

MICHAEL R. GEROE

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EMPLOYMENT EXPERIENCE

LAW OFFICE OF MICHAEL R. GEROE, P.C., San Diego, CA. Jan. 1, 2015 to Present
Owner

- Advise clients on governance, commercial transactions, employment, litigation, privacy, financing, IP and other matters. Clients include lenders, banks, drug manufacturers, marketplaces and others in healthcare, finance, content and sales/marketing industries.

ANTHONY L.G., PLLC, West Palm Beach, FL. Sept. 2018 to Present
Of Counsel

- Provide legal counsel to small and mid-size businesses in health care, biotechnology, video game production and financial services industries on commercial transactions, licensing, employment, financing and intellectual property matters.

OPTINCALL, INC., San Diego, CA. 2015 to Present
Founder and CEO

- Lead marketing technology startup, recruit international team, develop and oversee product design, manage platform development, form advisory board, oversee all legal matters.
- Manage development of IP, patent and trademark portfolio, with multiple issued US patents.

ADKNOWLEDGE, INC., Kansas City, MO and San Diego, CA. 2004 to Dec. 31, 2014

Senior Vice President, General Counsel and Assistant Secretary: 2012 to 2014

- Develop, implement and manage policies for global privacy, compliance and best practices in business operations, manage litigation, settle disputes, manage contract negotiations, advise on governance, global HR, real estate, collections and other matters.
- Help manage in-house staff of five and budget of about \$2 million; help grow revenue from about \$20 million in 2004 to nearly \$270 million in 2013.

General Counsel and Assistant Secretary: 2004 to 2012

- Negotiate agreements, provide counsel on corporate, M&A, financing, intellectual property, litigation, employment, regulatory, real estate, insurance, governance, tax and other matters for international advertising technology company.

WILLIAMS MULLEN, Washington, DC. 2000 to 2003

Partner, Business Transactions and International Groups. Co-Chair, Antitrust Practice Team

- Advise Fortune 500 and other businesses on corporate transactional, compliance, financing, employment, trade, regulatory and other matters.

DEWEY BALLANTINE LLP, Washington, DC. 1993 to 2000

Associate. International Trade and Litigation Groups

- Counsel Fortune 500 and other clients on sophisticated corporate transactions, financing, compliance, employment, real estate, litigation and other matters.

U.S. ATTORNEY'S OFFICE, Criminal Division, Southern District of New York. 1993

Intern

- Work with Assistant U.S. Attorneys to prosecute computer and telecommunications fraud.

CITIZENS DEMOCRACY CORPS, INC., Budapest, Hungary Regional Office. 1991

Assistant to Director

- Plan and support U.S. private sector investment initiatives in Hungary and help settle Hungarian-Romanian human rights disputes concerning ethnic Hungarians in Romania.

U.S. STATE DEPARTMENT, Office of East European & Yugoslav Affairs, Washington, DC. 1990

Intern

- Acting Hungarian Country Officer, briefing President Bush, Secretary of State Baker on US-Hungarian economic relations.

EDUCATION

COLUMBIA UNIVERSITY SCHOOL OF LAW, New York, NY. J.D., 1993

Honors: U.S. FLAS Fellow (Hungary), Articles Editor, *Journal of Transnational Law*.

Activities: Columbia Law Revue, Harlem Elementary School Tutorial Program.

GEORGETOWN UNIVERSITY, Washington, DC. B.S. in Foreign Service, 1990

Major: International Politics. GPA: 4.00/4.00.

Honors: Class Marshall, Phi Beta Kappa, Pi Sigma Alpha, Phi Beta Kappa Scholarship, Ernst H. Feilchenfeld Award, Thesis Scholar, national finalist for 1990 Marshall Scholarship, state finalist for 1990 Rhodes Scholarship.

Activities: Roundtable on Politics and Culture (Founder and President), Hungarian, Mothers Against Drunk Driving (Volunteer Speaker).

UNIVERSITY OF CALIFORNIA AT BERKELEY, Berkeley, CA. 1986 to 1987

Honors: Deans List, Alumni Scholar. GPA: 3.87/4.00.

Activities: Alpha Epsilon Pi, Berkeley Model United Nations.

FRANCIS W. PARKER HIGH SCHOOL, San Diego, CA. High School Diploma, 1986

Honors: Valedictorian, Bank of America Achievement Award, National Forensics League Degree of Excellence, Headmaster's Award. GPA: 4.00/4.00.

Activities: Soccer team, Speech & Debate.

PROFESSIONAL LEGAL ACTIVITIES

Admitted to State Bars of CA, MO, NY, DC; admitted U.S. Supreme Court and other courts.

Law-Related Leadership Positions:

International Association of Privacy Professionals (IAPP), CIPP/US 2013-Present

Association of Corporate Counsel, 2004-Present

Organizer and Panelist, Consumer Data Compliance & Privacy, ACC Annual Meeting (2013)

Organizer and Panelist, Internet Advertising: Getting it Right!, ACC Annual Meeting (2007)

American Bar Association, International Law Section and Antitrust Section, 1994-Present

Presenter, Litigation Section Mid-year Products Liability Meeting (2002)

Organizer and Moderator, Panel on Representing Foreign Clients in the U.S. (1997)

Organizer and Moderator, Panel on the Partnership for Peace (1994)

Bar Association of the District of Columbia, 1996-2014

Board Member, Trustees of the Foundation of the BADC, 2004-2007

Young Lawyers Section Member of the Board of Directors, 2001-2002

Board of Directors, Young Lawyers Section, 1996-2001

Steering Committee, Operation Crackdown, 1996-2004

Treasurer, Operation Crackdown, 1999

Vice-Chairman and Chairman, Corporate Law Committee, 2000-2005

Other Leadership Positions:

Advisory Neighborhood Commission of the District of Columbia. Commissioner, 1995-1997

American-Hungarian Executive Circle. Board of Directors, 2001-Present

Axsysnet Inc. Board of Advisors, 1997-2001

International Ventures Council. Board of Directors, 2002-2004

Jewish Vocational Services of Kansas City (www.jvskc.org), Board of Trustees, 2005-2011

The Atlantic Council of the United States. Associate Counselor and Counselor, 1994-2001

Publications/Papers:

- Comments to the California Privacy Protection Agency on rulemaking for implementing the California Consumer Privacy Act of 2018, as amended (August 2022) ([Download](#))
- "Selected Consumer Data Privacy Issues in the Drafting and Negotiating of Digital Advertising Contracts," International In-house Counsel Journal, Vol. 8, No. 29 (Dec 2014)
- "Turning Plowshares into Swords: Plaintiff Abuse of the California Business and Professions Code Section 17529," ACC Digital Docket, Assoc. Corp. Counsel (Jan. 16, 2014) (with Juli Greenberg) (www.accdocket.com)
- "Shining the Light on California's 'Shine the Light Law'," ACC Docket, Assoc. Corp. Counsel (Sept 2012) (with J. Keith Biancamano)
- Comments to the Preliminary Federal Trade Commission Staff Report, "Protecting Consumer Privacy in an Era of Rapid Change: A Proposed Framework for Businesses and Policymakers", Filed with U.S. Federal Trade Commission (Feb 2011) ([Download](#))

- "Misplaced Trust and Stolen Identities: Protecting Consumers and Minors as They Use the Internet," ACC Docket, Cover Story, Assoc. Corp. Counsel (May 2007) (with J. Wylie Donald)
- The E-business Legal Arsenal: Practitioner Agreements and Checklists, American Bar Assoc. Sec. of Science & Technology (2004) (Contributor)
- "European Changes Present Opportunities and Obstacles for United States Business: EU (Hungary) Infrastructure Development, WEEE and Competition Law Changes" Mondaq (July 10, 2003) ([Download](#))
- "Agreements Between an Electronic Marketplace & Its Members" 35 Int'l Lwyr 1069 (Fall 2001) ([Download](#))
- "A Primer on Non-Disclosure Agreements" 4 Hearsay (BADC) 23 (Aug-Oct. 2000)
- "Document Retention and Destruction: Recent Developments" ALI/ABA Course of Study: Litigation Techniques in Federal and State Courts (Phil. Dec. 1999) (with Myles V. Lynk)
- "Complying with U.S. Antibribery Laws" 31 Int'l Lawyer 1037 (Winter 1997) ([Download](#))
- "The Lobbying Disclosure Act of 1995: Pre- and Post-Employment Restrictions on the USTR and DUSTR" 25 ABA Int'l Law News 1 (Summer 1996) (with Michael Braun)
- Preparing for '96: A Guide to Federal Election Campaign Law Compliance for Corporations and Individuals (December 1995) (with Myles V. Lynk)
- "NATO Should Look East Before It Leaps" 24 ABA Int'l Law News 1 (Summer 1995) (with Perry Bechky and Robert Westerfeldt)
- "The Uruguay Round and the Weakening of U.S. Countervailing Duty Law" Amer. Conf. Institute (1995) (with Michael Stein)
- "Hungary and a New Paradigm for the Protection of Ethnic Minorities in Central and Eastern Europe" 32 Columbia Journal of Transnational Law 673 (1995) (with Thomas K. Gump)
- "CVD Law From the General to the Specific: Some of the Significant Issues and Developments" Georgetown U. Law Center CLE Annual Int'l Trade Update (1994) (w/J. Magnus & J. Ragosta)

Language Skills: Proficient in Hungarian and semi-proficient in French

PROFESSIONAL MANAGEMENT ACTIVITIES

Management Training and Development

- Presenter, Trademarks and Other IP from a Branding and Legal Perspective, BrandAlive, Webcast (April 2021) (<https://www.youtube.com/watch?v=zouCFJor5u0>)
- Presenter, Transitions to Technology Businesses, Agilearn Accelerator & Incubator Program. Paris, France (Sept 2018)
- Software & Internet Advisory Council, Panelist, ExecRanks, San Diego, CA (July 2016)
- Corporate Social Responsibility, CLO Club, Association of Corp Counsel. Seattle, WA (Oct. 2008)
- Effective Communicating, Novations Group Inc., New York, NY (Nov. 2004)

Selected Management Reading

- Bossidy, Larry & Ram Charan, Execution: The Discipline of Getting Things Done (2002)
- Charan, Ram, What the CEO Wants You to Know (2001)
- Moore, Geoffrey, Crossing the Chasm: Marketing & Selling High-Tech Products (1999)
- Smart, Bradford, Topgrading: How Leading Companies Win by Hiring, Coaching & Keeping the Best People (1999)
- Welsh, Jack, Jack: Straight from the Gut (2001)
- Forbes, Wall Street Journal, Barrons

Selected citations by third parties to published works of Michael Geroe:

- Zagaris, Bruce. International White Collar Crime: Cases and Materials at 167 (Cambridge University Press 2010)
- American Association for the Advancement of Slavic Studies, The American Bibliography of Slavic and East European Studies for 1994 at 366 (M.E. Sharpe 1999)
- Danchin, Peter & E. A. Cole, eds. Protecting the Human Rights of Religious Minorities in Eastern Europe: Human Rights Law, Theory at 186 (Columbia U. Press 2002)
- Dallas, Lynne L., "Proposals For Reform Of Corporate Boards Of Directors: The Dual Board And Board Ombudsperson," 54 Wash. & Lee L. Rev. 91 (Winter 1997)
- de Castro, Mario Andrade, "The Privatization and Project Finance Adventure: Acquiring A Colombian Public Utility Company," 19 Nw. J. Int'l L. & Bus. 425 (Spring 1999) (Symposium—Perspectives in International Privatization of Public Utilities)
- Fedders, John M. "Qualitative Materiality: The Birth, Struggles, And Demise Of An Unworkable Standard," 48 Cath. U. L. Rev. 41 (Fall 1998) (Symposium: Corporate Disclosure and Its Impact on Corporate Morality/Efficiency)
- Knoten, Thomas P. "The Foreign Corrupt Practices Act: Practicable Considerations for U.S. Corporations," 55 J. Mo. B. 39 (Jan/Feb 1999)
- Mastel, Greg. American Trade Laws After the Uruguay Round, 117 (M.E. Sharpe 1996)
- Mastel, Greg. Antidumping Laws and the U.S. Economy, 204 (M.E. Sharpe 1998)
- Salbu, Steven R. "Battling Global Corruption In The New Millennium," 31 Law & Pol'y Int'l Bus. 47 (Fall 1999)
- Wilhelmi, Lydia J. "Ensuring Enforceability: How Online Businesses Can Best Protect Themselves From Consumer Litigation," 86 Marq. L. Rev. 181 (Fall 2002)

- Zarin, Don. Doing Business Under the Foreign Corrupt Practices Act at 4-5 (Practicing Law Institute 2004)
- Meier, B. M., & Fox, A. M. (2008). Development as Health: Employing the Collective Right to Development to Achieve the Goals of the Individual Right to Health. Human Rights Quarterly, 30(2), 259–355 at n. 338 (<http://www.jstor.org/stable/20072846>)
- Gabor, F. A. (1999). Quo Vadis Domine: Reflections on Individual and Ethnic Self-Determination under an Emerging International Legal Regime. The International Lawyer, 33(3), 809–824. <http://www.jstor.org/stable/40707485>
- Crawford, C. (2020). Access to Justice for Collective and Diffuse Rights: Theoretical Challenges and Opportunities for Social Contract Theory. *Indiana Journal of Global Legal Studies*, 27(1), 59–86. <https://doi.org/10.2979/indjglolegstu.27.1.0059>
- Parmet, W. E. (2009). Globalizing Population-Based Legal Analysis. In *Populations, Public Health, and the Law* (pp. 244–266). Georgetown University Press. <http://www.jstor.org/stable/j.ctt2tt5pj.15>

SAMPLE REPRESENTATIONS

CORPORATE TRANSACTIONAL, M&A AND COMPLIANCE MATTERS

Corporate Transactional/Financing/M&A/Real Estate

- Help manage negotiation and drafting of about half a billion dollars in offers, engagements, term sheets, purchase agreements and debt instruments with targets, private equity groups, investment banks and lenders.
- Manage and negotiate acquisition of U.S. (publicly traded), European, Asia/Pacific and Canadian targets, including drafting and negotiating asset and stock purchase, asset assignment, shareholder rights, non-compete, earn-out and other agreements.
- Advise video game publisher interested in crypto currency on preparing private placement securities token offering (STO) for development of video games and gaming console.
- Negotiating and drafting complex domestic and international distribution, marketing, IP/licensing, employment, real estate, debt/equity/asset-backed financing, settlement, arbitration and other agreements.
- Negotiate marketing, artist, and name/image/likeness licensing agreements governing sales and marketing of NFTs with cryptocurrency (primarily Ethereum), in connection with art, trading cards, athletics and other digital and physical collectibles.
- Advise publicly traded, Canada-based drug manufacturer on exclusive and non-exclusive agreements for distribution of generic drugs in the USA and Middle East.
- Help negotiate, execute and manage \$175 million in syndicated credit facilities with money center banks.
- Negotiate international funds transfer and settlement services agreement between fintech client and federally insured bank seeking assistance in managing cross-border funds transfers.

- Draft and negotiate complex licensing distribution agreements of Internet based electronic content with Fortune 500 and Comscore Media Metrix 100 companies.
- Advise privately held fintech clients on development, drafting and negotiation of factoring, inter-creditor, marketing and other services agreements with vendors, lenders, banks and merchants selling accounts receivables from digital marketplaces.
- Negotiate distribution and rights allocation agreement between application services provider and Hong-Kong service partner for provision of Internet based machine language translation services.
- Represent tenant in multiple lease negotiations to lease, sublease (as sub-landlord and sub-tenant), corporate offices and undertake build-outs, in domestic and foreign metros, including New York City, London, San Francisco, Los Angeles, Chicago, Toronto (Ontario), Vancouver (British Columbia), Beverly Hills, Santa Monica (CA), Kansas City, Miami, Ft. Myers (FL), Buffalo (NY), and Singapore for between 1,700 and over 43,000 square feet.
- Establish, maintain and wind-down subsidiary in Shanghai, China as a WFOE, managing capitalization and licensing requirements; help establish EU branch offices in France and Germany of a subsidiary organized under the laws of England.
- Represent buyer in purchase of 250,000 square foot enclosed shopping mall and outparcels.
- Negotiate, on behalf of both investors and issuers, term-sheets, promissory notes, convertible and secured notes, security agreements, and warrants for the equity of privately held and publicly traded companies.
- Advise on creation and implementation of electronic marketplace for sale of goods and services.
- Counsel client on export control and trade issues pertaining to participation in joint venture to manufacture and internationally sell turbo generator sets.
- Draft escrow and other agreements in multinational closing to secure financing for Hungarian foodstuffs exporter.
- Counsel client in federal government contract negotiation valued in excess of \$200 million for fabrication of facility and provision of services concerning the conversion of non-solid toxic waste into solidified waste for safe storage.
- Advise long-distance re-seller and its underwriters in connection with planned IPO on liability from investigation by federal government.

Compliance and Corporate Governance

- Secretary to Board of Directors, to subcommittees of the Board (Audit and Compensation) and to various corporate subsidiaries.
- Advise officers and boards of directors on matters arising under state corporation and limited liability company laws, including Delaware General Corporation Law.
- Manage privacy and data compliance audits of clients in financial services, media and other industries, undertaken by Big 4 accounting firms, Fortune 100 vendors and prospective clients.
- Advise NASDAQ-listed advertising technology corporation on GDPR and other privacy compliance matters.
- Manage shareholder dispute before DE Chancery Court resulting in pre-trial settlement and restoration of relationship between client and key investor.

- Advise Internet-based export promoter on privacy rights and acceptable use policy for international marketing services.
- Help uncover, investigate and prosecute six figure finance department embezzlement matter.
- Certify international clients under UK and Canada Know Your Customer rules to establish merchant banking accounts.
- Successfully lobby FTC and help shape industry opinion on interpretation of CAN-SPAM Act of 2003 as related to compliant transmission of a single email containing multiple promotions.
- Prepare minutes for annual shareholders' and directors' meetings, special meetings, consents and other corporate minutes for clients organized under Delaware law.
- Provide ERISA, EEOC, FLSA, and FMLA advice, including development and review of employment policies, to financial services, health care, pharmaceutical, nonprofit, telecommunications and parcel delivery corporations.
- Help client devise sales commission plans for inside and outside sales teams compliant with CA law and wage orders, particularly concerning when a commission is "earned" and payable under CA law.
- Obtain dismissal of charges lodged with EEOC and state human rights agency concerning allegations improper hiring practices.
- Provide counsel concerning implementation of Telecommunications Act of 1996 on behalf of client seeking to provide interLATA services originating outside of its in-region states.
- Advise Internet services provider and other telecom-based clients on permissible marketing practices under Communications Act of 1934, as amended, with respect to CPNI, distribution channels, TCPA, CCPA and other matters.
- Counsel officers and directors on Sarbanes-Oxley compliance, from creation of information management procedures to Section 404 (internal controls on financial reporting) matters.

Antitrust and Trade Related Compliance

- Advise on the drafting of non-compete, exclusive dealing, pricing and other terms of international licensing, distribution and sales agreements for compliance with EC competition regulations.
- Provide Hart-Scott-Rodino notification counsel to clients undertaking corporate acquisitions.
- Counsel client on federal antitrust compliance in connection with negotiation of energy contracts.
- Counsel client on international antitrust compliance matters in connection with joint-venture manufacture and sale of portable electricity generators in North America, Europe and Asia.
- Successfully guide client through multiple civil investigative demands issued by state Attorney General in connection with consent decrees and proposed swap of corporate assets.
- Counsel Fortune 500 company on compliance risk matters affecting mergers & acquisitions activity, including compliance with antitrust laws and the Foreign Corrupt Practices Act.
- Provide customs regulations, Federal Acquisition Regulation, Export Administration Act, Foreign Corrupt Practices Act, International Emergency Economic Powers Act, Government Corporations Control Act, Arms Export Control Act, ITAR, antitrust and federal disclosure advice to Fortune 500 companies in the financing, telecommunications, mining, transportation, environmental clean-up, and semiconductor industries on matters before the USTR, Treasury Department, FTC, GAO, Energy Department and Defense Department.

- Participate in all aspects of legal and related strategic advice on U.S. antidumping and countervailing duty statutes to U.S. steel, softwood lumber and semi-conductor industries, before the Commerce Department (ITA) and the International Trade Commission, including proposed language for the statutes and legislative history to the U.S.-Canada FTA, the NAFTA, Subsidies Code to the GATT 1994, the URAA, and Commerce Department regulations implementing the URAA.
- Help represent United States softwood lumber industry before a U.S.-Canada bi-national panel in lumber dispute under the U.S.-Canada FTA, and before an Extraordinary Challenge Committee to appeal the bi-national panel decision in Softwood Lumber from Canada.
- Advise clients on foreign unfair trade practice matters before the Office of the USTR.

INTELLECTUAL PROPERTY MATTERS

- Advise privately held drug developer of patented drug indicated for regional anesthesia on 9-figure global licensing agreement for development, production, marketing and sale of new indications for its patented drug.
- Negotiate licensing of augmented reality (AR) technology on white-label basis to corporate licensees.
- Manage filing and prosecution of U.S. and Canada non-provisional patent applications, U.S. provisional patent applications and international trademark applications created organically and acquired through M&A activity.
- IP and licensing counsel to publicly traded IoT corporation in assignment, licensing, and license-back of business-critical patent portfolios in connection with the sale of assets in a 7 figure transaction.
- Advise client on transfer, assignment and recordation of internationally registered marks in connection with corporate reorganization.
- Segment off and negotiate auction sale of international non-core portfolio of over 20 patent applications for close to \$80,000.
- Develop and organize technology client's domestic and international patent and trademark portfolios, including the filing of numerous non-provisional patent applications with the U.S. Patent Office, with assistance from outside IP counsel. Oversee prosecution of more than 60 non-provisional patents around the world.
- Counsel software applications developer of crypto currency wallet, trading management and information distribution solutions on IP and licensing negotiation matters.
- Create and administer licensing program to generate royalty revenue for client on its portfolio of issued patents; incorporate patent-holding subsidiary to initiate multiple lawsuits filed to prevent patent infringement and encourage licensing alternatives.
- Draft and file around 20 provisional patent applications with U.S. PTO for business methods and software based applications for Internet client.
- Manage IP counsel and oversee multiple successful prosecutions of utility patent applications, resulting in patent registrations issued by U.S. Patent Office.
- Draft and respond to cease and desist demands concerning allegations of trademark violations.

- Monitor foreign and domestic competitive IP on behalf of client, both offensively with an emphasis on emerging technologies in the Internet advertising industry and defensively with a view to potential infringement.
- Draft, revive and prosecute trademark applications filed with U.S. Trademark Office; manage prosecution of international trademark applications and assignments of internationally registered marks.

LITIGATION/ARBITRATION MATTERS

- In suit alleging federal trademark infringement, with plaintiff demanding, among other things, client's profits and plaintiff's damages according to proof at trial, statutory penalties, pre-judgment interest, punitive damages, restitution, and plaintiff's attorneys' fees, secured favorable settlement for defendant-client in which suit was dismissed with prejudice and client paid nothing to plaintiff. (ConsumerDirect, Inc. v. Pentuis, LLC et al., Case No. 8:21-cv-01968) (U.S. Dist. Ct., C. Dist. CA, 2022).
- Counsel of Record on motion and briefs of Amicus Curiae Stephen M. Shapiro in Support of Appellees in disputes over the permissibility of partisan gerrymandering under the U.S. Constitution. Rucho et al. v. Common Cause et al., No. 18-422 (U.S. Supreme Court) (Mar. 8, 2019), and Householder and Chabot et al. v. Ohio A. Philip Randolph Institute et al., Nos. 19-70, 19-110 (U.S. Supreme Court) (Aug. 12, 2019).
- Defend clients in federal class action lawsuits, including helping successfully defend clients in \$15 billion class action antitrust suit alleging conspiracy among pharmaceutical companies in refusing to offer discounts to retail drug stores. In Re Brand Name Prescription Drugs Antitrust Litigation, No. 94 C 897 (ND Ill., Kocoras, J.) (1999).
- Complete victory on matters of first impression in Internet advertising law before federal appeals court. Gordon v. Virtumundo et al., ___ F.3d ___, 2009 WL 2393433 (9th Circ., Aug. 6, 2009), affirming, Gordon v. Virtumundo et al., slip op. 6-0204 (U.S. Dist. Ct., W. Dist. Wash., May 15, 2007) (summary judgment for defense against claims of nearly \$10.5 million for alleged violations of federal and state laws governing Internet advertising.).
- First to receive attorneys' fees & costs for a successful defendant sued under the CAN-SPAM Act. See, e.g., http://www.circleid.com/posts/070806_can_spam_act_gordon_virtumundo/. Gordon v. Virtumundo et al., slip op. 6-0204 (U.S. Dist. Ct., W. Dist. Wash., Aug. 1, 2007).
- Negotiate insurance coverage dispute with insurance carrier in litigation matter, recovering over \$700,000 in D&O coverage initially denied under carrier's reservation of rights.
- Prosecute actions against former officers and employees concerning theft of trade secrets and violations of non-compete agreements; defend and favorably settle employment suits, involving allegations of race, age and gender discrimination, as well as allegations of retaliatory termination and whistleblowing.
- Advise fintech startup on settlement and collection of five and six figure amounts due from multiple merchant customers who factored accounts receivables from digital marketplaces including Amazon, Sears.com, Walmart.com, Shopify and Newegg.
- First-chaired AAA binding arbitration matter pertaining to former executive accused of violating non-solicitation and non-competition provisions of asset purchase agreement in the sale of a business; obtained pre-opinion settlement offer from respondent.

- Managed federal court case defending client against multi-million dollar allegations of age discrimination, unpaid wages and breach of contract, resulting in favorable pre-trial settlement (Elliott v. Adknowledge, U.S. Dist. Ct. N. Dist. CA, March 31, 2014).
- Managed defense of MO state court case alleging age and sex discrimination, resulting in pre-trial settlement.
- Special counsel on EPA, OSHA and NIOSH investigations and regulations for major automobile manufacturers defending against hundreds of environmental/asbestos product liability cases.
- Represent domestic steel corporations in countervailing duty litigation before U.S. Court of International Trade ("CIT") and U.S. Department of Commerce, against foreign steel producers, on multiple issues, including measurement of the countervailable benefit from the use of hybrid securities and the ability of subsidies to survive a privatization; second-chaired oral arguments in litigation before the CIT. See, e.g., British Steel plc v. U.S., slip ops. 96-1401 to 1406 (CIT Oct. 24, 1997); Inland Steel Bar Co. v. U.S., slip op. 97-18 (CIT Feb. 10, 1997); British Steel plc v. U.S., slip op. 96-156 (CIT Sept. 10, 1996); Geneva Steel v. U.S., slip op. 96-147 (CIT Aug. 27, 1996); British Steel plc v. U.S., slip op. 96-88 (CIT June 4, 1996); British Steel plc v. U.S., 924 F. Supp. 139 (CIT Apr. 2, 1996); Geneva Steel v. U.S., 914 F. Supp. 563 (CIT 1996); British Steel plc v. U.S., 879 F. Supp. 1254 (CIT 1995).
- Advise in negotiation of interim financing with lenders and claims settlement of international manufacturer of precision plastic and steel parts in \$37 million dispute with customers.
- Settled dispute between enterprise resource planning (ERP) business and its software developer over allegations of improper termination of services.
- Successfully dismiss case concerning allegations of violating German privacy laws in suit brought against client in Berlin, Germany.
- Settle matter before ICC International Court of Arbitration between Japanese client and publicly traded Japanese business concerning dispute over joint venture entity and intellectual property.
- Negotiate settlement between Indian provider of Internet based Digital Subscriber Line services and vendor in \$30 million commercial dispute.
- Won \$2.2 million jury verdict in D.C. Superior Court for healthcare insurer suing hospital for intentional interference with prospective economic advantage.
- Assist U.S. Attorney's Office in prosecution of computer-hacker for illegally accessing U.S. Government and private corporate databases and other restricted computer networks.
- Successfully settle disputes alleging violation of state and federal laws regulating commercial electronic mail.
- Help supervise *pro bono* projects, including securing remand for NAFTA trade adjustment assistance by U.S. Department of Labor to 47 separated employees whose jobs were shifted to Mexico. FEO Champion Aviation v. Herman, slip op. 99-48 (CIT June 4, 1999).