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## **TRADE SECRETS AND COVENANTS NOT TO COMPETE ISSUES**

**June 18, 2013**

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**John C. Fox, Esq.\*\***  
**Alexa L. Morgan, Esq.\*\*\***

\* **Jay J. Wang, Esq.**, a Partner at Fox, Wang & Morgan P.C., has prosecuted and defended (both) numerous trade secret confidentiality and covenant not to compete cases. Mr. Wang's practice focuses on employment counseling and litigation, including civil claims involving wrongful termination, harassment, wage-hour issues and trade secret misappropriation. Mr. Wang is a frequent lecturer on employment law matters at the Santa Clara County Bar Association. Mr. Wang previously served on the Santa Clara County Bar Association's Board of Trustees and its Executive Committee. Mr. Wang also served as Chairman of the Santa Clara County Bar Association's Professionalism Committee, as well as Chairman of the Santa Clara County Bar Association's Labor and Employment Committee.

\*\*Mr. Wang would like to thank **John C. Fox, Esq.**, a Partner at Fox, Wang & Morgan P.C. Mr. Fox specializes in employment law matters on behalf of companies nationwide. Mr. Fox has prosecuted and defended (both) numerous trade secret confidentiality and covenant not to compete cases in Silicon Valley, and in many courts across the country.

\*\*\* Mr. Wang would also like to thank **Alexa L. Morgan, Esq.**, a Partner at Fox, Wang & Morgan P.C. for her assistance with updating this paper. Ms. Morgan is a 2004 graduate of Santa Clara University School of Law where she was Order of the Coif and a Member of the Law Review. Ms. Morgan's practice focuses on employment litigation including civil claims involving discrimination, wrongful termination, harassment, unpaid wages and trade secrets. She also counsels clients as to a wide variety of human resources issues.

**THIS OUTLINE IS MEANT TO ASSIST IN A GENERAL UNDERSTANDING OF THE  
CURRENT LAW RELATING TO TRADE SECRET THEFT AND DEFENSE AND  
COVENANTS NOT TO COMPETE. IT IS NOT TO BE REGARDED AS LEGAL ADVICE.  
COMPANIES OR INDIVIDUALS WITH PARTICULAR QUESTIONS SHOULD SEEK  
ADVICE OF COUNSEL.**

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