



E. Joseph Connaughton

Partner

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PROFESSIONAL EXPERIENCE

- Paul, Plevin, Sullivan & Connaughton LLP
Partner, August 1998 - present
- Gray Cary Ware & Freidenrich
Associate, September 1993 - July 1998

EDUCATION

- Boston College Law School, J.D. 1993,
cum laude
- Miami University (Ohio), B.S. 1990

ADMISSIONS

- Mr. Connaughton has been admitted to practice before the United States Supreme Court and all California state and federal courts.

Since graduating from Boston College Law School, Joe Connaughton has specialized in defending, advising and training technology, retail and healthcare employers in matters of litigation and litigation avoidance.

Mr. Connaughton particularly specializes in defending employers in whistleblowing, wrongful termination, wage and hour, and discrimination matters.

Mr. Connaughton has successfully defended lawsuits to both juries and judges in California state and federal courts as well as through state and federal administrative forums. He has also successfully represented clients through state and federal appellate processes and in arbitrations throughout California and nationwide.

Mr. Connaughton is also a frequent invited lecturer, radio program guest, author and trainer on litigation and employment law topics. Mr. Connaughton was awarded "Top Attorney" status by the *San Diego Daily Transcript* in 2006 and named to *San Diego Super Lawyers* for Employment and Labor Law in 2007, 2008, 2009, 2010 and 2011.

REPRESENTATIVE MATTERS

- Defense verdict in a wage and hour misclassification trial on behalf of a wireless communication company; judgment affirmed by Court of Appeal in published opinion.
- Defense verdict in a retaliation trial on behalf of a public entity
- Defense verdict in a race harassment and retaliation trial on behalf of a public entity
- Complete defense verdict in a sexual harassment, wrongful termination and race discrimination arbitration brought by a senior executive of a Fortune 150 company
- Summary judgment in a gender discrimination and breach of contract lawsuit on behalf of a national staffing agency
- Summary judgment in an age discrimination and unfair business practices lawsuit on behalf of a large technology company
- Summary judgment on a sexual harassment and religious and gender discrimination lawsuit on behalf of a large technology client, and successfully obtained an opinion by the Court of Appeal affirming the summary judgment

PROFESSIONAL ACTIVITIES

- Member, DRI *The Voice of the Defense Bar*
- Member, National Association of College and University Attorneys
- Member, American, California and San Diego Bar Associations Labor and Employment Law Sections

RECENT PRESENTATIONS

- Speaker: California Independent Bankers 19th Annual Conference

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- TIE of San Diego Roundtable, "Poisonous Employees" September 25, 2007
- Invited Lecturer, "New Laws: What You Need to Know," East County Personnel Association, June 2003
- Presenter, "Considering an Arbitration Program?" November 2002
- Invited Lecturer, "Avoiding Personal Liability," Council of Graduate Departments of Psychology, February 2002
- Presenter, "Understanding Arbitration," by the American Arbitration Association, September 2001
- Presenter, Avoiding Wage and Hour Timebombs, June 2001
- Invited Lecturer, "Layoffs Without Lawsuits," National Human Resources Association Meeting, February 13, 2001
- Invited Lecturer, "Understanding Employees' Rights in the Y2K Workplace," Employers Group, August 23, 2000

RECENT MEDIA ACTIVITY

- Featured Guest, These Days on KPBS radio ("At Will Employment"), August 25, 2004
- Featured Guest, These Days on KPBS radio ("Understanding the ADA"), July 26, 2004
- Featured Guest, These Days on KPBS radio ("Age Discrimination in The Workplace"), March 2004
- Featured Guest, These Days on KPBS radio ("The Dilemma of Employer References"), February 2003
- Featured Guest, These Days on KPBS radio ("Dealing with Resume Fraud"), November 2002
- How to Avoid a Wage and Hour Class Action," Employment Practices Liability Consultant, Summer 2001, p. 1."
- Considering a Mandatory Arbitration Program for Your Employees?" California Labor and Employment Law Quarterly, Summer 2001, p. 3.
- Big Score, Nevermore!" California Law Business, May 21, 2001, p. 22.
- "Employee Manual Must-Haves," Microsoft Direct Access, September 2000