



→ Justine M. Phillips

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Justine Phillips is a partner in both Data Privacy & Security and Labor and Employment Practice Groups in the firm's San Diego office.

Areas of Practice

Justine focuses her practice on cybersecurity, data privacy, employment litigation and counseling, and commercial litigation. Her representations involve every aspect of cybersecurity from information governance, diligence in acquisitions/investments, incident preparedness and response, drafting incident response plans and conducting breach simulations, to advising on California Consumer Privacy Act, responding to regulators, and defending companies in litigation relating to cyber events. Justine takes a practical and thoughtful approach to assist multi-national and emerging companies on everyday issues related to electronically stored information including: privacy/security by design, cyber risk management and mitigation; eWorkforce policies; compliance with data regulations; retention/destruction policies and protocols; information-security and data privacy; crisis management and forensic investigations for data breaches; business email compromises; developing policies/protocols/trainings within an organization to create a culture of cyber-awareness; electronic discovery; and social-media issues. Justine also founded Women in eDiscovery-San Diego, Mother Attorney Mentoring Association-San Diego, and frequently publishes and speaks on cyber-related issues.

As an employment attorney, Justine handles commercial litigation for clients in the following public and private industries: cybersecurity and technology, healthcare, tribal, sporting enterprise, insurance, medical device, education, defense, cybersecurity, manufacturing, retail, non-profit and for-profit industries. Justine also regularly advises clients on issues relating to: classification; leave policies; defense of ADA and FEHA disability discrimination claims; interactive process and reasonable accommodation; wage and hour matters; information management; social media; employment agreements; and employee handbooks. Justine has defended companies in both state and federal court against claims of discrimination, harassment, retaliation, and wrongful dismissals.

Honors

Cyber Leader in Law, *San Diego Business Journal*, 2019

Recognized by *The Legal 500 US*, 2019

San Diego Rising Star by *Super Lawyers*, 2015

Selected as a Lawyer on the Fast Track by *The Recorder*, 2013

Awarded the State Bar of California Wiley Manuel Award for pro bono legal services, 2012

Named as one of the San Diego Daily Transcript's Young Attorneys in 2007, 2008 and 2010

Experience

- Incident response and investigations related to loss of sensitive data or access by unauthorized users
- Prepare insider threat protection program and incident response policies/plans
- Handle high profile data breaches involving financial data, personally identifiable information and intellectual property
- Advise clients regularly on how to securely manage and store sensitive data
- Represent clients in B2B litigation related to Business Email Compromise
- Liaise with federal law enforcement related to client investigations for information security issues

Articles

- A Question Worth 30% of Labor Costs: When is a Contingent Worker an FTE?
The Gartner Journal of Finance. Risk. Strategy., 11.2019
- Employee by Design
Information Governance World, 2019
- You Can't Stop the Privacy Wave, But You Can Learn How to Surf
Daily Journal, 10.2019
- California employers face tougher rules on how to classify workers
Business Insurance, 05.15.2019
- Star Struck
Navigating "Reasonable Security" Under California's Consumer Privacy Act
Information Governance World, 03.2019
- "Survey of California Employment Privacy Law," *MLRC Employment Survey*, 2013-2015
- "White House Aims to Protect 'Critical Infrastructure,'" *Daily Journal*, February 27, 2013
- "General Counsel's Highest Concern? Cybersecurity," *Daily Journal*, 2012
- "Is America Loving Same-Sex Couples?" *American College of Forensic Psychiatry*, 2005

Labor and Employment Law Blog Posts

- "EEOC Takes a Shot at COVID-19: Unvaccinated Employees Can be Excluded From the Workplace," December 18, 2020
- "Riding the Privacy Wave: California Privacy Rights Act & Its Impact on Employers," November 6, 2020
- "The Only Constant Is Change: How Evolving Privacy Laws Impact Employers," September 30, 2020
- "Mother of All Presumptions 2.0: Expanding Workers Compensation Benefits to Employees That Test Positive for COVID-19," September 23, 2020

- "Expanding Independent Contractors in California: New Law Awaits Governor's Signature," September 3, 2020
- "Not Today Corona: EEOC Bans Employer Antibody Screenings," June 19, 2020
- "Up Close & Personal: Contact-Tracing Apps & Employee Privacy," June 4, 2020
- "Mother of Presumptions: Employees With COVID-19 Presumed to Have Contracted Virus From Exposure at Work," May 8, 2020
- "As America Prepares to Return to Work, EEOC Approves Testing Employees for COVID-19," April 24, 2020
- "Unemployment Insurance Benefits: A COVID-19 Update for California Employers," April 10, 2020
- "Employee Privacy Forecast: Temperature Checks," March 25, 2020
- "The Heart of Employee Rights Under CCPA: Attorney General Modifies Guidance," February 13, 2020
- "Big Bang! California Expands Employee Privacy Rights & Insights from the Office of Attorney General," October 14, 2019
- "Employee Privacy by Design: Guidance for Employers Beginning to Comply with the California Consumer Privacy Act," September 20, 2019
- "The Future of Independent Contractors: Ninth Circuit Applies Dynamex Retroactively and the DLSE Issues Opinion Letter Expanding Its Scope," May 7, 2019
- "Complicating Simplicity: Ninth Circuit Requires Separate Stand-Alone Documents for Employment Background Checks," February 6, 2019
- "It's High Time to Update Your Marijuana Policies," April 20, 2018
- "California Governor Approves Three More Employment Laws: "Ban The Box"; Expansion of Sexual Harassment Training; and Contractors Liable for Subcontractors' Wage and Benefit Obligations," October 17, 2017
- "5 New Laws: California Governor Approves Employee-Friendly Laws," October 13, 2017
- "Now in Effect: California Employers Must Provide New Hires with Written Notice of Victim Rights," July 28, 2017
- "Beware of Email Requests from the C-Suite to Transfer Employee Data," March 21, 2016

Media Mentions

What to Do—and What Not to Do—in the Aftermath of a Cybersecurity Attack

Among the most-important: Don't create fear and uncertainty by firing the people who may know best how to recover from the attack

The Wall Street Journal, 12.08.2020

No income and number 88,000 in line: This is what it's like to be unemployed in America

USA Today, 05.05.2020

USD Cyber Law, Risk and Policy Symposium

KUSI Newsroom, 11.05.2019

New State Law Gives Californians More Rights When it Comes to Protecting Their Data Online
Consumer Privacy Act goes into effect in 2020
ABC News, 07.17.2018

New Calif. Data Breach Law May Fall Short
Law360, 10.03.2014

Calif Smart-Meter Data Law Hints At Privacy Bills To Come
Law360, 01.24.2014

Speaking Engagements

Panelist, "Roundtable: Fostering and Strengthening Relationships 'Attorneys and Litigation Support,'" International Legal Technology Association, November 19, 2020

Speaker, "Implicit Bias and Diversity in the In-House Counsel Setting," California Lawyers Association Shelter In Place Institute, November 11, 2020

Panelist, "360 Degrees of a Ransomware Attack: Decision Points in Defense, Response and Mitigation," Infragard San Diego, November 10, 2020

Moderator/Panelist, "Protect the Privilege: Maintaining Attorney-Client & Work Product Privilege During a Cyber Incident," USD Cyber Law Risk & Policy Symposium, October 26, 2020

Speaker, "2020 VIP Backstage Pass: Investigating Cyber Events & HR Matters During a Pandemic," County of Los Angeles, October 15, 2020

Panelist, "Cybersecurity Workshop: 'Do's and Don'ts of Incident Response,'" North West Academic Computing Consortium, October 7, 2020

Recording Session, "Cybersecurity in the Age of Telemedicine – 'Lessons Learned,'" National PACE Association, October 6, 2020

Speaker, "Girl Scouts Cybersecurity Workshop Sessions 'Cybersecurity Investigations,'" Girl Scouts of America synED, September 26, 2020

Panelist, "Journey to the Cloud," InfoCgv for Legal Operators, September 16, 2020

Speaker, "Virtual Lunch With Leaders 'Mentorship' Webinar," San Diego Paralegal Association, August 20, 2020

Speaker, "Planning for a Safe Return to the Office in a Covid World," San Diego InfraGard Webinar, August 12, 2020

SynEdPanelist, Data Governance for Legal Operators Webinar, August 4, 2020

Speaker, "Cyber Instructors/Coaches Training: Wrap-Up National Collaborative Efforts," June 26, 2020

Panelist, "Data Privacy & Security | The New Litigation and Regulation Battleground," June 17, 2020

Speaker, "WITI OC Virtual Event: A Guardians of the Galaxy's approach to California's Consumer Privacy Act (CCPA)," Women in Technology International, June 11, 2020

Speaker, "Unique considerations in managing the risks of phishing and ransomware attack," Ernst & Young LLP, June 4, 2020

Panelist, "PrivacyConnect San Diego: *Expert Panel Session, Q&A*," One Trust, May 22, 2020

Speaker, "San Diego BOLD: Business Owners Leadership Discussion 'Workplace Considerations for Business Owners in the Era of Covid-19'";

Speaker, "Reasonable Security and the CCPA," WSJ Pro Cybersecurity, May 6, 2020

Speaker, "The COVID-19 Pandemic: Special FBI Briefing on Rising Cyber Crimes & Working From Home," Infragard San Diego, April 10, 2020

Speaker, "'Vision: Preparing for CCPA' Speaking Presentation Timeslot," 2020 Techno Security & Digital Forensics Conference, March 10, 2020

Speaker, "Get Smart 'Cyber-Intelligent Corporate Counsel Reduce Risks'," American Bar Association 2020 Corporate Counsel CLE Seminar, February 15, 2020

Speaker, "VIP Backstage Pass 'Ethical Issues in Responding to a Cyber Attack'," Association Corporate Counsel 2020 MCLE La-Law Pooza, January 29, 2020

Speaker, "Center for Real Estate Cyber Security: What It Means for Commercial Real Estate," The Paul Merage School of Business, January 28, 2020

Speaker, "Security is Mostly a Superstition 'Reasonable Security' Under the California Consumer Privacy Act," Wall Street Journal Cybersecurity Symposium, January 10, 2020

Speaker, "New Technologies and the Potential Privacy & Responsibility Challenges They Present," SDSC's Annual Winter Forum on Data, December 11, 2019

Speaker, "GDPR and its implications," SDSC's Annual Winter Forum on Data, December 10, 2019

Panelist, "Risk Management Considerations," Cybercon 2019 Conference, November 21, 2019

Moderator, "'Reasonable Security' Under the California Consumer Privacy Act," USD 2nd Annual Cyber Law Risk and Policy Symposium, November 7, 2019

Speaker, "Cyber Security Discussion," Coronado Rotary Club, October 23, 2019

Panelist, "CISO Coalition: California Consumer Privacy Act (CCPA) Discussions," Gartner, October 2019

Speaker, Happy Hour With Your Labor Lawyer, October 17, 2019

Panelist, Workplace 2020: "20/20 Vision in the Workplace," SDEAC, October 16, 2019

Speaker, "CCPA's Legislative Updates & Amendments," Sheppard Mullin's Cyber Law Roundtable webinar, October 15, 2019

Panelist, "Breakfast Panel Discussion: Automation & Compliance," PwC, September 30, 2019

Speaker, "Implications of the California Consumer Privacy Act and the Rapidly Changing Legal Precedents on Corporate Security," June 18, 2019

Speaker, "CCPA with ESET," Tech San Diego's Cybersecurity Summit, June 12, 2019

Speaker, "CCPA & GDPR," OneTrust PrivacyConnect Roadshow, June 5, 2019

Speaker, "Cyber Law Roundtable – CCPA and The Three Questions," Sheppard Mullin's Cyber Law Roundtable webinar, April 17, 2019

Panelist, "Tribes Are Prime Targets: Threats and Solutions for Cybersecurity & Criminal Activity," Native American Finance Officers Association, April 16, 2019

Speaker, "Collection of Ephemeral Messaging, Social Media & Other Emerging Media," 2019 Techno Security & Digital: Impermanence in Forensics & eDiscovery, March 12, 2019

Speaker, Southern California Tribal CFO Roundtable on the California Consumer Protection Act, March 6, 2019

Speaker, "Warrior One: Yoga & Meditation for Legal Professionals," Life & Law, January 29, 2019

Speaker, "Lost in Space: Navigating "Reasonable Security," ISACA's San Diego Chapter, January 24, 2019

Speaker, "GDPR - Not Just an EU Concern," Epiq Lunch & Learn, December 11, 2018

Speaker, "Cyber Risk, Law and Policy Symposium," University of San Diego Symposium in Cyber Law, November 15, 2018

Speaker, Workplace 2019: "Dynamic Employment Laws: Outlook for 2019 & Spotlight on Independent Contractor Classification," SDEAC, October 18, 2018

Moderator, Workplace 2019: "The Big Four: Trending Issues for EEOC, EDD, DFEH and DLSE," SDEAC, October 18, 2018

Speaker, "The Tortoise & the Hare: The Intersection of Law and Cyber," Wall Street Journal Cybersecurity Small Business Academy, October 16, 2018

Moderator, "The Anatomy of a Cyber Attack: A Case Study in Protecting Your Tribe," NAFOA, October 3, 2018

Panelist, "Project 20/35 Managing Cyber Risk: Teaming with Your Outside Counsel," Women's In-House Counsel Leadership Institute, September 25, 2018

Panelist, "Breakfast Discussion: Incident Response – Staying Out of the Headlines," PwC San Diego, September 12, 2018

Participant, "Fall 2018 FBI Citizens Academy Program," FBI San Diego, September 11- November 6, 2018

Panelist, "Cyber-Privacy & Security Issues," Public Interest Law Foundation, September 7, 2018

Speaker, "Managing a Cyber Incident and Mastering the Media," ACC, June 14, 2018

Speaker, "Anatomy of the Breach Teaching Course," University of San Diego Cyber Security Program, April 20, 2018

Panelist, "Creative Compensation Strategies from Startup to Exit," The San Diego CFO Leadership Council, April 12, 2018

Speaker, "Breakfast With Your Labor Lawyer," Sheppard Mullin Annual Conference, April 4, 2018

Speaker, "Anatomy of a Breach," California District Attorneys Association's High Tech and Digital Evidence Symposium, March 20, 2018

Panelist, "Managing and Mitigating Cybersecurity Risks for Your Clients & Your Practice," ABTL San Diego, November 16, 2017

Panelist: "Cyber and Data Security for the GC: How to Stay Out of Headlines and Crosshairs," SoCal eDiscovery/ Information Governance/Cybersecurity Retreat, October 30, 2017

Panelist, CyberFest 2016: "Surviving a Cyber Disaster," CyberTECH, October 27, 2016

Speaker, Workplace 2017: "Elephant in the Room – Employee Privacy vs. Business Necessity," SDEAC, October 26, 2016

Speaker, Workplace 2017: Employment Law Update "Preparing for 2017," SDEAC, October 26, 2016

Panelist, "Law & The CFO Role," The San Diego CFO Leadership Council, October 20, 2016

Speaker, The Wild West: "Cyber for the Legal Professional – The Good, The Bad & The Ugly," San Diego County Bar Association, October 6, 2016

Speaker, Labor Update 2016 Fall Presentation: "Happy Hour With Your Labor Lawyer," BWYLL, October 4, 2016

Speaker, Cyber Security for Legal Professionals: "The Good, The Bad & The Ugly," Association of Corporate Counsel, September 28, 2016

Panelist, Signature Series: "IoT: TMI? Smart Cities, Smart Devices and San Diego's Smartest #IoT Influencers," Athena, September 20, 2016

Panelist, Blackhat Conference: Securing the Internet of Things Masters Forum, August 3, 2016

Panelist, Blackhat Conference: "Healthcare Security: Patient Health v. Patient Data," CyberTECH, August 2, 2016

Speaker, "The Force Awakens: Amendments to the Federal Rules of Civil Procedure," May 31, 2016

Speaker, "Speed Mentoring," San Diego Legal Secretaries Association and Paralegal, May 23, 2016

Speaker, "Cybersecurity and IT Acquisition Threats, Laws and Best Practices," Fed Pub Seminars, May 18, 2016

Moderator, "Oh DEAR!! Reasonable Accommodations & The Interactive Process under ADA and FEHA," L-3 Corporate Workers' Compensation Group, May 18, 2016

Speaker, "Breakfast With Your Labor Lawyer," Annual Conference, May 4, 2016

Speaker, "Art of Public Speaking," High Tech High, April 25, 2016

Speaker, "Corporate Cyber Espionage, Small & Midsize Businesses," April 21, 2016

Speaker, "Cyber Investigations – Incident Response," San Diego ESI Forum, April 14, 2016

Speaker, "Cyber Awareness and Education," Red Cross, April 12, 2016

Moderator, "Conquering Your IT and Security Objectives," California IT Technology Summit's 4th Annual Summit, March 16, 2016

Moderator, "Securing the Internet of Things Masters Speaking about Head in the Cloud, Literally? Life of IoT and Emerging Technologies in the Cloud," Cybertech, February 29, 2016

Panelist, "Amendments to the Federal Rules of Civil Procedure on Discovery and Case Management," San Diego ESI/Women in eDiscovery, December 10, 2015

Panelist, "Change is Here: Amendments to the Federal Rules," San Diego ESI Forum and Women in eDiscovery, December 10, 2015

Speaker, "The Only Constant in Life is Change: Year in Review," Workplace 2016 - San Diego Employer Advisory Council Annual Seminar, October 21, 2015

Panelist, "Litigation Technology: The nEXT Step in Your Legal Career," UCSD Extension, October 10, 2015

Moderator, "Protecting Your Personal and Professional Brand," Cyberfest 2015, October 8, 2015

Panelist, Decade of Discovery Screening and Panel, University of San Diego, October 1, 2015

Speaker, "Trending Data Breaches & Cybersecurity," Nuix User Exchange 2015, September 29, 2015

Panelist, "Can Bitcoin Pay for IoT?" Internet of Things (IoT) Meetup, September 17, 2015

Co-Chair, San Francisco Bar Association Data Privacy & Security Seminar, General Counsel Institute, May 20, 2015

Speaker, "Securing Our eCity," 2015 Payroll Fraud Prevention Group Annual Meeting, April 15, 2015

Panelist, "The New Unduly Burdensome Objection: How to Fend Off or Embrace Proportionality and Cost Considerations in Discovery," San Diego ESI Forum, March 12, 2015

Speaker, "Mitigating Liability Before the Inevitable Breach: Prepare for the Worst and Hope for the Best," InfraGuard San Diego IT and Communications Sectors Joint Meeting, February 26, 2015

Speaker, "HR Legal Updates for 2015," CONNECT HR Roundtable, January 29, 2015

Moderator, "Privacy Divide: Real or Perceived," Data Privacy Day 2015: Securing the Internet of Things, January 28, 2015

Panelist, "eDiscovery & Information Governance Think Tank," January 27, 2015

Speaker, "Labor & Employment End of the Year Legal Update," Western Pension & Benefits Council San Diego Chapter, December 9, 2014

Speaker, "Workplace - 2015 Preparing Today for Tomorrow," October 22, 2014

Moderator, "IoT: War on Privacy," Cyberfest 2014, October 1, 2014

Speaker, "Managing the e-Workforce," Women in eDiscovery, Los Angeles Chapter, September 17, 2014

Panelist, "Computer and Network Forensics," San Diego ESI Forum, July 24, 2014

Speaker, "Cyber Liability: What to do if your company becomes a victim of a cyber security incident and how to handle the triage," San Diego Chapter of the Association of Information Technology Professionals, July 23, 2014

Panelist, "You Asked What!? Interviewing 101 for Non-HR Professionals," CONNECT HR Roundtable, May 8, 2014

Speaker, "Discovering & Using Social Media Evidence," California Judges Association Mid-Year Conference, May 2, 2014

Speaker, "The Hitchhiker's Guide to Cyber Law," San Diego IEEE Cyber Security Entrepreneurial Workshop, March 28, 2014

Speaker, "Data Breaches: Prepare for the Worst and Hope for the Best," ACC San Diego Chapter MCLE Program, March 20, 2014

Moderator, Data Privacy Day: Mobile Devices & Privacy Issues, January 28, 2014

Speaker, General Counsel Today Los Angeles, The Cyber Workforce & E-Discovery, December 10, 2013

Sedona Conference on Cyber Liability, Setting Best Legal Practices in Data Breach Investigations, October 24, 2013

Speaker, WORKPLACE 2014 - The Ultimate HR Booster Shot, San Diego Employer Advisory Council Annual Seminar: Oh DEAR! Avoiding Disability Discrimination Claims and Effectively Managing Accommodation Requests, October 16, 2013

Speaker, WORKPLACE 2014 - The Ultimate HR Booster Shot, San Diego Employer Advisory Council Annual Seminar: Protect the Palace: Employee Monitoring and Workplace Privacy in the Cyber Era, October 16, 2013

Speaker, WORKPLACE 2014 - The Ultimate HR Booster Shot, San Diego Employer Advisory Council Annual Seminar: Employment Law Update 2014, October 16, 2013

Speaker, CLE on How to Use a Computer Forensic Expert in Civil Litigation, October 11, 2013

Speaker, CyberFest 2013, Cyber-Apocalypse: Mitigating and Shifting Risk Relating to Data Breaches, October 10, 2013

Panelist, Employment & Labor Law Society, Sex in the Courtroom: Practice of Sexual Harassment Law, October 9, 2013

Moderator, CyberHive - Internet of Things Forum, Moderator on Privacy Issues Related to Internet of Things: When Smart Devices Create Big Data, October 2, 2013

Speaker, "Obtaining and Using Social Media Evidence," San Diego ESI Forum, July 18, 2013

Speaker, Carmel Valley E-Discovery Conference in Del Mar, July 2013

Speaker, "Privacy Piracy," KUCI Radio, March 4, 2013

Speaker, "The Art of Multi-Tasking: Developing Business while Maintaining a Balanced Life," Lawyers Club of San Diego, February 5, 2013

Speaker, "Privacy, Cyber Security & Hackers: What Every Employer Needs to Know," MLA Labor & Employment Seminar, 2012

Speaker, "An Ounce of Prevention: Employment Laws in 2012," Presented to JH Cohn, 2012

Speaker, "Employment Law Updates for Total Rewards," San Diego Breakfast Counsel, 2012

Panelist and Moderator, "Technology, Smart Phones & Tablets: Helping You Balance Your Act," Lawyers Club of San Diego, 2012

Legal analyst on KUSI News television explaining current cases and other legal issues of interest, 2010-present

Moderator, "Utilizing Vendors and Cost Containment for e-Discovery," Women in eDiscovery Program, 2011

Speaker, "E-Discovery Protocols: Global & Domestic Collection and Review," North America Regional Practice Group Annual Seminar, 2011

Speaker, "Propounding & Responding to ESI Requests under California's Electronic Discovery Act," 22nd Annual California Alliance of Paralegal Associations Educational Conference in San Diego, 2010

Moderator, "Boot Camp Basics for Litigators: California's Electronic Discovery Act," Women in eDiscovery CLE in San Diego, 2009

Speaker, American College of Forensic Psychiatry Annual Symposia, 2005, 2007, 2009

Speaker, University of San Diego Career Services Panel, 2007 & 2009

Speaker, Externship Lunch Program, California Court of Appeals, 4th Circuit, 2007

Events

IT Risks Impacting Financial Reporting
Moss Adams Webcast
04.15.2021

Cannabis Webinar Wednesday: 2021 Privacy for the Cannabis Industry: Seeds & Weeds in Privacy Laws
Webinar, 03.24.2021

Cyber Threats to the Healthcare Industry: Briefing from the FBI
Webinar, 02.18.2021

California Labor & Employment Law Update
Webinar, 10.28.2020

Protect the Privilege: Maintaining Attorney-Client & Work Product Privilege During a Cyber Incident
3rd Annual 2020 USD Cyber Law, Risk & Policy Symposium
Virtual, 10.26.2020

Do's and Don'ts of Incident Response
North West Academic Computing Consortium Webinar
10.07.2020

Planning for a Safe Return to the Office in a COVID World
Infragard San Diego Webinar
08.12.2020

A Guardians of the Galaxy's Approach to California's Consumer Privacy Act (CCPA)
Women In Technology International Webinar
06.11.2020

Unique considerations in managing the risks of phishing and ransomware attack
EY Webcast
06.04.2020

PrivacyConnect Online
PrivacyConnect San Diego
05.22.2020

CYBER2030
InfraGard San Diego's 6th Annual Cyber Futurist Symposium
02.28.2020

WSJ Cybersecurity Symposium

Risk Management Considerations

Cybercon

11.21.2019

2nd Annual USD Cyber Law, Risk, Policy Symposium

University of San Diego's Center for Cybersecurity Engineering & Technology

11.07.2019

Securing the Internet of Things: Lessons from Medical Device Industry

San Diego WiCyS Nov Meeting

11.05.2019

Cyber Security

Rotary Club of Coronado

10.23.2019

Labor & Employment Law Update & Happy Hour - San Diego

Fall 2019

Hyatt Regency La Jolla, 10.17.2019

Workplace 2020

20/20 Vision in the Workplace

10.16.2019

Privacy vs Cybersecurity

San Diego WiCyS Oct Meeting

10.03.2019

Tech San Diego's Cybersecurity Summit

06.12.2019

CCPA & GDPR Workshops

06.05.2019

Breakfast With Your Labor Lawyer - San Diego

Spring 2019 Seminar Series

04.30.2019

Native American Finance Officers Association Conference

04.16.2019

Impermanence in Forensics & eDiscovery: Collection of Ephemeral Messaging, Social Media & Other Emerging Media

Techno Security & Digital Forensics Conference

March 11-13, 2019

GDPR - Not Just an EU Concern
12.11.2018

Cyber Risk, Law and Policy Symposium
11.15.2018

Wall Street Journal's Cybersecurity Small Business Academy
October 15-16

Labor & Employment Law Update & Happy Hour - San Diego
Fall 2018 Seminar Series
10.11.2018

PwC Profit Workshop: Cyber Incident Response
09.12.2018

Breakfast With Your Labor Lawyer - San Diego
Spring 2018 Seminar Series
04.04.2018

Managing and Mitigating Cybersecurity Risks for Your Clients & Your Practice
San Diego, CA
11.16.2017

Labor & Employment Law Update & Happy Hour - San Diego
Fall 2017 Seminar Series
11.02.2017

Workplace 2018
Connect: Communicate, Educate, Participate
10.18.2017

Beating Mr. Robot: How to Protect You and Your Company from Hackers
Presented by Sheppard Mullin, GroupSixty & Berkeley-Haas Alumni Network
Sheppard Mullin San Diego, 10.18.2017

The New Cyber Security Threats and How to Mitigate Risk as a CFO
Hosted by The CFO Leadership Council
KPMG, 10.11.2017

Labor & Employment Law Update & Happy Hour - San Diego
Fall 2016 Seminar Series
10.04.2016

Got A Cyber Problem?
We've Got This And Other Business Problems Covered!
09.29.2016

Breakfast With Your Labor Lawyer - San Diego
Spring 2016 Seminar Series
04.21.2016

Corporate, Fraud, Theft, Embezzlement & Extortion Luncheon
It's not a matter of IF, it's a matter of WHEN
04.21.2016

WORKPLACE 2016
10.21.2015

Breakfast With Your Labor Lawyer - San Diego
Spring 2015 Seminar Series
05.14.2015

March Madness: Cyber Liability & Mitigating Risk
03.19.2015

HR Legal Updates for 2015
Presented by CONNECT Human Resources Roundtable
01.29.2015

Data Privacy Day 2015: Securing the Internet of Things
01.28.2015

Labor & Employment Legal Update & Happy Hour
Fall 2014 Seminar Series - San Diego
10.28.2014

WORKPLACE 2015
Prepare Today for Tomorrow's Emergencies
Crowne Plaza Hotel, San Diego, 10.22.2014

Breakfast With Your Labor Lawyer - San Diego
Spring 2014 Seminar Series
04.03.2014

Memberships

Vice President, Infragard San Diego

Lawyers Club of San Diego Life & Law committee – Founding Co-Chair (2018-current)

American Bar Association, Subcommittee for Technology for the Litigator - Chair of New Products

American Red Cross of San Diego/Imperial Counties - Board Member

California Women Lawyers - Member

Couture for a Cause - Committee Member (2008-2010)

CyberCalifornia - Advisory Board Member

Cybersecurity Institute of San Diego - Board Member
Kawasaki Disease Foundation - Board Member
Lawyers Club of San Diego - Chair of Endorsement Committee and Balance Committee
Leukemia and Lymphoma Society - Woman of the Year Candidate (2014)
Mother Attorney Mentoring Association of San Diego - Founding Member/Board of Directors (2007-2010) and Past President (2010)
Project Concern International, Development Committee - Board Member
San Diego County Bar Association, Children at Risk - Member
San Diego County Bar Foundation - Member
San Diego ESI Forum – Board of Directors (2015) and Steering Committee Member
San Diego Society for Human Resource Management - Member
Scripps Mercy Auxiliary - President
Scripps Mercy Foundation - Board Member
Securing Our eCity Foundation - Co-Chair of Policy Committee (2014)
State Bar of California - Member
Women in eDiscovery San Diego – Board of Directors (2015-2016) and Founding President (2009)

Practices

Labor and Employment
Labor and Employment Counseling
Employee Hiring/Discipline/Termination
Employment Agreements
Handbooks and Personnel Policies
Harassment Investigation and Training
High-Technology Employment
Unfair Competition and Trade Secrets
Wage and Hour Regulations
Workplace Violence
Labor and Employment Litigation
Discrimination, Harassment, and Retaliation
Employee Privacy and Defamation
Wrongful Termination
Litigation
Privacy and Cybersecurity

White Collar Defense and Corporate Investigations
California Consumer Privacy Act (CCPA)

Industries

Aerospace, Defense & Government Services
Blockchain and Fintech
Cannabis
Construction
Education
Financial Services
Healthcare
Insurance
Nonprofit
Retail

Education

J.D., University of San Diego Law School, 2005, *with honors*
B.A., University of San Diego, 1999

Admissions

California
U.S. District Court for the Southern District of California
U.S. District Court for the Central District of California
U.S. District Court for the Northern District of California

Languages

Spanish