**JIL DALESANDRO, ESQ.**

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Ms. Dalesandro represents clients in a broad array of civil litigation matters. Her extensive experience includes trials, mediations, and arbitrations in the following areas: contract claims, unfair competition, intellectual property disputes, internet-related disputes, fraud/breach of fiduciary duty claims, and trust/estate, real estate, and trade secrets disputes. Her clients include businesses and individuals in the following industries: manufacturing, semiconductor, electronics, 1031 exchange, retail, consumer products, insurance, real estate, mortgage brokerage and finance, consumer credit, restaurant and food services, wine and viticulture, accounting, high technology, construction, architectural, medical, retail, nonprofit, and music. Ms. Dalesandro has litigated matters before California Superior Courts, California Courts of Appeal, Federal Courts, the American Arbitration Association, JAMS/ Endispute, and private arbitrators/mediators.

Ms. Dalesandro provides advice to businesses concerning all aspects of employment law, including pre-hiring issues, employment applications, employment policies and manuals, personnel evaluations, accommodation and leave issues, disciplinary matters, reductions in force, personnel management, record keeping and privacy issues, termination, severance, unfair competition, confidentiality, wage and hour, and unemployment-related issues. She also represents employers and individuals in negotiating various types of contracts, including employment agreements, confidentiality agreements, proprietary information agreements, independent contractor agreements, licensing agreements, and severance/release agreements.

Ms. Dalesandro has extensive litigation experience in defending employers against claims and matters such as wrongful termination, sexual harassment, retaliation, wage and hour violations, drug testing and “no tolerance” issues, benefits issues, and employment discrimination claims. Jil is experienced in performing investigations regarding employment-related matters. Additionally, she defends employers in administrative audits and penalty assessment matters concerning wage and employment tax issues before the California Department of Fair Employment and Housing, the California Department of Labor Standards Enforcement, the California Employment Development Department, as well as before California Superior Courts, California Courts of Appeal, Federal Courts, and arbitrators/mediators.

Since approximately 1997, Ms. Dalesandro has acted as a private arbitrator/mediator in employment and business, real estate, intellectual property, and general civil litigation matters. Jil also acts as Referee in discovery and other disputes. Jil also serves as a public arbitrator/mediator for the Santa Clara County Superior Court’s Alternative Dispute Resolution Panel. She serves as an Arbitrator for the Santa Clara County Bar Association’s Fee Arbitration program. She also volunteers as a Settlement Judge *pro tempore* for the Santa Clara County Superior Court’s Mandatory Settlement Conference Program, and as a Judge *pro tempore* for the Santa Clara County Small Claims Court.