

Beyond Illusions 8

A Magical Time for Privacy & Cybersecurity

ACC / Magic Castle

12.8.21

Allison Bender / allison.bender@dentons.com

Peter Stockburger / peter.stockburger@dentons.com

A Magical Journey

- **The Rabbit.** Compliance tricks for new state privacy laws in 2022 and beyond.
- **The Illusion.** Avoiding sleight of hand with a look at cyber threat trends in 2022.
- **The Crystal Ball.** A look ahead at federal developments in privacy and security.

The Rabbit

New state privacy laws

“

Alright stop, collaborate and listen...

”



Vanilla Ice

Ice Ice Baby (1990)

The Rabbit: New State Data Privacy Laws

US Privacy Legal Landscape

Federal

Unfair
Business

Children

US Federal Financial Laws

US Federal Healthcare Laws

FTC Act

COPPA

Fair Credit
Reporting Act

GLBA

HIPAA

HITECH

State

Data breach

**Consumer
privacy laws**

Health
information

Cybersecurity

Children

**Biometric
information**

Insurance
information

Financial
information

California Consumer Privacy Act (CCPA)

- **Effective**. January 1, 2020.
- **Enforced**. July 1, 2020 by AG, regs issued by AG.
- **Application**. Applies to a “business” which has two definitions. Key definition:
 - \$25m annual gross revenue
 - 50k consumer threshold
 - 50% of gross revenue from “sale”
- **PI Definition**. Broad definition, excludes de-identified and publicly available.
- **Notice at Collection**. Limited notice. Privacy Policy disclosure requirements.
- **Contracts**. Limited service provider / non-third party contractual requirements.
- **Rights**. Four consumer rights: (1) access; (2) deletion; (3) opt-out of a “sale”; and (4) non-discrimination.
- **Enforcement**. Limited private right of action, limited enforcement with cure period (AG enforcement only).
- **Employees / B2B**. Employees / job applicants / contractors: limited notice requirement and private right of action. B2B exempt. Expires January 1, 2023.



Consumer Privacy Rights Act (CPRA)

- **Effective**. January 1, 2023.
- **Enforced**. July 1, 2023 by CPPA, regs issued by CPPA.
- **Application**. Applies to a “business” which has four definitions. Key definition:
 - \$25m annual gross revenue
 - 100k consumer threshold
 - 50% of gross revenue from “sale” or “share”
- **PI Definition**. Broad definition. Includes separate “sensitive” PI category.
- **Notice at Collection**. Broader notice, includes retention periods.
- **Contracts**. Broader requirements to any third-party receiving PI.
- **Rights**. 6 consumer rights: (1) access; (2) deletion; (3) opt-out of a “sale” or “share; (4) correct; (5) stop sensitive PI; and (6) non-discrimination.
- **Enforcement**. Limited private right of action, CPPA enforcement (no cure).
- **Employees / B2B**. Exemptions expire January 1, 2023.



Virginia Consumer Data Protection Act

- **Passed**. March 2021.
- **Effective**. January 1, 2023.
- **Enforced**. July 1, 2023 by VA AG. Working group with recommendations.
- **Application**. Limited application:
 - 100k consumer threshold
 - 25k consumers + 50% of revenue from sale of data
- **PI Definition**. Broad definition. Includes separate “sensitive” PI category.
- **Contracts**. Broader requirements to any third-party receiving PI.
- **Rights**. 6 consumer rights: (1) access; (2) deletion; (3) opt-out of a sale; (4) correct; (5) stop sensitive PI; (6) stop automated processing.
- **Impact Assessment Requirement**. Triggered when processing includes certain activities.
- **Enforcement**. VA AG only. No private right of action.
- **Employees / B2B**. Exempted.



Colorado Privacy Act

- **Passed**. July 2021.
- **Effective**. July 1, 2023.
- **Enforced**. July 1, 2023 by CO AG and CO DA.
- **Application**. Limited application:
 - 100k consumer threshold
 - 25k consumers + 50% of revenue from sale of data
- **PI Definition**. Broad definition. Includes separate “sensitive” PI category.
- **Contracts**. Broader requirements to any third-party receiving PI.
- **Rights**. 6 consumer rights: (1) access; (2) deletion; (3) opt-out of a sale; (4) correct; (5) stop sensitive PI; (6) stop automated processing.
- **Impact Assessment Requirement**. Triggered in limited circumstances.
- **Enforcement**. CO AG / DA only. No private right of action.
- **Employees / B2B**. Exempted.



Biometric Laws

- **Definition**. “Biometric identifiers” and “biometric information”.
- **50 State Data Security Laws**. Including biometric information in definition of personal information for security and breach notification purposes.
- **Illinois**. Biometric specific law with significant liability exposure. Notice and consent requirements.
- **New York State**. Biometric specific law relating to employment.
- **New York City**. Biometric specific law effective July 2021 and signage requirements.
- **Portland**. Biometric specific law that prohibits facial recognition technology in place of public accommodation within city limits.
- **Baltimore**. Ban on facial recognition systems within city limits.
- **Texas / Washington**. Biometric specific law that requires notice and consent.
- **Pending state laws**. Maryland, Massachusetts, New Jersey, New York, South Carolina, Vermont, West Virginia.



“

Will it ever stop? Yo, I don't know.

”



Vanilla Ice

Ice Ice Baby (1990)



Pulling the Rabbit: Key Takeaways

- [Prepare Now](#). 2023 is fast approaching. Lookback to 2022. Don't sleep on preparation. Starting now saves time and effort.
- [Data Map](#). Know what data you have, where it's stored, who is touching it, and where it is going.
- [Strategic Considerations](#). Omnibus approach or state specific? Market leading? Compliance focused?
- [Employee / Contractor Programs](#). Assuming no legislative change in California, HR programs will need to be stood up around the CPRA.
- [Cookies / Digital Collection Methods](#). This area of practice is under a microscope. CPPA is focused on this type of enforcement. Audit, update, correct.
- [Don't Sleep On Security](#). Data breaches are largest source of liability. What is "reasonable" under CA law and elsewhere?

The Illusion

Cyber threat trends in 2022



Cyber Threat Trends 2022

- The **average cost** for a data breach in the U.S. in 2020 was **\$9.05 million**.
- The **average time** to identify and contain a data breach in 2020 was **287 days**.
- **Ransomware** incidents are expected to cost the global economy an estimated **\$20 billion** in 2021 .
- A **business email compromise** in 2020 resulted in an **average fraudulent payment of \$1.17 million to threat actors**.
- Responding to **phishing** attacks and attempts cost organizations on average **\$1,500 per employee** in 2020.

“

[T]he value of theft of intellectual property from American industry... represents the **single greatest transfer of wealth in history.**

”



GEN (Ret) Keith B. Alexander
Former director of NSA and
commander of USCYBERCOM

A close-up photograph of a person's hands gripping several vertical, rusty metal bars. The hands are positioned on the left side of the frame, with fingers wrapped around the bars. The bars are dark and show signs of corrosion. The background is dark and out of focus.

Hackers Face Tougher Escape Acts from Increased Law Enforcement Pressure

- [Police Arrest 1800 in Major Money Laundering Crackdown](#)
- [Russian Bulletproof Hosting Kingpin Gets Five Years](#)
- [Ukrainian indicted in US for Kaseya ransomware attack](#)
- [Police Arrest Five Members Tied to the REvil Ransomware Gang](#)
- [Feds indict 4 from China in state-sponsored cyber attacks](#)
- [US seizes \\$6 million in ransom payments and charges](#)
- ...and more



Avoiding the Sleight of Hand

- **Security awareness training** reduces phishing expenses by more than 50 percent on average.
- Maintaining an **incident response capability** cuts data breach costs by nearly 55%. Have an incident response plan and test the plan!
- Out of 25 potential cost factors, non-compliance with regulatory requirements was the top cost amplifier. Policies, procedures and plans should be reviewed periodically, and as new requirements emerge, to maintain **regulatory compliance**.
- Notably, in 2021, **at least 45 states** and Puerto Rico introduced or considered more than 250 bills or resolutions that deal significantly with cybersecurity.



The Crystal Ball

Federal Developments in 2022



Federal Data Privacy Developments



- **Multiple Bills**. There have been multiple proposals, seeking to track state privacy developments.
- **The California Dilemma**. CCPA / CPRA are complicating factors.
- **The Pre-Emption Debate**. What governs?
- **Focused or Omnibus?** Targeted focus on online selling / tracking, or broader consumer rights bill?
- **What about AI & Biometrics?** Growing areas of technology that are out-pacing legislative developments.
- **Politics, Politics, Politics...**

Federal Data Privacy - Bills (Both Chambers)

LEGEND Democratic sponsors only | Republican sponsors only | Bipartisan (Democrat and Republican) sponsors

	House number	Senate number	Title	Key provisions	State law pre-emption	Private right of action	Sponsor
BILLS IN BOTH CHAMBERS	H.R.651	S.81	Public Health Emergency Privacy Act	<ul style="list-style-type: none"> Restricts use and disclosure of COVID-19 emergency health data. 	⊗	✓	Rep. Eshoo, Anna; Sen. Blumenthal, Richard
	H.R.778	S.199	Secure Data and Privacy for Contact Tracing Act of 2021	<ul style="list-style-type: none"> Creates grants to develop technology for contact tracing in COVID-19 that meet privacy, security and other standards. 	N/A	N/A	Rep. Speier, Jackie; Sen. Schatz, Brian
	H.R.847	S.224	Promoting Digital Privacy Technologies Act	<ul style="list-style-type: none"> Directs the National Science Foundation to support research grants for privacy-enhancing technologies. 	N/A	N/A	Rep. Stevens, Haley; Sen. Cortez Masto, Catherine
	H.R.2039	S.1209	Protecting Investors' Personally Identifiable Information Act	<ul style="list-style-type: none"> Prohibits the Securities and Exchange Commission from requiring personally identifiable information be collected for audit trail reporting requirements. 	N/A	N/A	Rep. Loudermilk, Barry; Sen. Kennedy, John
	H.R.2738	S.1265	Fourth Amendment Is Not For Sale Act	<ul style="list-style-type: none"> Prevents law enforcement and intelligence agencies from "obtaining subscriber or customer records in exchange for anything of value." 	N/A	N/A	Rep. Nadler, Jerrold; Sen. Wyden, Ron
	H.R.3868	S.1932	No Vaccine Passports for Americans Act (House); No Vaccine Passports Act (Senate)	<ul style="list-style-type: none"> Prohibits establishment of a federal vaccine passport and provides for nondiscrimination in employment, in public accommodation, by public entities and in access to federal services based on vaccination status. 	⊗	⊗	Rep. Harshbarger, Diana; Sen. Cruz, Ted

Federal Data Privacy - Bills (House of Rep)











HOUSE OF REPRESENTATIVES BILLS	Number	Title	Key provisions	State law pre-emption	Private right of action	Sponsor
	H.R.474	Protecting Consumer Information Act of 2021	<ul style="list-style-type: none"> Requires the FTC to review and potentially revise its current privacy standards with respect to whether they are sufficient to protect consumers' financial information from cybersecurity threats. 	N/A	N/A	Rep. Lieu, Ted
	H.R.1781	PROTECT Kids Act	<ul style="list-style-type: none"> Amends the Children's Online Privacy Protection Act of 1998 by expanding its scope to include services provided through mobile applications, precise geolocation and biometric information, and to children up to the age of 16. 	N/A	N/A	Rep. Walberg, Tim
	H.R.1816	Information Transparency & Personal Data Control Act	<ul style="list-style-type: none"> Requires use of "plain English" privacy policies, opt-in for sensitive information, imposes transparency requirements and mandates biannual privacy audits. 			Rep. DelBene, Suzan
	H.R.1871	Transportation Security Transparency Improvement Act	<ul style="list-style-type: none"> Addresses policies of the Transportation Security Administration related to Sensitive Security Information, affecting air carriers, airport operators, and state and local law enforcement. 	N/A	N/A	Rep. Bishop, Dan
	H.R.2384	No Vaccine Passports Act	<ul style="list-style-type: none"> Prohibits federal agencies from issuing vaccine passports or passes to certify COVID-19 vaccination status or publishing or sharing COVID-19 records or any similar health information of U.S. citizens. 	N/A	N/A	Rep. Biggs, Andy
	H.R.2980	Cybersecurity Vulnerability Remediation Act	<ul style="list-style-type: none"> Amends the Homeland Security Act of 2002 and establishes an incentive-based program to encourage industry, academia and individuals to provide "remediation solutions for cybersecurity vulnerabilities." 	N/A	N/A	Rep. Jackson Lee, Sheila

Federal Data Privacy - Bills (Senate)

SENATE BILLS

	Number	Title	Key provisions	State law pre-emption	Private right of action	Sponsor
	S.24	Protecting Personal Health Data Act	<ul style="list-style-type: none"> Directs Department of Health and Human Services to regulate consumer devices, services, apps and software that collect or use personal health data. 	N/A	N/A	Sen. Klobuchar, Amy
	S.47	APP Act	<ul style="list-style-type: none"> Requires operators from specified countries that make their software available to U.S. consumers to disclose to the Federal Trade Commission and Department of Justice certain information, including any data protection measures in place. Prohibits data collection from U.S. users if the operator complies with requests from specified foreign governments to disclose U.S. consumer data. 	✓	✗	Sen. Rubio, Marco
	S.113	BROWSER Act of 2021	<ul style="list-style-type: none"> Requires covered entities to obtain users' opt-in approval to use their sensitive information and opt-out approval to use their non-sensitive information. 	✓	✗	Sen. Blackburn, Marsha
	S.500	Stop Marketing And Revealing The Wearables And Trackers Consumer Health Data Act	<ul style="list-style-type: none"> Prohibits the transfer or sale of consumer health information collected from a "personal consumer device" to entities whose primary business function is to collect or analyze consumer information for profit, unless it obtains the consumer's informed consent. 	✗	✗	Sen. Cassidy, Bill
	S.919	Data Care Act of 2021	<ul style="list-style-type: none"> Imposes various responsibilities on online service providers with respect to their handling of identifying data, including securing it from unauthorized access and preventing harm. 	✗	✗	Sen. Schatz, Brian
	S.1444	Mind Your Own Business Act of 2021	<ul style="list-style-type: none"> Requires assessments, periodic reporting and opt-out processes by covered entities that operate high-risk or automated decision-making information systems, such as AI or machine learning. Imposes criminal penalties for false certification of annual reports by corporate officers. 	✗	✓	Sen. Wyden, Ron

Federal Data Privacy - Bills (Senate)

	Number	Title	Key provisions	State law pre-emption	Private right of action	Sponsor
SENATE BILLS	S.1494	Consumer Data Privacy and Security Act of 2021	<ul style="list-style-type: none"> Provides consumers with rights to access, correct and delete their data. Requires businesses to implement data security programs. Prohibits collection without consumers' consent. 			Sen. Moran, Jerry
	S.1628	Children and Teens' Online Privacy Protection Act	<ul style="list-style-type: none"> Extends privacy protections to children aged 12-16, including the provision of notice and consent. 			Sen. Markey, Edward
	S.1667	Social Media Privacy Protection and Consumer Rights Act of 2021	<ul style="list-style-type: none"> Grants users of online platforms the right to opt out of data collection and tracking, provides users with the right to access, requires "plain English" terms of service agreements, and mandates establishment of privacy and security programs. 			Sen. Klobuchar, Amy
	S.2052	Facial Recognition and Biometric Technology Moratorium Act of 2021	<ul style="list-style-type: none"> Prohibits biometric surveillance by the federal government without explicit statutory authorization. 			Sen. Markey, Edward
	S.2134	Data Protection Act of 2021	<ul style="list-style-type: none"> Establishes an independent federal "Data Protection Agency" to regulate high-risk processing and use of personal data. 	N/A	N/A	Sen. Gillibrand, Kirsten
	S.2499	Setting an American Framework to Ensure Data Access, Transparency, and Accountability Act	<ul style="list-style-type: none"> Requires companies to publish privacy policies, appoint privacy and data protection officers, implement customers' rights to correction and deletion, and minimize the data they collect. 			Sen. Wicker, Roger



Federal Cybersecurity Developments

Pending Legislation:

- National Defense Authorization Act: Federal Cyber Incident Reporting
- The CISA Cyber Exercise Act
- The Pipeline Security Act
- Stop China IP Theft Act

Regulations, Directives, Guidance:

- Ongoing implementation of President Biden's Executive Order on Improving the Nation's Cybersecurity.
- FBI/CISA/NSA guidance and alerts regarding ongoing threats related to the December 2020 SolarWinds incident, Accellion incident, Microsoft Exchange incident, and others.
- OFAC updated advisory regarding sanctions and ransomware.
- Federal Reserve, OCC, and FDIC 36-hour notification requirement for certain cybersecurity incidents.
- TSA Security Directive on Pipelines.
- ... and more!

Questions?

Thank you

Peter Stockburger, Partner

D +1 619 595 8018

M +1 619 876 1971

peter.stockburger@dentons.com

Allison Bender, Partner

D +1 202 496 7362

M +1 703 853 7999

allison.bender@dentons.com

Dentons is the world's largest law firm, connecting talent to the world's challenges and opportunities in more than 75 countries. Dentons' legal and business solutions benefit from deep roots in our communities and award-winning advancements in client service, including Nextlaw, Dentons' innovation and strategic advisory services. Dentons' polycentric and purpose-driven approach, commitment to inclusion and diversity, and world-class talent challenge the status quo to advance client and community interests in the New Dynamic.

[dentons.com](https://www.dentons.com)

Allison J. Bender

Partner



Partner

Washington, DC
D +1 202 496 7362

allison.bender@dentons.com

Overview

Allison J. Bender is a partner in Dentons Venture Technology and Emerging Growth Companies practice.

Allison's practice focuses on helping clients strategically manage privacy and cybersecurity risk—before, during, and after a data breach. Allison has extensive experience assisting clients in hundreds of data security incidents including several high-profile, multi-jurisdiction incidents affecting millions of individuals and others involving valuable intellectual property and highly regulated data. She routinely leads privileged investigations across jurisdictions and guides crisis communications to help clients mitigate the legal, financial, and reputational harms that a data breach may cause.

Allison leverages her data breach experience to inform her approach to privacy and cybersecurity preparedness counseling. She advises companies in developing and implementing practical information governance programs that "fit" the organization, taking into account the nature of their data, systems, industry, and stage, as well as the laws of the jurisdictions in which they do business. She guides efforts to maximize the impact of privacy and security policies, procedures, and assessments. She has developed and facilitated executive-level incident response exercises, conducted enterprise-wide risk assessments, aided companies in preparing for certifications and audits, overseen legal issues in targeted penetration testing, and provided counsel on responses to reported vulnerabilities. Clients turn to her for advice on cutting edge legal issues in high-risk vendor contracts and developing new products and services that raise privacy-by-design and security-by-design issues, among others. Her practical approach and insights at the intersection of privacy and cybersecurity law have made her a go-to resource for clients developing and updating their compliance programs to address new legal requirements, such as the California Consumer Privacy Act (CCPA), California Privacy Rights Act (CPRA), and similar emerging state privacy legislation.

Allison is a noted public speaker and author in the field, including speaking at Mandiant CyberDefenseSummit 2019 and 2021, BlackHat USA 2018, and the International Association of Privacy Professionals 2018 Global Summit. She has also been named one of the "Women in Cybersecurity to Follow on Twitter in 2018" by Cybercrime Magazine. She also serves an adjunct professor at Georgetown University Law Center, teaching courses on cybersecurity law and national security regulation.

Prior to joining Dentons, Allison served as of counsel in the Washington, D.C., office of Wilson Sonsini Goodrich & Rosati, and was previously counsel at ZwillGen PLLC, a technology boutique law firm, and a senior associate at Hogan Lovells US LLP, a large international law firm.

Before entering private practice, Allison spent nearly a decade at the U.S. Department of Homeland Security (DHS), most recently serving as a senior cybersecurity attorney in the Office of the General Counsel. From DHS, Allison brings key experience in incident response as well as cybersecurity policy, information sharing, liability, and incentives. She was the primary operational legal counsel for the federal response to the Heartbleed vulnerability, the USIS-KeyPoint data breach, and the Healthcare.gov data breach. She served as chair of the Automated Indicator Sharing Privacy and Compliance Working Group, provided primary legal advice for the implementation of Executive Order 13691 regarding information sharing and analysis organizations (ISAOs) and private sector clearances, advised the DHS Cyber Information Sharing and Collaboration Program (CISCP); and advised the Interagency Task Force implementing Executive Order 13636, "Improving Critical Infrastructure Cybersecurity" and Presidential Policy Directive 21, "Critical Infrastructure Security and Resilience," focusing on the "NIST Cybersecurity Framework," information sharing, liability, and incentives. Allison was also principally involved in DHS policy efforts related to cybersecurity export controls, particularly Wassenaar implementation.

Before focusing on privacy and cybersecurity, Allison spent six years at DHS negotiating complex international and domestic multimillion-dollar research and development agreements in a variety of emerging science and technology areas. She served as chief negotiator for the United States government on nine legally binding international agreements. She was responsible for the oversight of over \$1 billion in DHS activities, leading compliance programs for export controls and treaty and regulatory compliance. Allison also spent four years as primary counsel for the SAFETY Act, providing legal advice on legislation that protects companies with antiterrorism technologies, laying the groundwork for many of the policies and procedures for its current operation, and reviewing more than 500 applications.

Recognition

Honors and Awards

- Recipient, OGC Award, for response to cybersecurity incidents involving background investigator contractors, DHS Office of the General Counsel, January 2015
- Recipient, National Cybersecurity and Communications Integration Center Achievement Medal, for various incident response activities, August 2014
- Recipient, CS&C Award, for legal support in the accreditation, certification, privacy evaluation, and deployment of the first DHX TAXII server, June 2014
- Recipient, Special Act Award, for negotiating on behalf of the U.S. government for two agreements with Mexico and Israel for science and technology for homeland security and implementation of various requirements for the implementing the recommendations of the 9/11 Commission Act of 2007, July 2008
- Recipient, On-the-Spot Award, for the complex negotiation of four project arrangements with Australia concerning chemical and biological defense research and a general information sharing arrangement, January 2008
- Recipient, Special Act Award, for negotiating an administratively complex, multimillion-dollar agreement in a mere 51 business days to enable U.S. and Canadian joint efforts to upgrade Transport Canada's airport security protocols, May 2007

Activities and Affiliations

Memberships

- Co-Chair, PrivacyConnect - DC Chapter
- Certified Information Systems Security Professional, ISC2
- S. Certified Information Privacy Professional, International Association of Privacy Professionals (IAPP)

Areas of focus

Practices

- Privacy and Cybersecurity
- Cybersecurity and Data Breach Response
- Consumer Products Representation and Services
- Federal Regulatory and Marketing (United States)

Industry sectors

- Technology
- Consumer Products
- Health Care

Education

- Georgetown University Law Center, 2012, LL.M., National Security Law, With Distinction
- Washington and Lee University School of Law, 2006, JD
- University of Virginia, 2003, BA, Foreign Affairs

Admissions and qualifications

- California
- District of Columbia

Peter Stockburger

Partner



Partner

San Diego
D +1 619 595 8018

Orange County
D +1 949 732 3707

peter.stockburger@dentons.com

Overview

Peter Stockburger is a partner at Dentons, and is a member of the Firm's global Employment, Intelligence and Strategic Services, and Data Privacy groups. Peter's practice focuses on the unique intersection between cybersecurity, data privacy, employment law and complex commercial litigation.

Peter regularly advises clients on a range of cutting-edge legal issues, including cybersecurity resiliency and preparedness, cyber gap and risk assessments under various information security frameworks (e.g., NIST, HITRUST, ISO), developing automated license plate reader (ALPR) programs and policies, reviewing and updating data privacy programs and performing gap and risk assessments against various domestic and global legal regimes (e.g., Illinois Biometric Privacy Act (IBPA), European Union's General Data Protection Regulation (GDPR), and California's Consumer Privacy Act of 2018 (CCPA)), technology contract review and negotiation, complex workplace disputes (e.g., wage and hour disputes, harassment / discrimination complaints, LGBTQ workplace policies), and other difficult business questions. Peter also has extensive experience handling trade secret and breach of contract disputes before all level of courts and administrative agencies. He has been recognized as a Rising Star by Southern California *Super Lawyers Magazine* every year since 2015.

Peter is also a frequent author and speaker. He regularly speaks to groups such as the NATO Cooperative Cyber Defence Centre of Excellence (NATO CCDCOE) in Tallinn, Estonia; the American Society of International Law; the US Cyber Institute at West Point; the Southern California Association of Corporate Counsel; the National Employment Law Council; the Daily Journal; CONNECT; and the San Diego Maritime Alliance. He publishes extensively with publications such as *NATO CCDCOE*, the *Daily Journal*, *Law360*, *Today's General Counsel*, *Bloomberg*, and academic publications such as the *American University Journal of International Law*. And he recently participated as an expert in cybersecurity on projects commissioned by the University of Leiden in the Netherlands, the University of Exeter in the United Kingdom, and the NATO CCDCOE.

In addition, Peter has an active *pro bono* practice. He successfully acquired legal status for refugees from Haiti, Mexico and Egypt before US Immigration Courts. He co-authored several *amicus* briefs in the US Supreme Court, Fourth Circuit Court of Appeal, Ninth Circuit Court of Appeal, and the Illinois Supreme Court on behalf of high-profile clients such as former Obama administration cabinet officials, the former United Nations Special Rapporteur on Torture, the American Bar Association, and a broad coalition of anti-domestic abuse advocacy groups in Illinois. And he was awarded the Wiley W. Manuel Certificate for Pro Bono Legal Services from the State Bar of California in 2015 and 2017, the Pro Bono Publico Award from Casa Cornelia in 2016, and was co-named LAF's 2017 OP

Previously, Peter worked in the office of the prosecutor for the United Nations International Criminal Tribunal for the Former Yugoslavia, where he served on the trial team prosecuting former Croatian General Ante Gotovina. He also served as a “virtual fellow” with the US Department of State, where he provided counsel to the US embassy in Mexico City on international labor issues. Since 2009, Peter has served as an adjunct professor at the University of San Diego School of Law teaching in the areas of public international law, oral advocacy and cyber law, where he also serves as an advisor to the University of San Diego School of Engineering and Center for Cyber Security Engineering and Technology.

Experience

Cybersecurity and data privacy

- **Global online-based wine distributor:** CCPA compliance and review of data privacy and information security programs.
- **Domestic telecommunications and cable company:** CCPA compliance.
- **Domestic fintech SaaS provider:** CCPA compliance and SaaS contract review / negotiation.
- **Domestic sports data company:** Information security resiliency gap assessment and program review, and SaaS contract review / negotiation.
- **Domestic property management company:** ALPR compliance, CCPA compliance.
- **Global cloud provider:** Compliance with data subject access requests, DMCA takedown requests, and contract review / negotiation.
- **Global digital advertising company:** CCPA compliance.
- **Global medical device manufacturer:** Company-wide cybersecurity risk assessment.
- **Global personal product manufacturer and distributor:** GDPR risk assessment and compliance program review, CCPA compliance.
- **Global real estate company:** GDPR compliance, including privacy program review.
- **Global transportation company:** GDPR compliance, including compliance program review.
- **Global title insurance and insurance company:** CCPA compliance, privacy program review, and cybersecurity gap assessment.
- **Global retail company:** IBPA compliance and gap assessment, CCPA compliance.
- **Global herbal product manufacturer:** IBPA compliance and gap assessment.

Employment and labor

- **Domestic housing provider:** FLSA collective action defense.
- **Domestic real estate appraisal company:** Misclassification / joint employer class action defense.
- **International government contractor:** Successful defense of multiple discrimination complaints, with favorable pre-trial settlements.
- **Nationwide electronics retailer:** Successful defense of wage and hour class action. Class certification denied, and settled on an individual basis.
- **Nationwide electronics retailer:** Successful defense of wage and hour collective action under the Fair Labor Standards Act. Conditional certification denied, and settled on an individual basis.

- **Nationwide electronics retailer:** Successful defense of multiple wage and hour disputes before the California Labor Commissioner. Complete defense determinations.
- **Regional agricultural company:** Successful defense of dispute before the California Labor Commissioner. Complete defense determination.
- **Private trust:** Successful defense of wage and estate dispute. Summary adjudication granted, settled on favorable terms.
- **International government aerospace contractor:** Successful defense of union avoidance campaign.
- **International commercial aerospace company:** Successful defense of union avoidance campaign.

Complex litigation

- **Domestic marketing company and executives:** Defense of breach of contract and misappropriation claims.
- **Domestic gaming company:** Defense of breach of contract and misappropriation claims.
- **National government contractor:** Successful defenses of multimillion-dollar trade secret dispute over high electromagnetic pulse technology. Secured a favorable pre-trial settlement.
- **Global "Internet of Things" company:** Successful prosecution of source code–related trade secrets dispute. Secured a favorable pre-trial settlement.
- **Global construction company:** Served as second chair for a two-week trial concerning a breach of contract dispute.
- **International chemical company:** Successfully defended in a multimillion-dollar taxpayer action. Secured dismissal via summary judgment, pending appeal.
- **National construction company:** Successfully defended a multimillion-dollar public works dispute; obtained an arbitral award.

Pro bono

- **Asylum claims:** Successfully acquired legal status for refugee applicants from Mexico, Haiti and Egypt in both affirmative and defensive asylum hearings.
- **Amicus brief on behalf of former Obama administration officials, including former cabinet officials:** *Gloucester County School Board v. G.G.* (US Supreme Court, 4th Circuit Court of Appeal) - case concerning gender identity and bathroom access.
- **Amicus brief on behalf of former Obama administration officials, including former cabinet officials:** *Bostock v. Georgia / Express, Inc. v. Zarda / R.G. & G.R. Harris Funeral Homes, Inc. v. EEOC* (US Supreme Court) - cases concerning LGBTQ protections under Title VII.
- **Former UN Special Rapporteur on Torture:** *Aurelio Vargas Gutierrez v. Barr* (9th Circuit Court of Appeal) - case concerning mental health exceptions to Convention Against Torture.
- **American Bar Association:** Filed an amicus brief in *Jennings v. Rodriguez* (US Supreme Court), a case concerning the constitutionality of federal immigration detention standards.
- **Anti-domestic violence groups:** Filed an amicus brief in *People of the State of Illinois v. Gray* (Illinois Supreme Court), a case concerning the constitutionality of a domestic violence protection statute.

Recognition

Honors and Awards

- “Rising Star,” Southern California *Super Lawyers*, 2015–2019
- State Bar of California Wiley W. Manuel Certificate for Pro Bono Legal Services, 2015, 2017
- Casa Cornelia Pro Bono Publico Award, 2016
- LAF’s OP Appeals Project Volunteer Attorney of the Year, 2017

In the Media

- "International Law and Conflict in Cyberspace: Attribution, Consequences, and the Development of Norms," *CyberWire*, 2017
- "Colorado joins New York in requiring data security standards for financial sector," *Third Certainty*, 2017
- “ABA Tells Justices to Uphold 9th Circ. Immigrant Bond Ruling,” *Law360*, 2016
- “Attorneys are paying attention to diversity in law firms,” *Bay Area Reporter*, August 11, 2016
- "ABA program examines legal ramifications of transgender troops in the military," ABA, August 2, 2016

Insights

- Co-author, “The FAR to get the job done: Government contractor vaccine requirements,” Dentons client alert, September 30, 2021
- Co-author, "DOL Releases New Proposed Tip Regulating Rule - What Employers Need To Know," Dentons client alert, June 28, 2021
- Co-author, "California adopts new workplace COVID-19 rules - 3 key takeaways," Dentons client alert, June 24, 2021
- Co-author, "Expiration of the FFCRA & California COVID-19 Supplemental Paid Sick Leave - What now?," Dentons client alert, December 29, 2020
- Co-author, "What employers need to know about making the COVID-19 vaccine mandatory," Dentons client alert, December 22, 2020
- Lead author, "DOL releases new proposed independent contractor rule," Dentons client alert, September 24, 2020
- Lead author, "EEOC Clarifies That ADA Prohibits Employers From Requiring Antibody Tests For Returning Employees," Dentons client alert, June 18, 2020
- Lead author, "Supreme Court issues landmark Title VII ruling protecting sexual orientation and gender identity," Dentons client alert, June 16, 2020
- Lead author, "Keeping Your Eye On The Ball: California Localities Increase Minimum Wage Effective July 1, 2020," Dentons client alert, June 11, 2020
- Co-author, “Filling in the Gap - California State and City Supplemental Paid Sick Leave Measures,” Dentons client alert, April 30, 2020
- Lead-author, "COVID-19: To furlough or to layoff? Three steps to guide employers in making the tough call (United States)," Dentons client alert, March 31, 2020
- Lead author, “COVID-19: Furloughs, layoffs, and hours reductions under the federal WARN Act (United States),” Dentons client alert, March 23, 2020
- Lead author, "COVID-19: What Employers Need to Know About California's "Stay at Home" Order (United

States)," Dentons client alert, March 23, 2020

- Lead author, "COVID-19: California governor issues executive order waiving 60 day period for Cal-WARN notices," Dentons client alert, March 20, 2020
- Lead author, "10 new California laws your business must understand for 2020," Dentons client alert, October 22, 2019
- Lead author, "California dreaming, California nightmare - 3 takeaways from California's controversial independent contractor bill becoming law," Dentons client alert and *International Law Office (ILO)*, September 23, 2019
- Lead author, "Tectonic shift - Key takeaways as California Legislature passes controversial independent contractor bill," Dentons client alert, September 12, 2019
- Lead author, "Data privacy enforcement on the rise in the US – California's CCPA setting the benchmark," Dentons client alert, August 19, 2019
- Co-author, "GDPR One Year Later," *Today's General Counsel*, June 5, 2019
- Co-author, "Are we there yet? California's new privacy law inches closer to the finish line with pending legislative amendments," *Daily Journal* (California), May 8, 2019
- Co-author, "What is 'Reasonable' Under Our New Privacy Law?," *Daily Journal* (California), April 3, 2019
- Co-author, "Illinois Supreme Court clarifies standing under biometrics law: No actual harm needed," Dentons client alert, January 30, 2019
- Co-author, "The California Consumer Privacy Act," *Daily Journal* (California), January 25, 2019
- Lead author, "NIST Announces Privacy Framework Effort," Dentons Privacy and Cybersecurity Law Blog, November 12, 2018
- Lead author, "HHS Announces New Health Sector Cybersecurity Coordination Center," Dentons Privacy and Cybersecurity Law Blog, November 9, 2018
- Lead author, "The Good, Bad and the Ugly: Key Takeaways From California's New Privacy Law," Dentons Privacy and Cybersecurity Law Blog, November 9, 2018
- Lead author, "California Passes First of Its Kind IoT Cybersecurity Law," Dentons Privacy and Cybersecurity Law Blog, November 6, 2018
- Lead author, "From Grey Zone to Customary International Law: How Adopting the Precautionary Principle May Help Crystalize the Due Diligence Principle in Cyberspace," NATO CCDCOE 10th International Conference on Cyber Conflict Proceedings, May 2018
- Lead author, "DHS and FBI Issue Joint Warning: Hackers Have Targeted Critical Sector Industries Since March 2016," Dentons Privacy and Cybersecurity Law Blog, March 27, 2018
- Lead author, "SEC Updates Guidance on Cybersecurity Risk and Incident Disclosure Requirements," Dentons Privacy and Cybersecurity Law Blog, March 26, 2018
- Lead author, "Survey Says...Cybersecurity Remains a Critical Challenge for Business," Dentons Privacy and Cybersecurity Law Blog, March 23, 2018
- Lead author, "IRS Warns About New Cyber Scam Targeting Taxpayers," Dentons Privacy and Cybersecurity Law Blog, March 6, 2018
- Lead author, "NIST Releases Draft Update to Cybersecurity Framework," Dentons Privacy and Cybersecurity Law Blog, December 13, 2017
- Co-author, "Spokeo One Year Later: Courts Split Over Whether Identity Theft Risk Confers Standing After

- Lead author, "HHS Issues Quick Response Cyber Attack Checklist," Dentons Privacy and Cybersecurity Law Blog, July 13, 2017
- Lead author, "DHS and FBI - Hackers Are Targeting US Nuclear, Energy, and Manufacturing Facilities," Dentons Privacy and Cybersecurity Law Blog, July 11, 2017
- Co-author, "The Defend Trade Secrets Act One Year Later," *Today's General Counsel*, June 21, 2017
- Lead author, "President Trump's Budget Requests \$1.5B For Homeland Security Cyber Unit," Dentons Privacy and Cybersecurity Law Blog, May 23, 2017
- Lead author, "US Government Accountability Office Releases New Report On The Internet of Things (IoT)," Dentons Privacy and Cybersecurity Law Blog, May 19, 2017
- Lead author, "SEC Issues Cybersecurity Alert for Brokers and Financial Advisers," Dentons Privacy and Cybersecurity Law Blog, May 18, 2017
- Lead author, "NIST Plans To Examine Internet of Things (IoT) For Its Cybersecurity Framework," Dentons Privacy and Cybersecurity Law Blog, May 17, 2017
- Lead author, "New ABA Opinion - Attorneys Must Take Reasonable Cybersecurity Measures To Protect Client Data," Dentons Privacy and Cybersecurity Law Blog, May 12, 2017
- Lead author, "White House Signs New Cybersecurity Executive Order," Dentons Privacy and Cybersecurity Law Blog, May 12, 2017
- Lead author, "NIST Releases Draft Guidance On Securing Wireless Infusion Pumps In The Healthcare Industry," Dentons Privacy and Cybersecurity Law Blog, May 10, 2017
- Lead author, "HHS Plans To Launch Cybersecurity Center Focused On Medical App Security," Dentons Privacy and Cybersecurity Law Blog, May 10, 2017
- Lead author, "DHS Warns Congress On Mobile Device Security," Dentons Privacy and Cybersecurity Law Blog, May 9, 2017
- Lead author, "FBI Warns Cyber Criminals Are Targeting Unsecured FTP Servers In The Healthcare Industry," Dentons Privacy and Cybersecurity Law Blog, May 3, 2017
- Lead author, "New Mexico Becomes 48th State To Enact Data Breach Notification Law," Dentons Privacy and Cybersecurity Law Blog, May 2, 2017
- Lead author, "Tennessee Adds New Encryption And Timing Requirements To Its Data Breach Notification Law," Dentons Privacy and Cybersecurity Law Blog, April 28, 2017
- Lead author, "Colorado Proposes New Cybersecurity Rules For Financial Advisers," Dentons Privacy and Cybersecurity Law Blog, April 25, 2017
- Lead author, "Control and Capabilities Test: Toward a New Lex Specialis Governing State Responsibility for Third Party Cyber Incidents," NATO CCDCOE, 9th International Conference on Cyber Conflict: CyCon 2017 (2017)
- Co-author, "Spokeo One Year Later: Courts divided over whether the risk of identity theft is sufficient to confer standing to sue in data breach cases," ABA Privacy & Data Security Committee Newsletter (2017)
- Co-author, "The Defend Trade Secrets Act One Year Later - Top Trends & Insights," *Today's General Counsel* (2017)
- Co-author, "Trends & Insights: The Defend Trade Secrets Act Nine Months Later," Dentons client alert, February 28, 2017

- Co-author, "High Court and Transgender Bathroom Access: Quo Vadis?," *Law360*, February 27, 2017
- Co-author, "From Russia, with cybersecurity lessons," *Daily Journal*, February 17, 2017
- Contributor, "Dentons' pick of global regulatory trends to watch in 2017 - Privacy and data protection," Dentons client alert, February 10, 2017
- Co-author, "California Supreme Court rules employees cannot be on-call or on-duty during rest breaks," Dentons client alert, January 3, 2017
- Lead author, "Known Unknowns: Cyber Warfare and The Jus Ad Bellum," *American University International Law Review*, Vol. 31: Iss. 4, Article 2 (2016)
- Lead author, "HHS Issues Warning About Phishing Campaign Disguised As Official Communication," Dentons Privacy and Cybersecurity Law Blog, December 4, 2016
- Co-author, "Federal court puts brakes on DOL's new overtime rule," Dentons client alert, November 30, 2016
- Lead author, "FTC Announces New Guidance on Ransomware," Dentons Privacy and Cybersecurity Law Blog, November 23, 2016
- Lead author, "NIST and USCG Issue New Maritime Industry Cybersecurity Profile," Dentons Privacy and Cybersecurity Law Blog, November 22, 2016
- Co-author, "Trade secret protection under President-elect Trump," Dentons client alert, November 22, 2016
- "Internet of Things (IoT) Security Takes Center Stage at FBI, DHS, NIST and Congress," Dentons Privacy and Cybersecurity Law Blog, November 21, 2016
- "US Officially Blames Russia for DNC Hack," Dentons Privacy and Cybersecurity Law Blog, October 7, 2016
- "White House Issues Presidential Directive Coordinating Government Response To 'Cyber Incidents,'" Dentons Privacy and Cybersecurity Law Blog, September 12, 2016
- Co-author, "Obama administration announces new sex discrimination guidelines for federal contractors," Dentons client alert, August 17, 2016
- Co-author, "Los Angeles and San Diego Increase minimum wage and paid sick leave for employees," Dentons Global Employment Lawyer, Vol. 2, Issue 2, August 17, 2016
- Co-author, "Los Angeles and San Diego set to increase Minimum Wage And Paid Sick Leave for employees effective July 2016," Dentons client alert, June 30, 2016
- Co-author, "5 Steps for Creating An LGBT-Supportive Workplace," *Law360*, June 23, 2016
- Co-author, "Transgender Bathroom Debate: What's the Deference?," *Law360*, May 17, 2016
- Co-author, "How Will Obama's Workplace Legacy Hold Up Post-Election?," *Law360*, May 8, 2016
- Co-author, "The Obama administration weighs in on the transgender bathroom debate," Dentons client alert, May 6, 2016
- Co-author, "No Joking Matter: California Ramps Up Enforcement with New FEHA Rules," *Daily Journal*, March 29, 2016
- Co-author, "Are You Ready? New Employment Regulations Hit California April 1, 2016," Dentons client alert, March 18, 2016
- Co-author, Chapter "Fiduciary Duties of Investment Advisers and Broker-Dealers" in CEB Book - Understanding Fiduciary Duties in Business Entities, March 2016
- Co-author, "EEOC seeks to bolster pay discrimination prohibitions via new requirement for large employers to

disclose pay data," Dentons client alert, February 1, 2016

- Co-author, "The State and Federal Evolution of LGBT Workplace Rights," *Law360*, January 21, 2016
- Co-author, "Employers beware - US Department of Labor issues a shot across the bow to those using independent contractors," Dentons Global Employment Lawyer, Vol. 2, Issue 2, November 2, 2015
- Co-author, "Shifting Standards: The Changing Fiduciary Landscape for Broker-Dealers and Investment Advisers," *California Business Law Practitioner*, Volume 30, No. 4 (Fall 2015)
- Co-author, "New OFCCP changes to federal contractor pay practices," Dentons client alert, October 7, 2015
- Co-author, "Eleventh Circuit adopts and clarifies 'primary beneficiary' test for unpaid interns under the FLSA," Dentons client alert, October 5, 2015
- Co-author, "The Rise of the Obama Workplace," *Law360*, September 28, 2015
- Co-author, "New executive order mandates paid sick leave for federal contractors," Dentons client alert, September 9, 2015
- Co-author, "No extension for you! Employers – brace for the impact of the new DOL overtime rules," Dentons client alert, September 3, 2015
- Co-author, "It's back to the future with the NLRB's new 'joint employer' standard," Dentons client alert, August 28, 2015
- Co-author, "Employers beware—US Department of Labor issues a shot across the bow to those using independent contractors," Dentons client alert, July 23, 2015
- Co-author, "Second Circuit weighs in on when unpaid interns become 'employees' under the FLSA," Dentons client alert, July 10, 2015
- Co-author, "California Paid Sick Leave Law Goes Into Effect July 1, 2015," Dentons client alert, June 30, 2015
- Co-author, "Questions remain following US Supreme Court's 'headscarf' ruling," Dentons Global Employment Lawyer, Vol. 1, Issue 3, June 24, 2015
- Co-author, "California Court of Appeal – Out-of-State Forum Selection / Choice of Law Provisions Most Likely Unenforceable in Wage Disputes," Dentons client alert, June 9, 2015
- Co-author, "Questions Remain Following US Supreme Court 'Headscarf' Ruling," Dentons client alert, June 8, 2015
- Co-author, "Ninth Circuit to Corporations - No Blanket Immunity For Violations of International Law," Dentons client alert, September 23, 2014 (with William O'Brien and Ivan Bilaniuk)
- Co-author, "It Pays to be Sick in California," Dentons client alert, September 15, 2014
- Co-author, "DOL to Federal Contractors – Transgender Discrimination is Sex Discrimination," Dentons client alert, August 25, 2014
- Co-author, "New Executive Order Prohibits the Federal Government and Government Contractors From Employment Discrimination Against LGBT Persons," Dentons client alert, July 24, 2014
- Co-author: "Minimum Wage Mania Among Cities And States" *Law360*, July 17, 2014
- Co-author, "California Allows Employment Class Action Waivers; But the PAGA Threat Persists," Dentons client alert, June 26, 2014
- Co-author, 2014 Dentons California Litigation Guide, April 17, 2014
- Co-author, "President Obama Signs Two More Orders Aimed at Federal Contractor Pay Practices," Dentons

client alert, April 9, 2014

- Co-author, "Supreme Court Confirms that Severance Payments are Subject to FICA Taxes," Dentons client alert, March 28, 2014
- "Emerging Voices – Is The R2P Doctrine The Greatest Marketing Campaign International Law Has Ever Seen?" *Opinio Juris*, 2013
- "The Responsibility to Protect Doctrine: Customary International Law, An Emerging Norm, or Just Wishful Thinking?" *International Human Rights Law Review*, 5 Int. Hum. Rts. L. Rev. 365, 2010

Activities and Affiliations

Presentations

- Presenter, "Managing hybrid workplaces and vaccination policies in Canada and the US," Dentons webinar, October 22, 2021
- Moderator, "US COVID-19 top Employment and Labor issues to consider for your return-to-work strategy," Dentons webinar, June 5, 2020
- Presenter, "Key California employment laws your business must understand for 2020," Dentons webinar, November 19, 2019
- Presenter, "CCPA Update - Time To Get Ready For Compliance," *CONNECT Frameworks Workshop*, San Diego, November 2019
- Presenter, "Cyber Ethics: In-House Counsel's Ethical Role In Data Privacy and Cybersecurity," *Dentons CLE Seminar for In-House Counsel*, St. Louis, June 2019
- Panelist (accepted), "Control and Capabilities Test 2.0: A Closer Look at the New Attribution Test States Are Adopting in Cyberspace," NATO CCDCOE, 11th Conference on Cyber Conflict: CyCon 2019, Tallinn Estonia, June 2019
- Presenter (upcoming), "California Privacy Law - A Closer Look at Compliance," *CONNECT Frameworks Workshop*, San Diego, May 2019
- Panelist, "Key Considerations & Developments in Cybersecurity & Privacy," *Dentons CLE Seminar for In-House Counsel*, Atlanta, March 2019
- Panelist, "California Dreaming, California Nightmare: The CCPA," *Daily Journal Cybsecurity / Privacy 2019 Forum*, Los Angeles, February 2019
- Presenter, "The Good, The Bad & The Ugly - Key Insights On The California Consumer Privacy Act of 2018," *Dentons CLE Seminar for In-House Counsel*, Los Angeles, January 2019
- Presenter, "The Good, The Bad & The Ugly - Key Insights On The California Consumer Privacy Act of 2018," *Dentons CLE Seminar for In-House Counsel*, San Francisco, January 2019
- Co-chair, Class Action Mastery Forum, San Diego, January 2019
- Panelist (accepted), "Control and Capabilities Test: How States Are Adopting a New Test for Attribution in Cyberspace," American Society of International Law Mid-Year Conference, Los Angeles, November 7, 2018
- Presenter, "Privacy, Data Security, and AI Demystified," *CONNECT Frameworks Workshop*, San Diego, September 20, 2018
- Presenter, "Cybersecurity and Data Protection 101: Building a Business for the Future," Maritime Alliance, San Diego, September 14, 2018

- Panelist, “From Grey Zone to Customary International Law: How Adopting the Precautionary Principle May Help Crystalize the Due Diligence Principle in Cyberspace,” NATO CCDCOE, 10th International Conference on Cyber Conflict: CyCon 2018, Tallinn, Estonia, June 1, 2018
- Co-chair, *Daily Journal Cybersecurity/Privacy Forum*, Los Angeles, March, 2018
- Moderator, “International Regulatory Trends,” *Daily Journal Cybersecurity / Privacy 2018 Forum*, Los Angeles, March 2018
- Moderator, “Cyber Risk Management,” *Daily Journal Cybersecurity / Privacy 2018 Forum*, Los Angeles, March 2018
- Presenter, “Control and Capabilities Test: Toward a New Lex Specialis Governing State Responsibility for Third Party Cyber Incidents,” *NATO CCDCOE, 9th International Conference on Cyber Conflict: CyCon 2017*, Tallinn, Estonia, June 2, 2017
- Lecturer, “International Law and Cyber Operations: Attribution,” *University of San Diego School of Law, International Law Society Lecture Series*, San Diego, April 6, 2017
- Co-presenter, “The Trump Wild Card: What Employers Can Expect From the New Administration,” Dentons client webinar, January 26, 2017
- Co-presenter, “Employment Law Goes Local,” *Association of Corporate Counsel Luncheon*, San Diego, September 22, 2016
- Panelist, “Transgender Employment Litigation and Diversity in Law Firms” on panel entitled “A Dynamic ‘Trans’-ition: A Path Forward on the Recognition of Transgender Rights, Employment Equality and Integration of Transgender Troops Into the US Military,” *American Bar Association Annual Conference*, San Francisco, August 5, 2016
- Co-presenter, “FLSA Overtime Regulations,” *California Employers Association Webinar*, June 8, 2016
- Guest lecturer, “Cyber Warfare and International Law,” *University of San Diego School of Law*, San Diego, April 2016
- Co-presenter, “FEHA Regulations - What You Need to Know,” *California Employers Association Webinar*, April 7, 2016
- Co-presenter, “Trans* in the Workplace,” *California Employers Association Webinar*, October 15, 2015
- Panelist/paper presenter, “Known Unknowns: Cyber Warfare, *Jus Ad Bellum* and International Law,” *American Society of International Law Annual Research Forum*, Washington, DC, October 18, 2015
- Panelist/paper presenter, “Known Unknowns: Cyber Warfare, *Jus Ad Bellum* and International Law,” *US Naval Postgraduate School Conference on the Future of Just War*, Monterey, CA, October 14, 2015

Memberships

- San Diego County Bar Association, Labor and Employment Section
- State Bar of California, Labor and Employment Section

Prior and Present Employment

Prior to joining Dentons, Peter attended the University of San Diego School of Law where he graduated *cum laude* and was admitted to the National Order of the Barristers. During that time, Peter worked for the United States Attorneys’ Office and the United Nations International Criminal Tribunal for the Former Yugoslavia in The Hague, Netherlands.

Areas of focus

Practices

- Litigation and Dispute Resolution
- Privacy and Cybersecurity
- Employment and Labor
- Public International Law
- Commercial Litigation
- Class Action Defense
- Internal Corporate Investigations

Industry sectors

- Digital Media
- Mobile
- Software
- Cloud and Hosting Services
- E-Commerce, Internet and E-Payments
- Medical Device Companies
- Defense and Space
- Retail
- Technology
- Government
- Cannabis

Issues and opportunities

- Cannabis in the United States

Education

- University of San Diego School of Law, 2009, JD, *cum laude*, Order of the Barristers
- Texas State University, 2005, BA, *magna cum laude*

Admissions and qualifications

- California
- United States Supreme Court

- US Court of Appeals for the Fourth Circuit
- US Court of Appeals for the Ninth Circuit
- US District Court for the Central District of California
- US District Court for the Eastern District of California
- US District Court for the Northern District of California
- US District Court for the Southern District of California

Languages

- Spanish