



ROBERT A. STEINBERG, ESQ.
(Employment)



Mr. Steinberg's mediation practice focuses on business-related cases. He is known for his technical legal expertise, his innovative solutions to difficult business disputes, and his insight into parties' motivations.

Employment Experience

As a practicing attorney, Mr. Steinberg had extensive experience with the following employment issues:

- Hiring and termination of executive employees, including negotiating and drafting the terms of such arrangements with both executives and boards of directors.
- Noncompetition and trade secret disputes with departing executives and other employees.
- Development of executive compensation plans, including cash and equity incentive plans, qualified and non-qualified stock option plans, and stock bonus and purchase plans.
- The employee-independent contractor distinction and the various tests for making this determination.
- ERISA employee benefit plans, including the drafting of such plans and issues regarding fiduciary obligations (including self-dealing and plan diversification) and federal preemption.

Representative Employment Cases

- Technology company sued former employees who allegedly stole customer lists, technical data and other confidential information.
- Two senior employees sued company and founder for wrongful termination and securities fraud based on promised equity compensation.
- Bank fired its president for breach of fiduciary duties of care and loyalty with respect to certain loans to arguably related parties. President claimed wrongful termination.
- Former lead guitarist claimed he was partner of band founder rather than employee.
- Founder of environmental services company sued directors for breach of fiduciary duty of care, unwarranted dilution of stock interest, and wrongful termination.
- A vendor to an entertainment company sued the vendor's former employee and the entertainment company for unfair competition after the entertainment company replaced the vendor with the former employee's company.

Career Highlights

- Mr. Steinberg has successfully resolved hundreds of mediated cases. In his twenty-five year career as a corporate, securities and tax lawyer and as a litigator, Mr. Steinberg handled billions of dollars in transactions and obtained tens of millions of dollars in tax refunds.
- As partner-in-charge of the Los Angeles office of an international law firm, Mr. Steinberg increased annual distributable income per partner by more than \$300,000 in fewer than four years.
- 150 of Mr. Steinberg's partners honored him with an award for "Outstanding Teamwork and Collegiality."
- Mr. Steinberg has extensive experience with multinational and multicultural matters.

Mr. Steinberg has published more than fifty articles and presented more than thirty seminars on settlement advocacy, case evaluation, negotiation strategy and tactics, and mediation. He received his undergraduate degree from the University of Michigan (Honors in English), his law degree from Duke University, and his Masters of Law (in Taxation) degree from New York University.