

PHILLIP J. GRIEGO & ASSOCIATES

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We are an experienced team of litigation attorneys specializing in obtaining temporary restraining orders and injunctions stopping unfair use of customer lists and trade secrets by former employees of financial and investment firms. We have extensive knowledge of the law concerning unfair competition throughout the United States, with particular expertise in California, involving customer lists, trade secrets, and other proprietary information. In addition, the team has considerable expertise in training and public presentations in a variety of areas, including labor and employment law. Our objective is to expand our client base for the western United States in the area of unfair competition.

Professional and Community Activities of Responsible Attorneys



Phillip J. Griego

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Phillip J. Griego was born in St. Louis, Missouri in 1951 and moved to California with his family in 1957, finally settling in Lancaster in the high Mojave Desert. He still maintains many family ties to St. Louis. After attending Antelope Valley Junior College, he finished his undergraduate studies at San Jose State University, making his home in San Jose with his wife, Diane and two sons, Matthew and Aaron. Mr. Griego operated a solo practice from 1978 through 1999 specializing in labor and employment law. Mr. Griego's practice expanded to include labor relations, general business and commercial litigation involving trade secrets, unfair competition, and privacy issues in association with Robert E. Nuddleman, who associated with the firm in December of 1999 and Jeffrey C. Park, who associated with the firm in December of 2002. Mr. Griego has a BV rating from Martindale Hubbel.

Education and Post-Graduate Training

1974, B.A. degree from San Jose State University, cum laude; 1977, graduated from Santa Clara University, School of Law; 1979, attended Hastings College of the Law, University of California, Center for Trial and Appellate Advocacy, College of Advocacy; 1980 to 1987, acted as Small Claims Court Pro Tempore Judge in Santa Clara County, California; and trained in conducting arbitration and mediation.

Bar Admissions

1977, admitted to the California bar, California Supreme Court and U.S. District Court, Northern District of California; 1982, United States Court of Appeals, Ninth Circuit; 1983, United States Court of Appeals for the Federal Circuit; 1985, U.S. District Court, Central District of California; 1987, United States Supreme Court; 1989, U.S. District Court, Eastern District of California; 1990, U.S. District Court Northern District of Texas; 1992, U.S. District Court District of New Mexico.

Fraternal and Community Associations

1972-1974, member and president of Pi Sigma Alpha Political Science Honor Society; 1986 to present, San Jose Exchange Club, twice past Exchange Club president and director; 1987 to present, Chair of the Blue & Gold Wounded in Service Award Project; 2000 to present, Director, Division 10, California-Hawaii-Nevada District Exchange Clubs; 2001 to present, Board of Directors, City Lights Theatre Company, San Jose, California.

Professional Associations

Association of Trial Lawyers of America; Santa Clara County Bar Association; California Employment Lawyers Association, also member of CELA Education Committee; National Employment Lawyers Association.

Publications

"Do Mandatory Drug Tests Invade an Employee's Privacy?" *Santa Clara Computer and High Technology Law Journal*, Volume 4, Number 2, April 1988.

Notable Amicus Briefs

Co-authored *Amicus Curiae* brief with Edwin Meese, III and Dr. John C. Eastman on behalf of the Claremont Institute Center for Constitutional Jurisprudence, in the case of *Elk Grove Unified School District, et al., v. Michael A. Newdow*, United States Supreme Court, Case No. 02-1624. **Question:** Whether the Elk Grove Unified School District policy that requires teachers to lead students in voluntarily reciting the Pledge of Allegiance, which includes the words "under God," violates the Establishment Clause of the First Amendment.

Authored *Amicus Curiae* brief on behalf of the Claremont Institute Center for Constitutional Jurisprudence, in the case of *Boy Scouts of America and Monmouth Council, et al. v. James Dale*, Superior Court of New Jersey, Appellate Division, A-2427-95T3. **Question:** Whether New Jersey's law against discrimination prohibits Boy Scouts of America (BSA) from expelling a member solely because he is an avowed homosexual. If the LAD prohibition applies, then whether BSA's First Amendment right to freedom of association is thereby violated.

Presentations

“Looking Inward: A Guide to Eliminating Bias in The Law Office,” panel discussion for The Santa Clara County Trial Lawyers Association, 1992.

“Wage and Hour Law, 1998 Update for California Employers,” panel discussion for Lorman Education Services, 1998.

“Legal Update: Employee Terminations Without Litigation in California,” panel discussion for Lorman Education Services, Santa Clara, 1999.

Interests

Music—listening, performing and composing; cooking; camping; hiking; reading; and writing.



Robert E. Nuddleman

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Robert E. Nuddleman was born in Castro Valley, California in 1970. After completing his lower division undergraduate work at Chabot Junior College, Mr. Nuddleman moved to Geneva, Switzerland where he attended a satellite campus of Webster University, which is based in St. Louis, Missouri. During law school, Mr. Nuddleman worked at the East San Jose Community Law Center representing indigent clients in employment matters. Mr. Nuddleman handled numerous wage and hour claims before the Division of Labor Standards Enforcement and conducted a full trial as a Certified Law Student prior to graduating in 1997. Shortly after being admitted to practice law, Mr. Nuddleman opened his own practice focusing primarily on employment issues, representing employers and employees. Mr. Nuddleman joined Phillip J. Griego & Associates in December 1999 where he continues to provide advice and representation to clients in employment matters such as wage and hour, breach of contract, privacy issues, unfair competition, and protection of trade secret information. Mr. Nuddleman

frequently presents seminars for lawyers and professionals regarding developments in employment law.

Education and Post Graduate Training

Mr. Nuddleman received a B.A. degree in Psychology from Webster University in December 1993 before attending Santa Clara University School of Law. Mr. Nuddleman represented Santa Clara University as a member of the 1996-1997 Advanced Trial Team, as well as a participant in the 1995-1996 Client Counseling Competition. Mr. Nuddleman graduated law school in 1997.

Bar Admissions

1997, admitted to the California bar, California Supreme Court and U.S. District Court, Northern District of California; 2003, U.S. District Court, Eastern District of California.

Professional Associations

American Bar Association, Labor and Employment Law Sector; Lawyer Referral Service for the Santa Clara County Bar Association; Santa Clara County Bar Association; Executive Committee of the Santa Clara County Bar Association Labor and Employment Law Section; National Employment Lawyers Association.

Presentations

"Nuts and Bolts of Hiring Employees in a Small Law Office," Labor and Employment Law Section of the Santa Clara County Bar Association, 2001.

"Employment Law Update," Filipino Chamber of Commerce, 2002, 2003.

"Overview of Workers' Compensation," San Jose Workers' Rights Clinic, 2002.

"Payroll Basics," Lorman Education Services, 2002, 2005.

"Sexual Harassment, Discrimination and Retaliation," Filipino Chamber of Commerce, 2002.

"Warn Act and Severance Pay," San Jose Workers' Rights Clinic, 2002.

"Wage & Hour Laws," Katherine and George Alexander Community Law Center (formerly East San Jose Community Law Center) a project of Santa Clara University School of Law, 2003, 2004, 2005.

"Labor Code Private Attorney General's Act," State Bar Labor and Employment Law Section's Annual Conference, Labor and Employment Law Section of the Santa Clara County Bar Association, Environmental Law Section of the Santa Clara County Bar Association, 2004.

"Nuts and Bolts of Disability Discrimination," Labor and Employment Law Section of the Santa Clara County Bar Association, 2004.

"Developments in the Labor Code Private Attorney General's Act," State Bar Labor and Employment Law Section's Annual Conference, 2005.

"Family Medical Leave Act," Lorman Education Services, 2005.

"Gifts and Gotcha's: The Latest Developments in Employment Law," Labor and Employment Law Section of the Santa Clara County Bar Association, 2005.

"Conducting Workplace Investigation," Labor and Employment Law Section of the Santa Clara County Bar Association, 2006.

"The Labor Commissioner's Office: Given a Choice, Do You Want to be There?" Labor and Employment Law Section of the Santa Clara County Bar Association, 2006.

"Trips, Traps and Windfalls: Recent Developments in Employment Law," Labor and Employment Law Section of the Santa Clara County Bar Association, 2006.



Jeffrey C. Park

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Jeff Park was born in Palo Alto, California in 1953 and lived in Sunnyvale, where there were fruit-tree orchards, for the first 18 years of his life. He attended Fremont High School and participated in swimming, water polo, student government, and marching band, where he played a trumpet. He also became an Eagle Scout. Mr. Park obtained his undergraduate and law degrees from Santa Clara University. Before becoming an attorney, Mr. Park worked in finance, management and accounting. He is married and has three children and lives near Scotts Valley. In 1990, Mr. Park passed the California state bar in 1990 and joined the law firm of Campbell, Warburton, Britton, Fitzsimmons & Smith and transferred to Brooks & Hess where

he practiced in the areas of contracts, real property, corporate law and business transactions. He began practicing employment law in 1994, when he joined Employment Rights Attorneys. He became a Senior Associate and then joined Phillip J. Griego & Associates in December 2002. Mr. Park's practice covers a variety of areas, including contracts, construction contracts, discrimination, harassment, wage and hour issues, whistle blowing, misappropriation of trade secrets, and other areas.

Education and Post-Graduate Training

Mr. Park earned his Bachelors of Science in Commerce degree from Santa Clara University in 1975. After working in Silicon Valley for about twelve years, he attended Santa Clara University School of Law where he earned his Juris Doctor in 1990. While attending law school, Mr. Park studied law and interned with a law firm in Singapore for two months in 1988. Following law school, Mr. Park focused his attention on employment law and mediation. He has attended more than 25 courses in mediation and alternative dispute resolution and earned an Advanced Mediator recognition from the Santa Clara County Office of Human Relations.

Bar Admissions

1990, admitted to California bar, California Supreme Court and U.S. District Court, Northern District of California.

Community Associations

1998, Executive Committee of the Dispute Resolution Program Training Institute, Santa Clara County Office of Human Relations; 2003-2004, Secretary for Campus Consortium, a university/college conflict resolution organization, current member; 2003 President of San Jose Toastmaster's Club; 2006, Board of Director of Company for Healthy Living; 2006 Board of Director for Glenwood Basin Property Owners' Association.

Alternative Dispute Resolution Associations / Panels

1994 - present, Mediator for Santa Clara County Office of Human Relations Dispute Resolution Program Services; 1994 - 2005, member of Santa Clara County Bar Association's ADR Committee; 1995-1996, Chair of Mediation Roundtable and Mediation Committee of Santa Clara County Bar Association; 1995 - present, Coach for Santa Clara County Office of Human Relations Dispute Resolution Program Training Institute; 1999 - present, Mediator for Santa Clara County Superior Court; 2005, Chair of Santa Clara County Bar Association's ADR Committee; 2005 to present, Mediator for San Mateo County Superior Court.

Other Professional Associations

1995-1996, Finance Committee member, Santa Clara County Bar Association.

Presentations

"Alternative Dispute Resolution Roundtable," co-author with Judge Fogel and Elizabeth Strickland, Daily Journal, October 1996.

"Reference Liability for Employers," San Jose Chamber of Commerce, speaker, 1997.

"Unemployment Insurance" to human resource professionals, Lorman Education Services, speaker, 1998.

"Mediation in Employment Law", Santa Clara County Bar Association, speaker and panelist, March 2000.

"Developments in Employment Law," Automotive Service Council, speaker, August 2000.

"Employment Mediation," Santa Clara County Office of Human Relations Dispute Resolution Training Institute, speaker and panelist, October 2000.

"Employment Law Mediation," Lincoln Law School, San Jose, guest speaker, March 2001.

"Mediation," You and the Law television program, half an hour presentation, August 2001.

"Negotiation," Santa Clara County Office of Human Relations Dispute Resolution Training Institute, co-presenter, January 2002.

"EEOC and DFEH Mediation," Santa Clara County Bar Association, Moderator, May 2002.

"Mediation," You and the Law television program, half an hour presentation, October 2003.

"Mediation Training" through Santa Clara County Office of Human Relations, Dispute Resolution Training Institute for Equal Opportunity Officer-Liaisons for Santa Clara County, Instructor/Coach, December 2003.

"Conflict Resolution in Law," San Jose State University, guest speaker, February 2004.

"Conflict Resolution," San Jose Chamber of Commerce BRN, speaker, January 2005.

"Mediation Training," Global Majority Symposium, Monterey School of Law and Monterey Institute of International Studies, speaker, May 2005.

Interests

Singing in church choir, music, camping, fishing, hiking, nature, construction, conflict resolution, human relations.