



## **ANNUAL MEETING OF MEMBERS**

**THURSDAY, OCTOBER 8, 2020**

**5:30 P.M.**

### **BALLOT**

#### **Election of Directors**

At the 2020 Annual Meeting of Members of the Orange County Lavender Bar Association (OCLBA), 8 directors are to be elected to hold office until the 2021 Annual Meeting or until their successors have been elected and qualified. The 8 nominees for election at the 2020 Annual Meeting are listed below. All nominees are currently OCLBA directors, with the exception of Stephen Hicklin and Adrienne Marshack. The Board of Directors recommends the election of the 8 nominees.

Please vote for 8 nominees:

- |  |  |
|--|--|
| <input type="checkbox"/> Tiffany Chang   | <input type="checkbox"/> Adrienne Marshack |
| <input type="checkbox"/> Victoria Cho    | <input type="checkbox"/> Michael Olsen     |
| <input type="checkbox"/> Stephen Hicklin | <input type="checkbox"/> Gary Polston      |
| <input type="checkbox"/> Casey Johnson   | <input type="checkbox"/> Matthew Troncali  |

**MEMBER NAME:**

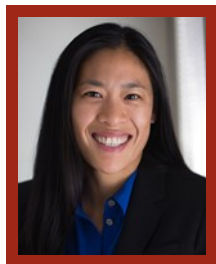
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**MEMBER SIGNATURE:**

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**DATE:**

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## Tiffany Chang

### Counsel

Orange County

tchang@crowell.com  
Phone: +1 949.798.1337  
3 Park Plaza, 20th Floor  
Irvine, CA 92614-8505

#### PRACTICES

Antitrust

#### FOCUS AREAS

Antitrust Recovery  
Antitrust Class Actions

#### EDUCATION

Chapman University  
School of Law, J.D.  
University of California,  
Irvine, B.A. psychology,  
social behavior (2004)

#### ADMISSIONS

California

**Tiffany Chang** is an a counsel in Crowell & Moring's Orange County office, where she practices in the Antitrust Group. Tiffany focuses on claims recovery in large antitrust and tort settlements.

Prior to joining Crowell & Moring in February of 2014, Tiffany served as in-house counsel at Kofax, Inc. In that capacity, she provided the company with day-to-day corporate and employment legal advice and drafted and negotiated various commercial contracts, including independent contractor agreements, leases, marketing agreements, and various service agreements. While in law school, Tiffany interned for the California Public Utilities Commission.

Tiffany is an active member of the Orange County legal community. She is a founding board member of the Orange County Lavender Bar Association and maintains Emeritus status with OCLBA as well as with the Orange County Equality Coalition. She performs work on a pro bono basis in matters involving LGBT migrants seeking asylum in the United States. Tiffany is a member of the Orange County Bar Association.

Tiffany received her J.D. from Chapman University School of Law, where she earned the Commitment to Service Award for her pro bono work, Professionalism Award for her representation of the law school to the legal profession and larger community, and the Outstanding Graduate Student of the Year Award for excellence in academics, leadership, and service for her work with law school faculty and attorneys from Crowell & Moring on a pro bono project resulting in an Amicus Curiae Brief for the California Supreme Court in *Strauss v. Horton*, the first Proposition 8 appeal. Tiffany earned her bachelor of arts in psychology and social behavior from the University of California, Irvine, in 2004.

#### Affiliations

Admitted to practice: California

#### Media Mentions

- California's Antitrust Bar  
March 2015 — Global Competition Review

#### Firm News & Announcements

Mar.09.2020 The LGBT Bar Association Names Tiffany Chang to 2020  
Best LGBTQ+ Lawyers Under 40 List  
Jan.04.2018 Crowell & Moring Elects Seven New Partners and Promotes  
23 Associates to Counsel

# VICTORIA E. CHO

## Associate

**Victoria Cho represents and advises corporate clients in complex labor and employment matters. In particular, her practice involves counseling employers on compliance with various labor and employment laws, including hiring and screening practices, terminations, and wage and hour law. Her practice additionally involves litigating discrimination, wrongful termination, and trade secret misappropriation matters and wage and hour class actions.**

Victoria maintains an active pro bono practice, including representing individuals seeking asylum in the United States. She also has represented low-income clients in proceedings with the IRS, formulating offers in compromise as settlement for back taxes, interest, and fines owed.

Victoria is on the board of directors for the Orange County Lavender Bar Association, the official bar association of the LGBT community and allied attorneys in Orange County. She also serves on the Jones Day Irvine Office diversity committee and is a member of the Jones Day Hispanic Lawyers Affinity Group.

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## PRACTICES

Labor & Employment

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## LOCATIONS

Irvine

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## EDUCATION

University of California, Berkeley (J.D. 2016); University of California, Los Angeles (B.A. in Economics summa cum laude 2013; Phi Beta Kappa)

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## BAR & COURT ADMISSIONS

## California

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# THE HICKLIN FIRM

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## About Stephen T. Hicklin

Stephen (Steve) T. Hicklin graduated from California State University, Fullerton in 1985 with a degree in Political Science. From Cal State Fullerton, Steve entered the University of California, Davis School of Law and graduated from King Hall in 1988. While in law school, Steve represented U.C. Davis in the American Bar Assoc.'s Moot Court competition where he was a regional semi-finalist. He also externed for the Hon. Milton Schwartz, United States District Court, E.D. CA.



On graduation from law school, Steve took and passed the California Bar Examination and began work at Brobeck, Phleger & Harrison's Los Angeles office. After three years with Brobeck, Phleger, Steve joined Stroock & Stroock & Lavan and, in 1993, left to become in-house litigation counsel for Glendale Federal Bank, F.S.B. Steve stayed

at Glendale Fed until 1998, when it was acquired by Citibank, and then joined WMC Mortgage Corp. as managing litigation counsel. When WMC Mortgage faltered, Steve spent three years in Northern California. On his return to Southern California in 2003, Steve joined Countrywide Home Loans as Litigation Counsel but was recruited by a former WMC colleague to join ReconTrust, N.A., Countrywide's foreclosure trustee as Compliance Manager. After Bank of America's acquisition of Countrywide, Steve was elevated to the position as ReconTrust's Chief Compliance Officer. All in all, Steve spent almost eight years at Countrywide/Bank of America until he left to move to Orange County. In 2010, Steve joined Wright, Finlay & Zak as Senior Counsel, a position he held until a former ReconTrust colleague recruited Steve to be General Counsel for Northwest Trustee Services and its related business lines. When Northwest Trustee Services downsized in 2014, Steve joined Buckley Madole as Senior Counsel, managing its

Long Beach office. From there, Steve did contract litigation until he formed The Hicklin Firm in 2018.

In addition to Steve's 30 years of experience as a California lawyer, Steve was admitted to the Texas State Bar in 2007 and the Washington State Bar in 2015. Steve maintains active status and is authorized to practice in all three states.

## Practice Areas

Compliance

Contracts

Employment

Judicial Foreclosure

Loan Servicing

Surplus Funds

Title Disputes

Unlawful Detainer

Wrongful Foreclosure Defense

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We are monitoring the news and will be frequently updating our [directory for resources and information](#).

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PRACTICE  
AREAS

RESULTS ▾

TESTIMONIALS

NEWS ▾



# CASEY JOHNSON


PARTNER

Casey Johnson is a partner at Aitken Aitken Cohn. He obtained his Bachelor of Arts Degree in Psychology, graduating summa cum laude from San Diego State University in 1997, where he was the recipient of the Herbert Peiffer Award for outstanding leadership and motivation, recognizing him as the male student most likely to bring honor to the University.

FREE CONSULTATION




Casey obtained his Juris Doctorate degree from USC Law School in 2002, graduating in the top quarter of his class. At USC Law School, he was a member of the Hale Moot Honor Program, where he was eventually elected to the board to serve as Topic Editor, in which position he was recognized as the Board Member of the Year. He was also the recipient of the Edward S. and Eleanor J. Shattuck Award, recognizing him as one of the six graduating students exhibiting the greatest potential to become an outstanding member of the bar.



HEAR MORE FROM  
ATTORNEY CASEY JOHNSON

◆ ◆ ◆



In June 2001, Casey began his tenure at Aitken Aitken Cohn as a law clerk, focusing on intensive research and pre-litigation matters. In July 2002, he was promoted to an associate at Aitken Aitken Cohn and in 2012 became a partner at the firm. An avid opponent of the heat, Casey is known to keep his office a chilly 60 degrees at all times (yes, even during the winter).

Please contact Casey at [casey@aitkenlaw.com](mailto:casey@aitkenlaw.com)

LIVE CHAT

CASES	▼
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PROFESSIONAL ASSOCIATIONS & MEMBERSHIPS	▼
AWARDS	▼



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# Adrianne Marshack



Partner  
Class Actions

<b>Contact</b> amarshack@manatt.com Phone: 714.338.2709	<a href="#">Download vCard</a> <a href="#">Orange County</a>	<b>Services</b> Advertising Litigation Antitrust and Competition Cannabis and CBD Class Actions Employment and Labor Intellectual Property Protection and Enforcement Litigation TCPA Compliance and Class Action Defense
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Bar Admissions

Education

Industries  
Manatt Retail and

## Consumer Products

## Profile

Adrianne Marshack focuses her practice on class actions and complex commercial litigation. She represents clients in the areas of consumer class actions, unfair competition, false advertising and trade secrets. Adrianne also has substantial experience representing employers in all aspects of litigation, including employee class actions, wage and hour issues, discrimination, harassment, and wrongful termination proceedings in state and federal court. Adrianne also counsels clients on a variety of issues, including employment matters, advertising and marketing, and proactive protection of rights in trade secrets.

Prior to practicing law, Adrianne was an elementary school teacher in South Central Los Angeles, within the Los Angeles Unified School District. She serves on the Neonatal Intensive Care Unit Advisory Panel for the Children's Hospital of Orange County, and she is a founding member of the Board of Directors of MaxLove Project, Inc., which supports research, education, and family and patient advocacy relating to childhood cancer and other life-threatening childhood diseases.

## Experience

### **Business and Consumer Matters (Published or Accessible Court Decisions)**

*Cochoit v. Schiff Nutrition International, Inc., et al.*, 326 F.R.D. 631 (C.D. Cal. July 9, 2018). Defeated class certification in a

putative nationwide false advertising class action relating to a dietary supplement.

*Luman v. NAC Marketing*, 2014 WL 443960 (E.D. Cal. Feb. 4, 2014). Obtained full dismissal of a putative nationwide class action on behalf of a dietary supplement manufacturer (and its national spokesman) in a case where plaintiff alleged our client advertised its supplements in a false and misleading manner.

*Thompson v. Automobile Club of Southern California*, 217 Cal. App. 4th 719 (2013). Obtained unanimous affirmance of denial of class certification in a putative nationwide class action where plaintiff alleged that our client failed to disclose its membership renewal practices.

*Gannon v. Network Telephone Services, Inc., et al.*, 2013 WL 2450199 (C.D. Cal. June 5, 2013), *aff'd* 628 Fed. Appx. 551 (9th Cir. 2016). Defeated class certification in a putative nationwide class action brought under the Telephone Consumer Protection Act,

where plaintiff claimed text messages sent to putative class members were unlawful.

*Glover v. Woodbolt Distribution, Ltd.*, 2012 WL 5456361 (S.D. Tex. Nov. 7, 2012). Obtained preliminary approval of a nationwide class action settlement on behalf of a dietary supplement manufacturer in a case where plaintiff alleged our client advertised its supplements in a false and misleading manner.

*Siniouguine v. Mediachase, Ltd.*, 2012 WL 2317364 (C.D. Cal. June 11, 2012). Obtained summary judgment in favor of client software development company on the issue of its ownership of the copyright for its computer programs. The court ruled that the programs were “works made for hire” under the Copyright Act and were developed by plaintiff (a computer programmer) within the course and scope of his employment.

*Bates v. General Nutrition Centers, Inc., et al.*, 2012 WL 4857550 (C.D. Cal. Oct. 12, 2012). Obtained full dismissal of a putative nationwide class action on behalf of a dietary supplement

manufacturer in a case where plaintiff alleged our client advertised its supplements in a false and misleading manner.

*O'Brien v. Brain Research Labs, LLC*, 2012 WL 3242365 (D.N.J. Aug. 9, 2012). Obtained final approval of a nationwide class action settlement on behalf of a dietary supplement manufacturer in a case where plaintiff alleged our client advertised its supplements in a false and misleading manner.

### **Employment Matters**

Represented a leading interactive video game design company in state and federal actions alleging disability discrimination, religious discrimination and wrongful termination.

Successfully obtained workplace restraining orders against former employees for protection of current employees on behalf of a video game design company.

Represented a multinational defense contractor in state and federal actions alleging age and gender discrimination in violation of the Fair Employment and

Housing Act and the Age Discrimination in Employment Act, whistleblower retaliation, defamation, and intentional infliction of emotional distress.

Represented a local bank in an action alleging reverse religious discrimination and marital status discrimination based on failure to hire.

Represented a national mortgage company in actions brought under the Fair Labor Standards Act and the California Labor Code, alleging misclassification of employees.

Represented a national mortgage company in an action alleging sexual harassment and gender discrimination.

### **Pro Bono Matters**

*J.L. v. Cissna, et al.*, 341 F. Supp. 1048 (N.D. Cal. Oct. 24, 2018). Obtained preliminary injunction against U.S. Customs and Immigration Services and other government entities on behalf of 18-20-year-olds petitioning for Special Immigrant Juvenile Status.

*Hussain v. Sharif, et al.* Obtained successful full dismissal of a case alleging defamation and fraud (among other causes of action) against plaintiff's spouse and public interest group, including two successful anti-SLAPP motions resulting in an award against plaintiff of nearly \$60,000 in attorneys' fees.

## Speaking Engagements

Speaker, "How to Take a Deposition Virtually," COVID-19 Task Force, Orange County Bar Association, April 22, 2020.

Speaker, "Prosecution and Defense Strategies in Equal Pay Litigation," Labor and Employment Law Section Meeting, Orange County Bar Association, March 9, 2020.

Speaker, "Roundtable on Evaluating New Cases," 2020 Consumer Class Action Litigation Conference, Bridgeport Continuing Education, January 10, 2020.



Speaker, “Gender Pay Equity—Has the Time Arrived? Recent Judicial and Legislative Developments,” Orange County Bar Association, Newport Beach, CA, December 14, 2017.

## Honors & Awards

Selected as a Southern California “Rising Star” by *Super Lawyers* magazine, 2017

OneOC “Spirit of Volunteerism” Award Recipient, 2017 and 2018

## Memberships

Admitted to practice in the state of California and before the U.S. District Courts for the Northern, Southern, Central and Eastern Districts of California, as well as the Ninth Circuit Court of Appeals

President, Board of Directors, MaxLove Project, Inc.

Member, Board of Directors, Orange  
County Bar Association, 2017–2019

Member, Board of Directors, Public Law  
Center, 2018–2021

Chair, Young Lawyers Division,  
Association of Business Trial Lawyers  
(Orange County), 2016 and 2017

Member, National Cannabis Bar  
Association

## Publications

Co-author, “Who Is the Arbiter of  
Arbitrability?” *Orange County Business  
Journal*, October 17, 2016.

## Adrianne in the News

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**05.13.20**

### Castillo Recognized with 2020 California Lawyer Attorney of the Year ...

Manatt investigations and white collar  
defense partner Sirena Castillo was  
recognized with a 2020 California Lawyer  
Attorney of the Year (CLAY) ...

**10.30.19**

### Manatt Helps Secure Favorable Settlement for Class of Vulnerable ...

A federal district judge preliminarily approved  
a settlement agreement between Public  
Counsel, Manatt, Phelps & Phillips, the LCCR,  
and the federal...

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Menu



# Michael E. Olsen



## Associate Employment and Labor

### Contact

molsen@manatt.com [Download vCard](#)  
Phone: 714.338.2747 [Orange County](#)

### Services

Employment and Labor  
Litigation

### Bar Admissions

### Education

# Profile

Michael Olsen is an associate in the employment and labor practice and is based in the firm's Orange County office. His practice includes labor and employment litigation and counseling, including defending employers in federal and state courts and in front of administrative entities.

Prior to joining Manatt, Michael was an associate attorney at a law firm in Irvine, California. He litigated complex wage and hour class actions and single-plaintiff discrimination matters, represented employers before state and federal administrative agencies and counseled employers on employment law issues, and advised on labor and employment aspects of mergers and acquisitions.

Michael also worked as an associate attorney at a law firm in Costa Mesa, California. During law school, Michael served as a law clerk for the Legal Aid Foundation of Los Angeles, where he assisted indigent veterans, was an extern in the civil division of the United States Attorney's Office for the Central District of California, and served as an extern for the Honorable Thelton E. Henderson, United States District Court for the Northern District of California.

## Experience

- Drafted and argued successful motion to compel individual arbitration of a putative class action complaint that sought to represent a class of several thousand retail store employees.
- After removal to federal court, and on the eve of trial, secured entry of full summary judgment in a breach of contract commercial litigation between an aerospace company and one of its suppliers where the plaintiff-supplier had sought in excess of \$15

million in damages; entry of summary judgment in favor of client was upheld in full on appeal to the Ninth Circuit Court of Appeals.

- Drafted and argued a successful demurrer/motion for judgment on the pleadings to numerous complaints under California's Fair Employment and Housing Act (FEHA) for failure to exhaust administrative remedies where the administrative complaints were facially deficient.
- At the pleading stage, successfully obtained dismissal of a complaint for race discrimination and harassment under FEHA, after removal to federal court, based on lack of jurisdiction under the presumption against the extraterritorial application of state law and the Outer Continental Shelf Lands Act.
- Successfully moved to quash multiple subpoenas for production of business records in a wage and hour class action, significantly limiting the discovery of class information.
- Represented numerous employers and obtained numerous dismissals before the Division of Labor Standards Enforcement (DLSE), including obtaining dismissals of claims of unpaid wages and claims for unpaid meal and rest break premiums.
- Successfully obtained motions for judgment on the pleadings on various

wage and hour claims, appealed from a decision of the DLSE, including alleged overtime and unreimbursed business expenses, with the court dismissing the action in its entirety for lack of subject matter jurisdiction and awarding attorneys' fees and costs to the defendant.

- Successful anti-Strategic Lawsuit Against Public Participation motion, including an award of attorneys' fees and costs, where the plaintiff sued the defendant-employee for supporting through declaration her employer's pursuit of a temporary restraining order against the plaintiff.

## Speaking Engagements

Speaker, "The ABC's of AB 5: Can Anyone Be an Independent Contractor in California Anymore?" Arts Orange County, December 11, 2019.

## Honors & Awards

"One to Watch", *The Best Lawyers in America*, 2021

Recipient, CALI and Witkin Award for  
Excellence in International Business  
Transactions, 2014

Best Brief and Honorable Mention Best  
Oral Advocate, Moot Court, University  
of California, Hastings College of the  
Law, 2013

Fellow, Veterans Justice Center, Legal  
Aid Foundation of America (Equal  
Justice America and Equal Justice  
Works AmeriCorps), 2013

Dean's Medalist, College of Arts and  
Humanities, California State University,  
Fresno, 2007

## Memberships

Admitted to practice in the state of  
California

Board Member and Secretary, Orange  
County Lavender Bar Association, 2018–  
Present

Pro Bono Attorney, Hague Convention  
Attorney Network, 2018–19

Member, National LGBT Bar  
Association, 2015–Present

## Publications

Co-author, “Families First Coronavirus Response Act: Two New Forms of Job-Protected Paid Leave To Be Enacted,” *Westlaw Journal Employment*, March 24, 2020.

Co-author, “Coronavirus: Top 10 issues for employers,” *Daily Journal*, March 13, 2020.

Contributing Author, “Section of Labor and Employment Law Committee on Federal Labor Standards Legislation Subcommittee on the Family and Medical Leave Act,” American Bar Association 2016 Midwinter Meeting Report of 2015 Cases.

Author, “Disabled but Unqualified: The Essential Functions Requirement as a Proxy for the Ideal Worker Norm,” 65 *Hastings Law Journal* 1485, 2015.

## Michael in the News

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THE LAW OFFICE OF  
GARY POLSTON

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714.532.3909

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# ABOUT



My name is Gary Polston. For the last seventeen years I've lived my dream of helping people through my work.

As a solo practitioner I personally handle every aspect of your case and I take great pride in the quality of my work. You will never feel alone in this process.

I was born and raised in Orange County and remain dedicated to this community. My greatest privilege is advocating on behalf of my fellow citizens. I work hard to earn my clients' trust and am happy that referrals remain the biggest source of my new business.

## A Step Above:

My goal is to give my clients peace of mind starting the day I am hired. I make myself easily accessible and will stay in communication throughout the entire process.

Customer service is not just a slogan. It is a tenet of my practice that I work hard to maintain.

# My Passion

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When I am not honing my craft to be the best bankruptcy attorney in Orange County, I enjoy spending time with my family, traveling, and learning new languages. I have a real passion for my work and the clients I get to serve.

I love helping people to a fresh start and my favorite part of the job is when I call my client to tell them they are debt free. The sense of joy and relief they have lets me know I have the perfect job.

I am here for you. I look forward to meeting with you and seeing if I can also help you to a fresh start.

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# My Goals

My goal is to make the Bankruptcy process available to everyone looking for a fresh start. With that in mind, I offer free consultations as well as affordable payment options.

Let's talk to see if Bankruptcy is the right option for you.

## Contact

3 Park Plaza, 20th Floor  
Irvine, California 92614-8505  
(909) 234-4208 (Mobile)  
matt@troncali.net

[www.linkedin.com/in/troncali](http://www.linkedin.com/in/troncali)  
(LinkedIn)

[www.avvo.com/attorneys/90265-ca-matthew-troncali-4241082.html](http://www.avvo.com/attorneys/90265-ca-matthew-troncali-4241082.html)  
(Other)

[www.crowell.com](http://www.crowell.com) (Company)

## Top Skills

Legal Research

Legal Writing

Trademarks

# Matthew Troncali

Recovery & Antitrust Attorney  
Orange County

## Summary

Matthew is an associate in Crowell & Moring LLP's Antitrust Practice Group.

For six years, Matthew focused on business-related transactions and litigation, using his multidisciplinary experience in law, business, and technology to comprehensively counsel clients. He represented both plaintiffs and defendants in technology, trust, construction, real estate, appellate, and general-liability insurance matters, including cases involving construction defects, premises liability, product defects, and intellectual property.

Matthew grew up in Claremont, California and graduated summa cum laude with a B.S. in Communication from Cal Poly Pomona, where he was selected as a President's Council Scholar as one of the University's top students. After a couple years of work, he was accepted by Pepperdine University School of Law as a Dean's Scholar. He served as a member of Pepperdine Law Review and received awards for achieving the highest grades in Legal Research & Writing I and Mergers & Acquisitions before graduating in 2012.

During law school, Matthew also served as a judicial extern for the Honorable Robert N. Kwan in the United States Bankruptcy Court for the Central District of California and as a law clerk at the California Department of Corporations, the Screen Actors Guild, and in the Appellate Division of the Riverside County District Attorney's Office. Today, Matthew serves as a Board Member and is a former President of the Orange County Lavender Bar Association.

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## Experience

Crowell & Moring LLP  
Attorney  
July 2018 - Present (2 years 3 months)  
Orange County, California Area