

# Trade Secrets and Employee Mobility

Trade secrets are the beating heart of a business. In a global marketplace of ideas, they have never been so important. At the same time, companies face increasing risks of litigation over these vital assets.

The world is ever more connected by technology, product cycles are accelerating, and employees commonly leave the state and the country to take on new assignments or start new careers. Whether protecting our clients' valuable trade secrets in the face of employee misconduct, or defending our clients' rights to freely hire or make appropriate use of business information, Willenken lawyers bring a depth of experience, business acumen, and industry knowledge to these high-stakes and multifaceted matters.

Willenken's trial-ready attorneys have litigated trade secret cases against and alongside the world's biggest firms. We combine proven trial strategies with state-of-the-art forensic and technical expertise to provide clients with winning plans of action. Diligence, confidentiality, and speed are required to achieve optimal results. When litigation looms, our team is ready—whether to perform internal investigations and forensic remediations, or file temporary restraining orders or preliminary injunctions—all while partnering with the client to ensure transparency and clarity of vision.

Our attorneys also provide trade secrets counseling and advice to start-ups and established businesses to minimize litigation risks or even avoid future disputes altogether. We help businesses identify what information is truly valuable and core to their interests, how to enact thorough confidentiality policies, and how to empower employees on best practices for maintaining secrecy.

Either for our existing clients or on an *ad hoc* basis, we can advise alongside a consequential hire or departure to protect against loss or accidental receipt of trade secrets. We can also provide training or CLE presentations on trade secret issues and trends, as we have for the

## Team

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Amelia  
Sargent  
PARTNER

TEL 213.955.9240  
EMAIL [asargent@willenken.com](mailto:asargent@willenken.com)  
FAX 213.955.9250

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Peter  
Shimamoto  
PARTNER

TEL 213.955.9240  
EMAIL [pshimamoto@willenken.com](mailto:pshimamoto@willenken.com)  
FAX 213.955.9250

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Sherin  
Varghese  
STAFF ATTORNEY AND  
E-DISCOVERY MANAGER

TEL 213.955.9240  
EMAIL [svarghese@willenken.com](mailto:svarghese@willenken.com)  
FAX 213.955.9250

Association of Corporate Counsel, the National Asian Pacific American Bar Association, and in-house at a "Forbes Top 100 Brands" company.



Jason  
Wilson  
PARTNER

TEL 213.955.9240  
EMAIL [jwilson@willenken.com](mailto:jwilson@willenken.com)  
FAX 213.955.9250



Breeanna  
Brewer  
ASSOCIATE

TEL 213.955.9240  
EMAIL [bbrewer@willenken.com](mailto:bbrewer@willenken.com)  
FAX 213.955.9250

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