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20 UNITED STATES DISTRICT COURT
21 EASTERN DISTRICT OF CALIFORNIA

22 MICHAEL ECONOMIDES,
23
24 Plaintiff,
25
26 v.
27
28 HIRERIGHT, LLC and ROES, 1-10,
29
30 Defendants.

Case No. 1:24-cv-00145-JLT-BAM
**STIPULATED FRE 502(d) AND (e)
CLAWBACK ORDER**

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4880-3394-8358.1 / 084143-1100

LITTLER MENDELSON,
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Suite 1000
San Francisco, CA 94105
STIPULATED FRE 502(d) AND (e)
CLAWBACK ORDER

1 **WHEREAS**, the parties have agreed to stipulate to protect certain privileged and otherwise
2 protected documents, data (including electronically stored information) and other information,
3 including without limitation, metadata (collectively “Documents”), against claims of waiver and
4 inadvertent production if they are produced during this litigation whether pursuant to a Court Order, a
5 parties’ discovery request or informal production.

6 **WHEREAS**, both parties may have to produce large volumes of Documents. The parties wish
7 to comply with discovery deadlines and complete discovery expeditiously, while preserving and
8 without waiving any evidentiary protections or privileges applicable to the information contained in
9 the Documents produced, including as against third parties in other Federal and State proceedings, and
10 in addition to their agreement, need the additional protections of a Court Order under FRE 502(d) and
11 (e) to do so.

12 **WHEREAS**, to comply with applicable discovery deadlines, a party may be required to
13 produce certain categories of Documents that have been subject to minimal or no attorney review (the
14 “Disclosures”). This Stipulation and Order is designed to foreclose any arguments that by making
15 such Disclosures, the disclosure or production of Documents subject to a legally recognized claim of
16 privilege, including without limitation the attorney-client privilege, work-product doctrine, or other
17 applicable privilege:

- 18 (a) was not inadvertent by the Producing Party;
- 19 (b) that the Producing Party did not take reasonable steps to prevent the
20 disclosure of privileged Documents;
- 21 (c) that the Producing Party did not take reasonable or timely steps to rectify
22 such Disclosure; and/or
- 23 (d) that such Disclosure acts as a waiver of applicable privileges or
24 protections associated with such Documents.

25 **WHEREAS**, because the purpose of this Stipulation is to protect and preserve privileged
26 Documents, the parties agree they are bound as follows from and after the date their counsel have
27 signed it, even if such execution occurs prior to Court approval.

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4880-3394-8358.1 / 084143-1100

1 Accordingly, the parties hereby **STIPULATE**, and the Court hereby **ORDERS** pursuant to
2 Federal Rules of Evidence 502(d) and (e), as follows:

3 1. The disclosure or production of Documents by a Producing Party subject to a legally
4 recognized claim of privilege, including without limitation the attorney-client privilege and the work-
5 product doctrine, to a Receiving Party, shall in no way constitute the voluntary disclosure of such
6 Document.

7 2. The inadvertent disclosure or production of any Document this action shall not result
8 in the waiver of any privilege, evidentiary protection or other protection associated with such
9 Document as to the Receiving Party or any third parties, and shall not result in any waiver, including
10 subject matter waiver, of any kind.

11 3. If, during this litigation, a party determines that any Document produced by another
12 party is or may reasonably be subject to a legally recognizable privilege or evidentiary protection
13 (“Protected Document”):

14 (a) the Receiving Party shall: (i) refrain from reading the Protected Document any
15 more closely than is necessary to ascertain that it is privileged or otherwise
16 protected from disclosure; (ii) immediately notify the Producing Party in
17 writing it has discovered Documents believed to be privileged or protected; (iii)
18 specifically identify the Protected Documents by Bates number range or hash
19 value, and, (iv) within ten (10) days of discovery by the Receiving Party, return,
20 sequester, or destroy all copies of such Protected Documents, along with any
21 notes, abstracts or compilations of the content thereof. To the extent that a
22 Protected Document has been loaded into a litigation review database under the
23 control of the Receiving Party, the Receiving Party shall have all electronic
24 copies of the Protected Document extracted from the database. Where such
25 Protected Documents cannot be destroyed or separated, they shall not be
26 reviewed, disclosed, or otherwise used by the Receiving Party.
27 Notwithstanding, the Receiving Party is under no obligation to search or review
28 the Producing Party’s Documents to identify potentially privileged or work

4880-3394-8358.1 / 084143-1100

1 product Protected Documents.

2 (b) If the Producing Party intends to assert a claim of privilege or other protection
3 over Documents identified by the Receiving Party as Protected Documents, the
4 Producing Party will, within ten (10) days of receiving the Receiving Party's
5 written notification described above, inform the Receiving Party of such
6 intention in writing and shall provide the Receiving Party with a log for such
7 Protected Documents consistent with the requirements of the Federal Rules of
8 Civil Procedure, setting forth the basis for the claim of privilege or other
9 protection. If any portion of a Protected Document does not contain privileged
10 or protected information, the Producing Party shall also provide to the
11 Receiving Party a redacted copy of the document that omits the information that
12 the Producing Party believes is subject to a claim of privilege or other
13 protection.

14 4. If, during this litigation, a party determines it has produced a Protected Document:

15 (a) the Producing Party may notify the Receiving Party of such inadvertent
16 production in writing, and demand the return of such documents. Such notice
17 shall be in writing, however, it may be delivered orally on the record at a
18 deposition, promptly followed up in writing. The Producing Party's written
19 notice will identify the Protected Document inadvertently produced by bates
20 number range or hash value, the privilege or protection claimed, and the basis
21 for the assertion of the privilege and shall provide the Receiving Party with a
22 log for such Protected Documents consistent with the requirements of the
23 Federal Rules of Civil Procedure, setting forth the basis for the claim of
24 privilege or other protection. If any portion of the Protected Document does
25 not contain privileged or protected information, the Producing Party shall also
26 provide to the Receiving Party a redacted copy of the Document that omits the
27 information that the Producing Party believes is subject to a claim of privilege
28 or other protection.

4880-3394-8358.1 / 084143-1100

1 (b) The Receiving Party must, within ten (10) days of receiving the Producing
2 Party's written notification described above, return, sequester, or destroy the
3 Protected Document and any copies, along with any notes, abstracts or
4 compilations of the content thereof. If a Protected Document has been loaded
5 into a litigation review database under the control of the Receiving Party, the
6 Receiving Party shall have all electronic copies of the Protected Document
7 extracted from the database.

8 5. If the information contained in a Protected Document has already been used in or
9 described in other documents generated or maintained by the Receiving Party prior to the date of receipt
10 of written notice by the Producing Party as set forth in paragraphs 3(b) and 4(a), then the Receiving
11 Party shall sequester such documents until the claim has been resolved. If the Receiving Party disclosed
12 the Protected Document before being notified of its inadvertent production, it must take reasonable
13 steps to retrieve it.

14 6. The Receiving Party's return, sequestering or destruction of Protected Documents as
15 provided herein will not act as a waiver of the Requesting Party's right to move for the production of
16 the returned, sequestered or destroyed documents on the grounds that the documents are not, in fact,
17 subject to a viable claim of privilege or protection. However, the Receiving Party is prohibited and
18 estopped from arguing that:

- 19 (a) the disclosure or production of the Protected Documents acts as a waiver of an
20 applicable privilege or evidentiary protection;
- 21 (b) the disclosure of the Protected Documents was not inadvertent;
- 22 (c) the Producing Party did not take reasonable steps to prevent the disclosure of
23 the Protected Documents; or
- 24 (d) the Producing Party failed to take reasonable or timely steps to rectify the error
25 pursuant to Federal Rule of Civil Procedure 26(b)(5)(B), or otherwise.

26 7. Either party may submit Protected Documents to the Court under seal for a
27 determination of the claim of privilege or other protection. The Producing Party shall preserve the
28 Protected Documents until such claim is resolved. The Receiving Party may not use the Protected

4880-3394-8358.1 / 084143-1100

1 Documents for any purpose absent this Court's Order.

2 8. Upon a determination by the Court that the Protected Documents are protected by the
3 applicable privilege or evidentiary protection, and if the Protected Documents have been sequestered
4 rather than returned or destroyed by the Receiving Party, the Protected Documents shall be returned or
5 destroyed within 10 (ten) days of the Court's order. The Court may also order the identification by the
6 Receiving Party of Protected Documents by search terms or other means.

7 9. Nothing contained herein is intended to, or shall serve to limit a party's right to conduct
8 a review of documents, data (including electronically stored information) and other information,
9 including without limitation, metadata, for relevance, responsiveness and/or the segregation of
10 privileged and/or protected information before such information is produced to another party.

11 10. Once executed by all parties, the Stipulation shall be by treated by the parties as an
12 Order of Court until it is formally approved by the Court.

13 11. By operation of the parties' agreement and Court Order, the parties are specifically
14 afforded the protections of FRE 502 (d) and (e).

15 **IT IS SO STIPULATED, THROUGH COUNSEL OF RECORD.**

16 Dated: June 5, 2024

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19 /s/ Daniel "Sparky" Abraham (as authorized on 6/5/24)
20 DANIEL "SPARKY" ABRAHAM
21 JUBILEE LEGAL
22 Attorneys for Plaintiff
23 MICHAEL ECONOMIDES

24 Dated: June 5, 2024

25 /s/ Lauren B. Veggian (as authorized on 6/4/24)
26 MICHAEL F. CARDOZA
27 LAUREN B. VEGGIAN
28 THE CARDOZA LAW CORPORATION
Attorneys for Plaintiff
MICHAEL ECONOMIDES

4880-3394-8358.1 / 084143-1100

1 Dated: June 5, 2024

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4

/s/ Rachel E. Simons

ROD M. FLIEGEL
RACHEL E. SIMONS
LITTLER MENDELSON, P.C.
Attorneys for Defendant
HIRERIGHT, LLC

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ORDER

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9 Having considered the parties' stipulated FRE 502(d) and (e) Clawback Order, and finding
10 good cause, the Court adopts the stipulated order. (Doc. 17.)

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11 IT IS SO ORDERED.

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12 Dated: June 6, 2024

/s/ Barbara A. McAuliffe

UNITED STATES MAGISTRATE JUDGE

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4880-3394-8358.1 / 084143-1100