### OVERVIEW

Jennifer Redmond is a partner in the Labor and Employment Practice Group in the firm's San Francisco Office and is co-chair of the firm's National Noncompete and Trade Secrets Team.

### Areas of Practice

Jennifer Redmond is an experienced trial lawyer and has successfully represented employers in numerous jury trials. She defends employers against claims of trade secret theft, wage and hour violations, wrongful termination, discrimination, harassment, retaliation, and breach of contract, among others. She has significant experience in with the drug distribution, winery, financial services, technology, entertainment and national multi housing industries.

Ms. Redmond's experience includes counseling employers on enforcement of non-solicitation and non-compete agreements, protection of trade secrets, wage and hour compliance, WARN Act compliance, family and medical leave compliance, disability accommodation, and employee housing, among other topics; assisting in the design and implementation of restructuring and downsizing programs; mediating employment disputes; training management and employees on harassment and discrimination prevention.

### EDUCATION

- J.D., Vanderbilt University School of Law, 1989, *Order of the Coif*, *Andrew Ewing Scholar*, Senior Articles Editor of *Vanderbilt Law Review*
- B.A., History, University of Virginia, 1984, *with honors*

### CLERKSHIPS

- Ms. Redmond clerked for Judge Earl B. Gilliam of the United States District Court for the Southern District of California.

### ADMISSIONS

- California
- U.S. District Court, Southern District of California
- U.S. District Court, Northern District of California
- U.S. District Court, Central District of California
- U.S. District Court, Eastern District of California
- U.S. Court of Appeals for the Ninth Circuit

## **EXPERIENCE**

### **Recent Representative Matters**

Defended a leading drug distribution and healthcare technology company in 11-day jury trial against claims brought by a former technology consultant for indemnification under California Labor Code section 2802, breach of written employment contract, breach of covenant of good faith and fair dealing, wrongful termination, fraud and intentional misrepresentation, negligent misrepresentation, intentional infliction of emotional distress and negligent infliction of emotional distress. The claims were brought on the theory that the Plaintiff was a dual employee of Plaintiff's consulting firm employer and the client company. Plaintiff sought indemnification in excess of excess of \$900,000 in attorney's fees and costs incurred in previous trade secrets litigation with his former technology consulting firm employer, as well as compensatory and punitive damages. Complete defense verdict (12-0) obtained.

Filed noncompete enforcement action against former Chief Marketing Officer of multi-national company, following executive's abrupt resignation and demand for several million dollars in "good reason" severance. Matter settled quickly and favorably for our client.

Defended world's largest global network of integrated services in 15-day arbitration brought by former vice president who sued for gender discrimination, retaliation, defamation, breach of contract, and other claims. Plaintiff claimed damages in excess of \$4 million and was awarded a fraction of the demand.

Defended national insurance and financial service company in 16-day trial brought by a former commissioned surety bond producer who sued for breach of contract, intentional interference with prospective economic advantage, fraud, negligent misrepresentation, defamation, and unfair business practices. Plaintiff's demand was \$4.4 million; complete defense verdict obtained

Prosecution and defense of employee mobility cases involving trade secrets and restrictive covenants for talent agency, international insurance broker, biotech companies, national developer of multi-family residential and corporate housing, among others

Defense of wage and hour class actions

Defense of tenant class actions

Defense of multiple plaintiff discrimination claims

Design and implementation of comprehensive disability and leave management programs

High success rate in obtaining dismissal of EEOC and DFEH charges with finding of "no cause"

Provide practical, solution-oriented advice on complex wage and hour issues for sophisticated clients

## HONORS

- Northern California "Super Lawyer," *Law & Politics* and *San Francisco magazine*, 2006, 2007, 2008, 2009, 2010, 2011

## MEMBERSHIPS

- Member, Executive Committee of the Labor and Employment Section of the Bar Association of San Francisco
- Member, American Bar Association
- 2008 Chair, Executive Committee of the Litigation Section of the Bar Association of San Francisco
- Provides pro bono advice to nonprofit arts organizations in the Bay Area, including Yerba Buena Center for the Arts

## ARTICLES

- California's Paid Family Leave Act Is Less Onerous Than Predicted, *Society for Human Resource Management*, January 2010
- Ms. Redmond was quoted in the *Lawyers USA* article "Screening Applicants on Social Media Sites" in the May/June 2011 issue.
- What To Do When A Selling Shareholder Becomes Your Employee: Drafting Enforceable Noncompetes Under Business and Professions Code Section 16601, *California Labor & Employment Bulletin*, October 2010
- Ms. Redmond was quoted in the *Los Angeles Daily Journal* article "Start-Ups Face Uphill Battle with Labor Law" on December 22, 2009.
- Does *Edwards v. Arthur Anderson* Bar the Use of Employee Confidentiality Agreements?, *Bender's California Labor & Employment Bulletin*, Vol. 2009, No. 8, August 2009
- Silicon Separations, *The Deal Magazine*, September 18, 2009
- Does *Edwards v. Arthur Anderson* Bar the Use of Employee Confidentiality Agreements?, *Association of Corporate Counsel*, June 19, 2009
- What Impact, If Any, Do the New Family and Medical Leave Act Regulations Have in California?, *Society for Human Resource Management (SHRM) California Employment Law Special Update*, April 1, 2009
- Ninth Circuit Limits the Scope of In-Term Covenants Not to Compete, *HouseJD*, February 9, 2009
- Noncompete Clauses in California, *The Daily Deal*, June 30, 2008
- Historic Victorian Passes From One Lawyer To Another, *The Recorder*, October 22, 2007
- Apartment Industry Wage and Hour Obligations Under the Fair Labor Standards Act and California Labor Code and Wage Orders, published by the National Multi Housing Council, Spring 2005
- Sailing Through the Employee Housing Bermuda Triangle, presented at National Multi Housing Council Human Resources Forum, April 2004
- How to Engage in the Interactive Process, A Field Guide on Disability Accommodation in the Workplace (national version), published by the Disability Management Employers Coalition
- How to Engage in the Interactive Process, A Field Guide for California Employers, co-authored with Robin Nagel, MS., CRC @ 2001, excerpts published in *California Labor and Employment Law Quarterly*, January 2002

### Labor & Employment Law Blog Articles

- "California Court of Appeal Rejects Anti-SLAPP Motion in Trade Secrets/B&P Section 16600 Case", May 7, 2009
- "California Supreme Court Disapproves "Narrow Restraint" Exception For Covenants Not To Compete; Holds General Waivers Should Not Be Interpreted To Waive Non-Waivable Rights", August 8, 2008

### SPEECHES

- The Bar Association of San Francisco - "The Employment Investigation on Trial: An Interactive Program" BASF Conference Center, San Francisco, California, June 2, 2011
- The Bar Association of San Francisco's 2010 Yosemite Conference - "Notice Pleading in Federal Court: R.I.P.?" Yosemite Lodge Conference Center, Yosemite, California, February 19-20, 2010 (co-presented by Jennifer Redmond, Honorable Claudia Wilken, United States District Court for the Northern District of California, and Cliff Palefsky, McGuinn, Hillsman & Palefsky)
- Prosecuting and Defending Corporate Raiding, Customer Trade Secret and Employee Mobility Cases - "Injunctive Relief for Party whose Employee has Exited," Hyatt Regency San Francisco, San Francisco, California, December 3, 2009
- The 6th Annual Wage & Hour Litigation Conference - "Meal and Rest Periods in California," San Francisco Marriott Union Square, San Francisco, California, September 17-18, 2009
- EFF Bootcamp - "Employment Basics for Start-Ups," San Francisco, California, May 11, 2009
- Sheppard Mullin's Breakfast With Your Labor Lawyer - "New Labor & Employment Laws for 2009," Silicon Valley, California, February 29, 2009
- The Bar Association of San Francisco, "Burden of Proof," San Francisco, California, January 29, 2009
- Sheppard Mullin's MCLE Credit Crunch 2009 - "Disability Discrimination In the Workplace," San Francisco, California, January 13, 2009
- Sheppard Mullin's FMLA Update - "New FMLA Regulations - What You Need to Know," Silicon Valley, California, December 10, 2008 and San Francisco, California, December 11, 2008
- Sheppard Mullin's Breakfast With Your Labor Lawyer - "Labor and Employment Law Mid-Year Update 2008," San Francisco, California, September 2, 2008 and Palo Alto, California, October 8, 2008
- National Multi Housing Council Human Resources Forum – "Only in California" - Chicago, April 16, 2008
- National Multi Housing Council Human Resources Forum – "FMLA Update" – Chicago, April 16, 2008
- Sheppard Mullin's Breakfast With Your Labor Lawyer - "Employment Law Update 2008," Palo Alto, California, February 25, 2008 and San Francisco, California, February 27, 2008
- The Bar Association of San Francisco - "Disability Discrimination in the Legal Workplace," San Francisco, California, January 14, 2008
- The Bar Association of San Francisco - "Litigating Restrictive Covenants," San Francisco, California, November 29, 2007

- The Bar Association of San Francisco's Bench Bar Conference - "A Dialogue With the Complex Litigation and Law and Motion Judges," San Francisco, California, November 2, 2007
- National Multi Housing Council Legal Issues Colloquium - "Apartment Industry Wage and Hour Issues, Including A Proactive Look at Class Action Risks," Washington D.C., September 24, 2007
- State Bar of California's Annual Meeting - "Recent Developments on Disability Discrimination & Accommodation in the Workplace," Anaheim, California, September 27, 2007

**EVENTS**

- Employment Basics for Start-Ups
- Labor & Employment Law Update & Happy Hour - San Francisco