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**M**arlene Nowlin is an aggressive litigator who helps clients achieve the desired result. She has extensive experience representing businesses and individuals in complex real estate, commercial, and construction litigation from inception through trial. Marlene's practice includes defense of employment and class action claims involving alleged violations of consumer protection statutes such as California's Unfair Competition Law, and similar unfair and deceptive acts and practices statutes.

What really drives Marlene Nowlin? To put it simply, Marlene thrives on complexity, like:

- Complex litigation including class action defense
- Complex discovery involving review of voluminous documents and multiple parties
- Complex settlements involving contractors and other businesses issues
- Complex creditors rights law including receiverships and enforcement of rights in state and bankruptcy courts including relief from stay motions, judicial and nonjudicial foreclosure of liens, and defense of business liability claims
- Complex financial documents review and accounting issues – Marlene was a CPA formerly with KPMG – and presentation of complex financial and accounting evidence at trial and other proceedings

## CONSTRUCTION LITIGATION

For contractors and subcontractors accused of violating various Business Professions Code provisions including fraud, breach of contract, owner claims of negligence, home improvement laws, and more, Marlene's legal and business expertise is invaluable. She regularly handles these matters, as well as mechanic's lien foreclosure litigation in connection with commercial leases and tenant improvements, with beneficial results.

## PRACTICES

- Business & Commercial Litigation
- Real Estate
- Labor & Employment
- Construction Law
  - *Claims & Disputes*
  - *Local Agency, Municipal & State Contracts*
  - *Federal Procurement & Claims*
  - *Project Counsel*
  - *Prime Contracts & Subcontracts*
  - *Real Estate*
  - *Corporate*
  - *Collections*
  - *Insurance Defense*

Finch, Thornton & Baird, LLP  
4747 Executive Drive, Suite 700  
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## BUSINESS DISPUTES AND GENERAL CIVIL LITIGATION

Marlene's extensive experience also includes class action defense of alleged consumer protection statute violations and violations of false advertising law on behalf of training providers and other businesses.

## LABOR AND EMPLOYMENT LITIGATION DEFENSE

Businesses of all types face employee wage and hour, wrongful termination, harassment, retaliation, discrimination, and other employee claims. They need advice on employee policies procedures and handbooks, investigation of harassment and discrimination claims, and how to respond to demands from the DFEH, EEOC, and Labor Commissioner. Marlene has conducted and managed internal investigations on behalf of many businesses in connection with a variety of disputes arising within the employer/employee relationship. This includes successfully handling mediations, settlement conferences, arbitrations, and administrative hearings.

## INTELLECTUAL PROPERTY AND TRADE SECRET LITIGATION

The world of IP law continues to get more complicated. Employees, former employees, and others charged with alleged misappropriation of company trade secrets and employee raiding face violations of nondisclosure and confidentiality agreements, work for hire agreements, and employment agreements by current and former employees and other parties. Marlene has successfully represented banks, manufacturers, designers, and other businesses through trial, mediation, and arbitration including analysis and presentation of complex financial evidence.

## EXPERIENCE

- Employment discrimination, harassment, retaliation, and wrongful discharge litigation
- Wage and hour litigation, including meal and rest break, overtime, class action, California Labor Code, and Fair Labor Standards Act (FLSA) claims
- DFEH, EEOC, and Labor Commissioner cases
- Misappropriation of trade secret cases
- Employment agreements, employee handbooks, and policies
- IRS tax audits
- Construction litigation
- Mechanic's liens and payment bond claims
- Public and private works disputes
- Subcontractor default issues
- State, federal, and local compliance matters
- Litigation prevention
- Accounting and escrow disputes
- Lender liability defense
- Title and lien priority disputes
- Defense of State and Federal statutory violations including class action defense of Unfair Competition Law, False Advertising Law, Fair Credit Reporting Act (FCRA), Truth in Lending Act (TILA), and Real Estate Settlement Procedures Act (RESPA) claims

## ADMISSIONS

- California: State Courts
- U.S. District Courts of California: Central, Eastern, Northern, Southern
- U.S. Bankruptcy Courts of California: Central, Eastern, Northern, Southern
- U.S. Court of Appeals: Ninth Circuit
- U.S. Tax Court

## EDUCATION

- University of California Los Angeles, School of Law, J.D.
  - *Judicial extern for the Honorable Calvin K. Ashland, Chief Justice for the United States Bankruptcy Appellate Panel (BAP), Central District of California*
- California State University Los Angeles, B.S., Business Administration and Accounting, *cum laude*

## MEMBERSHIPS

- State Bar of California
- Riverside County Bar Association
- Southwest Riverside County Bar Association
- California Minority Counsel Program

## COMMUNITY

- Legal Scholars Program

## LEADERSHIP

Mr. Nowlin is an accomplished public speaker on a range of legal, training and educational topics:

### New California H.R. Laws for 2022

#### The Consumer Legal Remedies Act: Pitfalls And Early Resolution

#### California's Unfair Competition And False Advertising Law