



## Nicole R. Vanderlaan Smith

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Nicole R. Vanderlaan Smith is a Partner with Schilling Law Group, PC, in Newport Beach. Her practice focuses on advising companies on employment matters, and mediation, litigation, and arbitration of disputes involving employment, trade secrets, contract, and business tort claims. She also represents employers before administrative agencies. Prior to joining Schilling Law Group, Ms. Vanderlaan Smith practiced for 10 years at Latham & Watkins LLP, a major international law firm. She has successfully represented clients in matters involving:

- Employment policies and procedures
- Employment discrimination, harassment, and retaliation claims
- Wrongful termination claims
- Internal investigations
- Employment contract claims
- Wage and hour claims
- Breach of restrictive covenant claims
- Business contract disputes
- Property disputes
- Unfair business practices claims
- Construction defects
- Putative class actions
- Groundwater contamination claims

### EXPERIENCE

Ms. Vanderlaan Smith has experience in:

- Advising companies on employment matters, including employee handbooks, COVID-19 policies and practices, leaves of absence, arbitration agreements, confidentiality agreements, social media policies, worker classification, employee performance issues, and employee separation
- Representing companies facing allegations of discrimination, harassment, retaliation, and wrongful termination
- Representing companies pursuing and defending against claims of trade secret misappropriation and breach of restrictive covenants
- Defending companies against purported wage and hour class actions in state court and in arbitration
- Representing corporations and individuals in breach of contract disputes, including disputes involving licensing agreements, insurance brokerage agreements, commercial leases, and other business contract disputes

## Nicole R. Vanderlaan Smith (continued)

- Representing an oil company in more than a half-dozen state and federal cases involving alleged contamination of groundwater with methyl tertiary butyl ether (MTBE)
- Representing a company in complex litigation concerning alleged contamination of groundwater with volatile organic compounds (VOCs)

### IN THE COMMUNITY

Ms. Vanderlaan Smith serves on the Board of the Public Law Center. She has provided pro bono legal assistance to over a dozen clients, including numerous non-profit organizations and victims of domestic violence.

### BAR & COURT ADMISSIONS

- California State Bar
- Central District of California

### MEMBERSHIPS & ASSOCIATIONS

- Board Member of the Public Law Center
- Orange County Bar Association
- California Alumni Association

### EDUCATION

JD, Stanford Law School (2005), where she graduated second in her class and served as an executive editor of the Stanford Law Review

BA, University of California, Berkeley (2001), with high distinction

Complutense University of Madrid (1999-2000), full course load in Spanish