SpencerFane®

Jennifer (Jen) Coleman

Partner

Contact

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Overview

Jen Coleman is a trial attorney who regularly advises and represents employers of all sizes on a variety of day-to-day legal issues. Within her active labor and employment law practice, she adeptly navigates employment counseling, guidance, and risk assessment throughout the employee life cycle, specifically focusing on matters relating to company policies and procedures, hiring, management, discipline, termination, and defense of claims and / or charges brought by employees post-departure.

Jen's experience spans both federal and state courts and before administrative and governmental agencies, such as the California Civil Rights Department, Department of Justice, Department of Labor, Employment Development Department, and Equal Employment Opportunity Commission.

She also has significant experience in the protection of trade secrets and enforcement and defense of restrictive covenants. Additionally, Jen defends companies in single-plaintiff and multi-plaintiff cases involving complex wage and hour class actions, FLSA collective actions, and representative actions brought under California's Private Attorneys General Act (PAGA).

Her representation of employers relating to counseling, litigation, arbitration, and mediation includes:

- Single Plaintiff and Class Action Wage and Hour Controversies
- PAGA Representative Actions
- FLSA Collective Actions
- Hiring Practices
- Employee Discipline
- Employment Compliance Audits and Risk Mitigation
- Everyday Wage and Hour Issues
- Misclassification
- Leaves of Absences
- Workplace Violence

- Workplace Violence Prevention Training
- Employee Embezzlement
- Discrimination, Harassment and Retaliation
- Sexual Harassment Training
- Investigation of Company and/or Employee Misconduct
- Wrongful Termination
- Employee Mobility Matters
- Employment Focused Due Diligence in Connection with Mergers and Acquisitions
- Multi-Family Housing Industry Litigation
- Unfair Competition
- Trade Secret Protection and Restrictive Covenants

Jen's diverse practice also includes intellectual property litigation and other complex litigation, with a focus on patent damages, trade secret misappropriation, and financial fraud. She has navigated and advised on a wide variety of technologies within her practice, including customer management AI software; electronic financial transactions and real-time web transactions from web applications and wireless modems; and wireless local area network peripheral control. Specifically, Jen has been involved in cases with the following technologies: anti-piracy software; financial business methods; operating system and application software, firmware, and hardware; RF technology; time-stamped geospatial digital controls; wireless 802.11 a/b/g/n standards and systems; automotive air intake and air filtration systems; conical crushers; digital picture frames; DRAM; flash memory; laser microscopes and solid immersion lenses; phenolic resins; Solaris OS, patches, and accompanying firmware; and natural language voice recognition.

Additionally, Jen represents clients with respect to data privacy-related matters, including GDPR, CCPA, CPRA, and other privacy compliance laws, and she advises clients on artificial intelligence issues. She also has significant experience with federal and state court eDiscovery and complex remediation issues, remaining on the cutting edge of multi-step defensible forensic processes and ESI protocols.

Jen's extensive legal background includes criminal defense trial experience through work on various pro bono felony cases with the Santa Clara (California) County Public Defender's Office, including unlawful practice of medicine without a license, tax fraud, and robbery.

Education

- Creighton University School of Law (J.D.)
- Saint Louis University (B.A.)

Bar Admissions

- California
- Illinois
- Missouri
- Nebraska
- Oregon
- Washington

Court Admissions

- U.S. Court of Appeals for the Federal Circuit
- U.S. Court of Appeals for the Ninth Circuit

- U.S. District Court for the Northern District of California
- U.S. District Court for the Eastern District of California
- U.S. District Court for the Central District of California
- U.S. District Court for the Southern District of California
- U.S. District Court for the Central District of Illinois
- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Southern District of Illinois
- U.S. District Court for the Eastern District of Missouri
- U.S. District Court for the District of Nebraska
- U.S. District Court for the Eastern District of Texas
- U.S. District Court for the Southern District of Texas
- U.S. District Court for the Western District of Texas
- U.S. District Court for the Eastern District of Washington
- U.S. District Court for the Eastern District of Wisconsin

Community Involvement

- Alum Rock Counseling Center, Advisory Board Member (Alumni)
- CreaTV San Jose, Board of Directors, 2012-2019
    - Executive Committee, Secretary, 2017-2019

Distinctions

- *Daily Journal,* Top Labor & Employment Lawyers, 2026
- *Best Lawyers in America*, Commercial Litigation, 2026-2027
- *Silicon Valley Business Journal*, Women of Influence, 2026
- Legal Project Management (LPM) Institute
    - LPM LaunchPad Certificate, Fundamentals of Legal Project Management
    - LPM Advanced Certificate of Achievement, Legal Project Management Advanced Course

Memberships

- California Conference for Women, 2024
- Queen's Bench, 2024
- Gilroy Chamber of Commerce, 2024
- American Intellectual Property Law Association (AIPLA), 2024
    - Patent Damages Committee, 2024
    - Trade Secret Committee, 2024
- The Sedona Conference, 2016-present
    - Working Group Series Leadership Council, 2022-present
    - Steering Committee for Working Group (WG) 1, Electronic Document Retention & Production, 2019-2021
    - Working Group (WG) 1, Electronic Document Retention, 2016-present
    - Working Group (WG) 12, Trade Secrets, 2018-present
- EDRM Global Advisory Council, 2019-present
    - EDRM Project
    - AI Project
- American Bar Association

- Santa Clara Bar Association
- Golden Gate University School of Law, Intro to eDiscovery, Adjunct Professor, 2018-2019
- Bar Association of San Francisco, Barristers Club; Social Events & Networking Committee Member, 2009, 2011
    - Committee Co-Chair 2011

Presentations and Publications

- "Jumpstarting Discovery," The Sedona Conference, WG1 Annual Meeting, October 2026
- "2026 California Employment Law Updates: Compliance, Enforcement and Litigation Risk – Part 3," *Daily Journal*, February 2026
- "2026 California Employment Law Updates: Administrative and Policy Gotchas for Employers – Part 2," *Daily Journal*, February 2026
- "2026 California Employment Law Updates: Key Employee Rights and Employer Gotchas – Part 1," *Daily Journal*, February 2026
- "That's a Good Question: Navigating New Work Environments," California Conference for Women, February 2025
- "Navigating the New Era of Trade Secrets," Employment Law Summit: Palo Alto, November 13, 2024
- "From Jury Duty to Freelancers: California Employment Law Landscape 2025," *HR.com*, October 2024
- "Legal Holds: Once We've Got The, What Do We Do With Them," The Sedona Conference, WG1 Annual Meeting, October 2024
- "Navigating the New Era of Trade Secrets," Employment Law Summit LA, September 12, 2024
- "WorkSmarts: Hot Employment Topics in California for the Multi-Family Housing Industry," July 25, 2024
- "PAGA reform bills promise relief for California employers," Los Angeles and San Francisco Daily Journal, July 16, 2024
- "Advantage CLE: How to Maintain Your and Other Employers' Confidential/Trade Secret Information Through the Onboarding and Termination Process," June 13, 2024
- "Privacy & Employment," Silicon Legal Strategy, January 2024
- *The Sedona Conference, Primer on Crafting eDiscovery Requests with "Reasonable Particularity,"* 23 Sedona Conf. J. 337, 2022
- "Voices from the Bench: The Judicial Perspective for 2021 and Beyond," The Sedona Conference, WG1 Annual Meeting, October 2021
- "eDiscovery Implications of the Internet of Things (IoT)," The Sedona Conference, WG1 Annual Meeting, October 2021
- "Managing Legal Risk in the Hiring & Onboarding Process," March 2021
- "Rules of Engagement: What Every Startup Needs to Know about Labor Laws & Compliance," Silicon Valley Forum Startup & Venture Capital Club, January 2021
- "Electronic Document Retention & Production," Working Group Series Leadership Council, Steering Committee for Working Group (WG) 1, 2019-2021
- "Preserving, Collecting and Protecting Data from Non-Traditional Sources," The 14th Annual Sedona Conference Institute: eDiscovery, Data Privacy, and Security, March 2020
- "Practical Guidelines on Managing Legal Holds: New Sedona Guidelines, Amendments to the Federal Rules and More," *Today's General Counsel*, February 2019
- "How Not to Mess Up a Litigation Hold Webinar," *Corporate Counsel Business Journal*, January 2019
- "How Not to Mess Up a Litigation Hold Webinar," *Today's General Counsel*, September 2018
- "Litigating at the Intersection of Sedona Principle 6 and Cooperation & Transparency: Guidance on how to find the right balance," The Sedona Conference WG1 Annual Meeting, October 2018
- *Federal Rule of Civil Procedure 34(b)(2) Primer. Practice Pointers for Responding to Discovery Requests*, 19 Sedona Conf. J. 447, 2018
- "Rule 34 Primer: The rules changed but only some practitioners took note. Here's how your Rule 34 obligations have really changed," The Sedona Conference, WG1 Annual Meeting, November 2017

- “Examining Amended Rule 34,” Working Group Series Leadership Council, WG1 Midyear Meeting, May 2017
- “Are Your Former Employees Still Accessing Your IT? That’s Not OK and What You Need to Do to Stop It,” Association of Corporate Counsel, San Francisco Bay Area Chapter, October 2017
- “Bringing Them in And Helping Them Out: How to Protect Trade Secrets (And Your Company) With Employee Moves,” Association of Corporate Counsel, San Francisco Bay Area Chapter, March 2017