



## RACHAEL E. BROWN

**PRACTICE AREA**  
**LABOR & EMPLOYMENT**  
**LAW AND CIVIL LITIGATION**

*Email: [REB@smlp.com](mailto:REB@smlp.com)*

*Phone: 408-356-3000*

Rachael E. Brown focuses her practice on labor and employment and trade secret matters. She represents employers in connection with all types of employment related matters arising under both state and federal law, including wage and hour disputes, discrimination, harassment, retaliation and wrongful termination claims. She also handles trade secret misappropriation claims and matters involving confidentiality, customer and employee solicitation and unfair competition.

Rachael has experience handling class action wage and hour claims, individual and representative Private Attorneys General Act (PAGA) matters, and NLRB charges and complaints. She has successfully litigated and settled multiple cases, in both state and federal court, involving allegations of failure to accommodate disabilities. Rachael also advises employers on a wide range of employment policies, including wage and hour law, personnel management, and employee leave issues, and has significant experience drafting and reviewing employee handbooks, confidentiality and non-disclosure agreements, and settlement agreements.

Rachael serves on the Barristers' Committee of the Santa Clara County Bar Association, and works to integrate new lawyers into the Santa Clara County legal community. She also serves on the SCCBA Law Related Education Committee, and volunteers at its annual High School Mock Trial Tournament.



Rachael graduated cum laude from Santa Clara University with a degree in Biomedical Biology and a minor in French. She earned her J.D. from Santa Clara University School of Law, earning a High Tech Law Certificate in Intellectual Property Law. During her time in law school, Rachael served as Assistant Director of the Internal Moot Court program, helped revitalize Equality SCU, a group dedicated to advocating and advancing LGBT issues, served on the board of the Women and Law group helping promote the advancement of women in the legal field, and also worked as a law clerk at a local law firm. Prior to

joining SMWB, Rachael worked at the firm of Ropers Majeski Kohn Bentley PC. Rachael lives in San Jose and enjoys yoga, traveling, hiking, and cooking.

