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Doug Gillie is a seasoned litigator who draws on his extensive experience in federal courts and private practice to represent clients in a wide array of complex civil disputes. Doug brings a strategic and analytical approach to each case, with a track record of resolving matters efficiently and effectively. His practice includes employment law, class action defense, business and commercial litigation, and professional liability litigation. Doug's legal foundation was built through four years of federal judicial clerkships with U.S. District Judges Louise W. Flanagan (E.D.N.C.) and Cathy Ann Bencivengo (S.D. Cal.), where he gained invaluable insight into complex civil litigation. His courtroom experience continues to inform his approach as a private practitioner.

#### EMPLOYMENT LITIGATION & COUNSELING

Doug defends employers in state and federal courts against a range of employee claims, such as wrongful termination, discrimination, harassment, and retaliation. Doug also advises on employee handbooks, internal investigations, and compliance. He has represented employers in many industries, including transportation, logistics, health, automotive, financial, and legal.

#### CLASS ACTION & PAGA DEFENSE

Doug has significant experience defending employers against wage-and-hour class actions and PAGA claims relating to minimum wage, overtime, and meal-and-rest-break laws, among others. He has litigated such claims in court and alternative dispute resolution. His strategic work on these matters includes counseling clients, damage analysis with experts, overseeing large-scale discovery, and successful motion practice.

#### PRACTICES

- Business & Commercial Litigation
- Real Estate
- Labor & Employment
- Construction Law
  - Claims & Disputes
  - Mechanic's lien
  - Public/ private works
  - Real Estate
- Professional Liability
- Environmental & Regulatory
- Insurance Defense

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#### COMMERCIAL & BUSINESS LITIGATION

Doug litigates high-stakes business disputes, including contract claims, business torts, intellectual property claims, and regulatory matters. He has represented manufacturers, grocery chains, transportation companies, contractors, design professionals, realtors, and public entities in complex commercial cases involving significant fact-finding, financial analysis, and expert collaboration. Doug has defended businesses against consumer class action claims of unfair competition and false advertising, as well as claims of copyright infringement, trade-secret misappropriation, and Proposition 65 violations.

#### PROFESSIONAL LIABILITY DEFENSE

Doug has defended licensed professionals—such as attorneys, engineers, architects, and real estate agents—against professional liability claims. He has represented both individuals and firms in litigation and alternative dispute resolution, managing discovery, expert development, and strategic defense.

#### REAL PROPERTY LITIGATION

Doug's background also includes representing public entities in water rights disputes, as well as private parties in lawsuits concerning real property rights

#### EXPERIENCE

- Employment discrimination, harassment, retaliation, wrongful termination, and whistleblower litigation
- Wage-and-hour defense, including class actions and PAGA claims
- Employment counseling, including as to internal investigations, Labor Code, compliance, and government agency matters (e.g., CRD, EEOC, and EDD)
- Professional liability defense, including of lawyers, real estate professionals, and design professionals. Representation of real estate professionals in professional liability disputes
- Representation of contractors in construction and commercial disputes. Commercial litigation, including claims arising in breach of contract, business torts, fraud, and unfair competition, trade secrets, and copyright
- Regulatory and environmental litigation, including CERCLA and Proposition 65 defense
- Consumer class action defense involving claims of unfair competition and false advertising
- Proposition 65 litigation
- Real property litigation, including claims relating to water rights
- Business counseling and contract drafting for startups and established companies
- Significant litigation experience including depositions, mediations and arbitrations, discovery, motion practice, expert preparation, and insurance reporting

#### ADMISSIONS

- California: State Courts
- U.S. District Courts of California: Central and Southern

#### EDUCATION

- Washington University in St. Louis School of Law, 2011
- Wake Forest University
  - Magna Cum Laude and Phi Beta Kappa, 2005

#### MEMBERSHIPS

- State Bar of California
- San Diego County Bar Association
- Federal Bar Association, San Diego Chapter