



Adam Tullman

Associate

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PRACTICE AREAS

- Labor and Employment

OVERVIEW

Adam Tullman is an associate in the Labor and Employment Practice Group in the firm's San Francisco Office.

Areas of Practice

His practice is in employment litigation matters with emphasis on wage and hour, discrimination, and harassment law. He also counsels clients on a wide variety of Human Resources issues including terminations, layoff, WARN and OWBPA compliance, leaves of absence, and employment agreements and policies. Mr. Tullman also has some background in criminal law, while in law school Mr. Tullman worked as an assistant district attorney in both Michigan and Massachusetts. Mr. Tullman also has an avid interest in intellectual property law as it relates to new technology.

EDUCATION

- J.D., Harvard Law School, 2004, *cum laude*
- B.A., Northwestern University, 2001, *magna cum laude*, Phi Beta Kappa

ADMISSIONS

- California
- U.S. District Courts of Northern and Southern California
- Supreme Court of California

EXPERIENCE

Representative Matters

- Advises health insurance organizations, insurance and financial information services, manufacturers on various employment and HR policies and issues.
- Defended (as second chair) 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.
- Successfully defeated a motion for temporary restraining order and preliminary injunction brought by a large bank against several ex-employees and their new employer.
- Defense of wage and hour class actions.
- Review of employment related disclosures and non-competition agreements in the acquisition context.

- Defended (as second chair) 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.

MEMBERSHIPS

- Member, American Bar Association
- Member, San Francisco Bar Association

ARTICLES

- Does *Edwards v. Arthur Anderson* Bar The Use Of Employee Confidentiality Agreements?, *Association of Corporate Counsel*, June 19, 2009
- Co-author (with Jennifer Redmond), "Ninth Circuit Limits the Scope of In-Term Covenants Not to Compete", *HouseJD*, February 9, 2009
- Co-author (with Jennifer Redmond), "Sexual Harrassment: Where Are We Today?," September 2005
- Co-author (with Jennifer Redmond), *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
- The Conflicting Appellate Decisions on Communications with Class Members," *California Labor and Employment Law Review*, Vol. 17 No. 5, September 2003

Corporate & Securities Law Blog Articles

- "Ninth Circuit Limits the Scope of In-Term Covenants Not to Compete", February 9, 2009

Labor & Employment Law Blog Articles

- "*Hernandez v. Hillsides*: The California Supreme Court Identifies Guidelines for Workplace Surveillance", August 6, 2009
- "California Court of Appeal Rejects Anti-SLAPP Motion in Trade Secrets/B&P Section 16600 Case", May 7, 2009
- "Court Of Appeal Loosens Requirements Of Ascertainability And Common Interest For Class Certification", January 15, 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
- "Second Circuit Court of Appeals Rules That an Employer Must Notify Its Insurer of a Potential Claim Upon Receiving a Demand Letter From Counsel", June 19, 2008

SPEECHES

- EEO-1 Reports and the New Reporting Categories, Lorman Seminar, EEOC Compliance for California Lawyers, July 27, 2007.

EVENTS

- Labor and Employment Law: Mid-Year Update 2008 - Silicon Valley
- Labor and Employment Law: Mid-Year Update 2009 - Menlo Park
- New Labor & Employment Laws for 2009 - Silicon Valley