



## Millicent S. Meroney

### PARTNER

Sacramento

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### RELATED SERVICES

- Employment

### OFFICES

- Sacramento

### OVERVIEW

Millicent Sims Meroney's practice is dedicated to defending companies in employment, intellectual property, and business litigation. With more than 25 years of experience, she has defended employers of all sizes in many industries. She has developed a particular proficiency working with venture-backed technology companies at all stages of existence, from those in their infancy with an angel investor to publicly traded companies.

She has defended employers in single-plaintiff cases, cases with multiple plaintiffs, collective actions, and class actions alleging employment law related claims including wrongful termination, discrimination, harassment, retaliation, wage and hour violations, and breach of contract.

Her practice includes extensive work in the misappropriation of trade secrets arena with the often-related claims of breach of covenants not to compete, covenants not to solicit, and confidentiality provisions. She has successfully prosecuted and defended TROs, preliminary injunctions, and permanent injunctions in both federal and state courts throughout California and Texas. She has assisted with such actions in several other states.

Millicent provides preventative counseling to employers regarding all employment practices, including drafting and auditing employee handbooks, auditing a company's employment practices, presenting managing within the law supervisor seminars and sexual harassment prevention seminars, conducting workplace investigations, and evaluating termination decisions. She has developed a keen business acumen and offers clients practical advice and insights leading to business decisions made with a goal to avoid unnecessary expense and litigation.

Millicent regularly represents senior executives as they join and exit companies in negotiations of employment and severance agreements addressing stock option grants, acceleration of option vesting, change of control provisions, covenants not to compete or solicit, and confidential information and trade secret provisions.

## **CREDENTIALS**

### **Admissions**

- California
- Texas
- U.S. District Court, Northern and Western Districts of Texas
- U.S. District Court, Northern and Southern Districts of California

### **Memberships**

- State Bar of California
- State Bar of Texas

### **Education**

- JD., University of Texas School of Law
- B.A., History and African American Studies, Duke University