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18 UNITED STATES DISTRICT COURT  
 19 NORTHERN DISTRICT OF CALIFORNIA

20 COREY T. GAUSE,  
 21 Plaintiff,

22 vs.

23 UNITED PARCEL SERVICE, INC.;  
 24 UPS GROUND FREIGHT, INC.; and  
 25 DOES 1 through 50, Inclusive,  
 26 Defendants.

27 CASE NO. CV 13-02948 SI  
 28 STIPULATED PROTECTIVE  
 ORDER

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17 UNITED PARCEL SERVICE, INC. and  
18 UPS GROUND FREIGHT, INC.  
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1        1.    PURPOSES AND LIMITATIONS

2            Disclosure and discovery activity in this action are likely to involve  
3 production of confidential, proprietary, or private information for which special  
4 protection from public disclosure and from use for any purpose other than  
5 prosecuting this litigation may be warranted. Accordingly, the parties hereby  
6 stipulate to and petition the court to enter the following Stipulated Protective Order.  
7 The parties acknowledge that this Order does not confer blanket protections on all  
8 disclosures or responses to discovery and that the protection it affords from public  
9 disclosure and use extends only to the limited information or items that are entitled  
10 to confidential treatment under the applicable legal principles. The parties further  
11 acknowledge, as set forth in Section 12.3, below, that this Stipulated Protective  
12 Order does not entitle them to file confidential information under seal; Civil Local  
13 Rule 79-5 and General Order 62 set forth the procedures that must be followed and  
14 the standards that will be applied when a party seeks permission from the court to  
15 file material under seal.

16        2.    DEFINITIONS

17            2.1    Challenging Party: a Party or Non-Party that challenges the  
18 designation of information or items under this Order.

19            2.2    “CONFIDENTIAL” Information or Items: information (regardless of  
20 how it is generated, stored or maintained) or tangible things that qualify for  
21 protection under Federal Rule of Civil Procedure 26(c).

22            2.3    Counsel (without qualifier): Outside Counsel of Record and House  
23 Counsel (as well as their support staff).

24            2.4    Designating Party: a Party or Non-Party that designates information or  
25 items that it produces in disclosures or in responses to discovery as  
26 “CONFIDENTIAL.”

27            2.5    Disclosure or Discovery Material: all items or information, regardless  
28 of the medium or manner in which it is generated, stored, or maintained (including,

1 among other things, testimony, transcripts, and tangible things), that are produced  
2 or generated in disclosures or responses to discovery in this matter.

3 2.6 Expert: a person with specialized knowledge or experience in a matter  
4 pertinent to the litigation who has been retained by a Party or its counsel to serve as  
5 an expert witness or as a consultant in this action.

6 2.7 House Counsel: attorneys who are employees of a party to this action.  
7 House Counsel does not include Outside Counsel of Record or any other outside  
8 counsel.

9 2.8 Non-Party: any natural person, partnership, corporation, association,  
10 or other legal entity not named as a Party to this action.

11 2.9 Outside Counsel of Record: attorneys who are not employees of a  
12 party to this action but are retained to represent or advise a party to this action and  
13 have appeared in this action on behalf of that party or are affiliated with a law firm  
14 which has appeared on behalf of that party.

15 2.10 Party: any party to this action, including all of its officers, directors,  
16 employees, consultants, retained experts, and Outside Counsel of Record (and their  
17 support staffs).

18 2.11 Producing Party: a Party or Non-Party that produces Disclosure or  
19 Discovery Material in this action.

20 2.12 Professional Vendors: persons or entities that provide litigation  
21 support services (e.g., photocopying, videotaping, translating, preparing exhibits or  
22 demonstrations, and organizing, storing, or retrieving data in any form or medium)  
23 and their employees and subcontractors.

24 2.13 Protected Material: any Disclosure or Discovery Material that is  
25 designated as “CONFIDENTIAL.”

26 2.14 Receiving Party: a Party that receives Disclosure or Discovery  
27 Material from a Producing Party.

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1     3.     SCOPE

2             The protections conferred by this Stipulation and Order cover not only  
3 Protected Material (as defined above), but also (1) any information copied or  
4 extracted from Protected Material; (2) all copies, excerpts, summaries, or  
5 compilations of Protected Material; and (3) any testimony, conversations, or  
6 presentations by Parties or their Counsel that might reveal Protected Material.  
7 However, the protections conferred by this Stipulation and Order do not cover the  
8 following information: (a) any information that is in the public domain at the time  
9 of disclosure to a Receiving Party or becomes part of the public domain after its  
10 disclosure to a Receiving Party as a result of publication not involving a violation  
11 of this Order, including becoming part of the public record through trial or  
12 otherwise; and (b) any information known to the Receiving Party prior to the  
13 disclosure or obtained by the Receiving Party after the disclosure from a source  
14 who obtained the information lawfully and under no obligation of confidentiality to  
15 the Designating Party. Any use of Protected Material at trial shall be governed by a  
16 separate agreement or order.

17     4.     DURATION

18             Even after final disposition of this litigation, the confidentiality obligations  
19 imposed by this Order shall remain in effect until a Designating Party agrees  
20 otherwise in writing or a court order otherwise directs. Final disposition shall be  
21 deemed to be the later of (1) dismissal of all claims and defenses in this action, with  
22 or without prejudice; and (2) final judgment herein after the completion and  
23 exhaustion of all appeals, rehearings, remands, trials, or reviews of this action,  
24 including the time limits for filing any motions or applications for extension of time  
25 pursuant to applicable law.

26     5.     DESIGNATING PROTECTED MATERIAL

27             5.1     Exercise of Restraint and Care in Designating Material for Protection.

28     Each Party or Non-Party that designates information or items for protection under

1 this Order must take care to limit any such designation to specific material that  
2 qualifies under the appropriate standards. The Designating Party must designate for  
3 protection only those parts of material, documents, items, or oral or written  
4 communications that qualify - so that other portions of the material, documents,  
5 items, or communications for which protection is not warranted are not swept  
6 unjustifiably within the ambit of this Order.

7 Mass, indiscriminate, or routinized designations are prohibited. Designations  
8 that are shown to be clearly unjustified or that have been made for an improper  
9 purpose (e.g., to unnecessarily encumber or retard the case development process or  
10 to impose unnecessary expenses and burdens on other parties) expose the  
11 Designating Party to sanctions.

12 If it comes to a Designating Party's attention that information or items that it  
13 designated for protection do not qualify for protection, that Designating Party must  
14 promptly notify all other Parties that it is withdrawing the mistaken designation.

15 5.2 Manner and Timing of Designations. Except as otherwise provided in  
16 this Order (see, e.g., second paragraph of section 5.2(a) below), or as otherwise  
17 stipulated or ordered, Disclosure or Discovery Material that qualifies for protection  
18 under this Order must be clearly so designated before the material is disclosed or  
19 produced.

20 Designation in conformity with this Order requires:

21 (a) for information in documentary form (e.g., paper or electronic  
22 documents, but excluding transcripts of depositions or other pretrial or trial  
23 proceedings), that the Producing Party affix the legend "CONFIDENTIAL" to each  
24 page that contains protected material. If only a portion or portions of the material  
25 on a page qualifies for protection, the Producing Party also must clearly identify the  
26 protected portion(s) (e.g., by making appropriate markings in the margins). A Party  
27 or Non-Party that makes original documents or materials available for inspection  
28 need not designate them for protection until after the inspecting Party has indicated

1 which material it would like copied and produced. During the inspection and  
2 before the designation, all of the material made available for inspection shall be  
3 deemed “CONFIDENTIAL.” After the inspecting Party has identified the  
4 documents it wants copied and produced, the Producing Party must determine  
5 which documents, or portions thereof, qualify for protection under this Order.  
6 Then, before producing the specified documents, the Producing Party must affix the  
7 “CONFIDENTIAL” legend to each page that contains Protected Material. If only a  
8 portion or portions of the material on a page qualifies for protection, the Producing  
9 Party also must clearly identify the protected portion(s) (e.g., by making  
10 appropriate markings in the margins).

11 (b) for testimony given in deposition or in other pretrial or trial  
12 proceedings, that the Designating Party identify on the record, before the close of  
13 the deposition, hearing, or other proceeding, all protected testimony.

14 (c) for information produced in some form other than documentary and  
15 for any other tangible items, that the Producing Party affix in a prominent place on  
16 the exterior of the container or containers in which the information or item is stored  
17 the legend “CONFIDENTIAL.” If only a portion or portions of the information or  
18 item warrant protection, the Producing Party, to the extent practicable, shall identify  
19 the protected portion(s).

20 5.3 Inadvertent Failures to Designate. If timely corrected, an inadvertent  
21 failure to designate qualified information or items does not, standing alone, waive  
22 the Designating Party’s right to secure protection under this Order for such  
23 material. Upon timely correction of a designation, the Receiving Party must make  
24 reasonable efforts to assure that the material is treated in accordance with the  
25 provisions of this Order.

## 26 6. CHALLENGING CONFIDENTIALITY DESIGNATIONS

27 6.1 Timing of Challenges. Any Party or Non-Party may challenge a  
28 designation of confidentiality at any time. Unless a prompt challenge to a

1 Designating Party's confidentiality designation is necessary to avoid foreseeable,  
2 substantial unfairness, unnecessary economic burdens, or a significant disruption or  
3 delay of the litigation, a Party does not waive its right to challenge a confidentiality  
4 designation by electing not to mount a challenge promptly after the original  
5 designation is disclosed.

6       6.2 Meet and Confer. The Challenging Party shall initiate the dispute  
7 resolution process by providing written notice of each designation it is challenging  
8 and describing the basis for each challenge. To avoid ambiguity as to whether a  
9 challenge has been made, the written notice must recite that the challenge to  
10 confidentiality is being made in accordance with this specific paragraph of the  
11 Protective Order. The parties shall attempt to resolve each challenge in good faith  
12 and must begin the process by conferring directly (in voice to voice dialogue; other  
13 forms of communication are not sufficient) within 14 days of the date of service of  
14 notice. In conferring, the Challenging Party must explain the basis for its belief that  
15 the confidentiality designation was not proper and must give the Designating Party  
16 an opportunity to review the designated material, to reconsider the circumstances,  
17 and, if no change in designation is offered, to explain the basis for the chosen  
18 designation. A Challenging Party may proceed to the next stage of the challenge  
19 process only if it has engaged in this meet and confer process first or establishes  
20 that the Designating Party is unwilling to participate in the meet and confer process  
21 in a timely manner.

22       6.3 Judicial Intervention. If the Parties cannot resolve a challenge without  
23 court intervention, the Designating Party shall file and serve a motion to retain  
24 confidentiality under Civil Local Rule 7 (and in compliance with Civil Local Rule  
25 79-5 and General Order 62, if applicable) within 21 days of the initial notice of  
26 challenge or within 14 days of the parties agreeing that the meet and confer process  
27 will not resolve their dispute, whichever is earlier. Each such motion must be  
28 accompanied by a competent declaration affirming that the movant has complied



1 with the meet and confer requirements imposed in the preceding paragraph. Failure  
2 by the Designating Party to make such a motion including the required declaration  
3 within 21 days (or 14 days, if applicable) shall automatically waive the  
4 confidentiality designation for each challenged designation. In addition, the  
5 Challenging Party may file a motion challenging a confidentiality designation at  
6 any time if there is good cause for doing so, including a challenge to the  
7 designation of a deposition transcript or any portions thereof. Any motion brought  
8 pursuant to this provision must be accompanied by a competent declaration  
9 affirming that the movant has complied with the meet and confer requirements  
10 imposed by the preceding paragraph.

11 The burden of persuasion in any such challenge proceeding shall be on the  
12 Designating Party. Frivolous challenges, and those made for an improper purpose  
13 (e.g., to harass or impose unnecessary expenses and burdens on other parties) may  
14 expose the Challenging Party to sanctions. Unless the Designating Party has  
15 waived the confidentiality designation by failing to file a motion to retain  
16 confidentiality as described above, all parties shall continue to afford the material in  
17 question the level of protection to which it is entitled under the Producing Party's  
18 designation until the court rules on the challenge.

## 19 7. ACCESS TO AND USE OF PROTECTED MATERIAL

20 7.1 Basic Principles. A Receiving Party may use Protected Material that is  
21 disclosed or produced by another Party or by a Non-Party in connection with this  
22 case only for prosecuting, defending, or attempting to settle this litigation. Such  
23 Protected Material may be disclosed only to the categories of persons and under the  
24 conditions described in this Order. When the litigation has been terminated, a  
25 Receiving Party must comply with the provisions of section 13 below (FINAL  
26 DISPOSITION).

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1 Protected Material must be stored and maintained by a Receiving Party at a  
2 location and in a secure manner that ensures that access is limited to the persons  
3 authorized under this Order.

4 7.2 Disclosure of “CONFIDENTIAL” Information or Items. Unless  
5 otherwise ordered by the court or permitted in writing by the Designating Party, a  
6 Receiving Party may disclose any information or item designated  
7 “CONFIDENTIAL” only to:

8 (a) the Receiving Party’s Outside Counsel of Record in this action, as well  
9 as employees of said Outside Counsel of Record to whom it is reasonably necessary  
10 to disclose the information for this litigation and who have signed the  
11 “Acknowledgment and Agreement to Be Bound” that is attached hereto as Exhibit  
12 A;

13 (b) the officers, directors, and employees (including House Counsel) of  
14 the Receiving Party to whom disclosure is reasonably necessary for this litigation  
15 and who have signed the “Acknowledgment and Agreement to Be Bound” (Exhibit  
16 A);

17 (c) Experts (as defined in this Order) of the Receiving Party to whom  
18 disclosure is reasonably necessary for this litigation and who have signed the  
19 “Acknowledgment and Agreement to Be Bound” (Exhibit A);

20 (d) the court and its personnel;

21 (e) court reporters and their staff, professional jury or trial consultants,  
22 mock jurors, and Professional Vendors to whom disclosure is reasonably necessary  
23 for this litigation and who have signed the “Acknowledgment and Agreement to Be  
24 Bound” (Exhibit A);

25 (f) during their depositions, witnesses in the action to whom disclosure is  
26 reasonably necessary and who have signed the “Acknowledgment and Agreement  
27 to Be Bound” (Exhibit A), unless otherwise agreed by the Designating Party or  
28 ordered by the court. Pages of transcribed deposition testimony or exhibits to

1 depositions that reveal Protected Material must be marked “CONFIDENTIAL  
2 PURSUANT TO PROTECTIVE ORDER” by the court reporter and may not be  
3 disclosed to anyone except as permitted under this Stipulated Protective Order.

4 (g) the author or recipient of a document containing the information or a  
5 custodian or other person who otherwise possessed or knew the information.

6 8. PROTECTED MATERIAL SUBPOENAED OR ORDERED PRODUCED  
7 IN OTHER LITIGATION

8 If a Party is served with a subpoena or a court order issued in other litigation  
9 that compels disclosure of any information or items designated in this action as  
10 “CONFIDENTIAL,” that Party must:

11 (a) promptly notify in writing the Designating Party. Such notification  
12 shall include a copy of the subpoena or court order;

13 (b) promptly notify in writing the party who caused the subpoena or order  
14 to issue in the other litigation that some or all of the material covered by the  
15 subpoena or order is subject to this Protective Order. Such notification shall  
16 include a copy of this Stipulated Protective Order; and

17 (c) cooperate with respect to all reasonable procedures sought to be  
18 pursued by the Designating Party whose Protected Material may be affected.

19 If the Designating Party timely seeks a protective order, the Party served with  
20 the subpoena or court order shall not produce any information designated in this  
21 action as “CONFIDENTIAL” before a determination by the court from which the  
22 subpoena or order issued, unless the Party has obtained the Designating Party’s  
23 permission. The Designating Party shall bear the burden and expense of seeking  
24 protection in that court of its confidential material - and nothing in these provisions  
25 should be construed as authorizing or encouraging a Receiving Party in this action  
26 to disobey a lawful directive from another court.

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1 9. A NON-PARTY’S PROTECTED MATERIAL SOUGHT TO BE  
2 PRODUCED IN THIS LITIGATION

3 (a) The terms of this Order are applicable to information produced by a  
4 Non-Party in this action and designated as “CONFIDENTIAL.” Such information  
5 produced by Non-Parties in connection with this litigation is protected by the  
6 remedies and relief provided by this Order. Nothing in these provisions should be  
7 construed as prohibiting a Non-Party from seeking additional protections.

8 (b) In the event that a Party is required, by a valid discovery request, to  
9 produce a Non-Party’s confidential information in its possession, and the Party is  
10 subject to an agreement with the Non-Party not to produce the Non-Party’s  
11 confidential information, then the Party shall:

12 (1) promptly notify in writing the Requesting Party and the Non-Party  
13 that some or all of the information requested is subject to a confidentiality  
14 agreement with a Non-Party;

15 (2) promptly provide the Non-Party with a copy of the Stipulated  
16 Protective Order in this litigation, the relevant discovery request(s), and a  
17 reasonably specific description of the information requested; and

18 (3) make the information requested available for inspection by the  
19 Non-Party.

20 (c) If the Non-Party fails to object or seek a protective order from this  
21 court within 14 days of receiving the notice and accompanying information, the  
22 Receiving Party may produce the Non-Party’s confidential information responsive  
23 to the discovery request. If the Non-Party timely seeks a protective order, the  
24 Receiving Party shall not produce any information in its possession or control that  
25 is subject to the confidentiality agreement with the Non-Party before a  
26 determination by the court. Absent a court order to the contrary, the Non-Party  
27 shall bear the burden and expense of seeking protection in this court of its Protected  
28 Material.

1 10. UNAUTHORIZED DISCLOSURE OF PROTECTED MATERIAL

2 If a Receiving Party learns that, by inadvertence or otherwise, it has disclosed  
3 Protected Material to any person or in any circumstance not authorized under this  
4 Stipulated Protective Order, the Receiving Party must immediately (a) notify in  
5 writing the Designating Party of the unauthorized disclosures, (b) use its best  
6 efforts to retrieve all unauthorized copies of the Protected Material, (c) inform the  
7 person or persons to whom unauthorized disclosures were made of all the terms of  
8 this Order, and (d) request such person or persons to execute the “Acknowledgment  
9 and Agreement to Be Bound” that is attached hereto as Exhibit A.

10 11. INADVERTENT PRODUCTION OF PRIVILEGED OR OTHERWISE  
11 PROTECTED MATERIAL

12 When a Producing Party gives notice to Receiving Parties that certain  
13 inadvertently produced material is subject to a claim of privilege or other  
14 protection, the obligations of the Receiving Parties are those set forth in Federal  
15 Rule of Civil Procedure 26(b)(5)(B). This provision is not intended to modify  
16 whatever procedure may be established in an e-discovery order that provides for  
17 production without prior privilege review. Pursuant to Federal Rule of Evidence  
18 502(d) and (e), insofar as the parties reach an agreement on the effect of disclosure  
19 of a communication or information covered by the attorney-client privilege or work  
20 product protection, the parties may incorporate their agreement in the stipulated  
21 protective order submitted to the court.

22 12. MISCELLANEOUS

23 12.1 Right to Further Relief. Nothing in this Order abridges the right of any  
24 person to seek its modification by the court in the future.

25 12.2 Right to Assert Other Objections. By stipulating to the entry of this  
26 Protective Order no Party waives any right it otherwise would have to object to  
27 disclosing or producing any information or item on any ground not addressed in  
28 this Stipulated Protective Order. Similarly, no Party waives any right to object on

1 any ground to use in evidence of any of the material covered by this Protective  
2 Order.

3 12.3 Filing Protected Material. Without written permission from the  
4 Designating Party or a court order secured after appropriate notice to all interested  
5 persons, a Party may not file in the public record in this action any Protected  
6 Material. A Party that seeks to file under seal any Protected Material must comply  
7 with Civil Local Rule 79-5 and General Order 62. Protected Material may only be  
8 filed under seal pursuant to a court order authorizing the sealing of the specific  
9 Protected Material at issue. Pursuant to Civil Local Rule 79-5 and General Order  
10 62, a sealing order will issue only upon a request establishing that the Protected  
11 Material at issue is privileged, protectable as a trade secret, or otherwise entitled to  
12 protection under the law. If a Receiving Party's request to file Protected Material  
13 under seal pursuant to Civil Local Rule 79-5(d) and General Order 62 is denied by  
14 the court, then the Receiving Party may file the information in the public record  
15 pursuant to Civil Local Rule 79-5(e) unless otherwise instructed by the court.

16 13. FINAL DISPOSITION

17 Within 60 days after the final disposition of this action, as defined in  
18 paragraph 4, each Receiving Party must return all Protected Material to the  
19 Producing Party or destroy such material. As used in this subdivision, "all  
20 Protected Material" includes all copies, abstracts, compilations, summaries, and any  
21 other format reproducing or capturing any of the Protected Material. Whether the  
22 Protected Material is returned or destroyed, the Receiving Party must submit a  
23 written certification to the Producing Party (and, if not the same person or entity, to  
24 the Designating Party) by the 60 day deadline that (1) identifies (by category, where  
25 appropriate) all the Protected Material that was returned or destroyed and (2) affirms  
26 that the Receiving Party has not retained any copies, abstracts, compilations,  
27 summaries or any other format reproducing or capturing any of the Protected  
28 Material. Notwithstanding this provision, Counsel are entitled to retain an archival



1 EXHIBIT A

2 ACKNOWLEDGMENT AND AGREEMENT TO BE BOUND

3 I, \_\_\_\_\_ [print or type full name], of  
4 \_\_\_\_\_ [print or type full address], declare under penalty of perjury  
5 that I have read in its entirety and understand the Stipulated Protective Order that  
6 was issued by the United States District Court for the Northern District of  
7 California on \_\_\_\_\_ in the case of *Gause v. United*  
8 *Parcel Service, Inc. et al.*, Case No. CV 13-02948 SI. I agree to comply with and  
9 to be bound by all the terms of this Stipulated Protective Order and I understand  
10 and acknowledge that failure to so comply could expose me to sanctions and  
11 punishment in the nature of contempt. I solemnly promise that I will not disclose in  
12 any manner any information or item that is subject to this Stipulated Protective  
13 Order to any person or entity except in strict compliance with the provisions of this  
14 Order.

15 I further agree to submit to the jurisdiction of the United States District Court for  
16 the Northern District of California for the purpose of enforcing the terms of this  
17 Stipulated Protective Order, even if such enforcement proceedings occur after  
18 termination of this action.

19 I hereby appoint \_\_\_\_\_ [print or type full name] of  
20 \_\_\_\_\_ [print or type full address and  
21 telephone number] as my California agent for service of process in connection with  
22 this action or any proceedings related to enforcement of this Stipulated Protective  
23 Order.

24 Date: \_\_\_\_\_

25 City and State where sworn and signed: \_\_\_\_\_

26 Printed name: \_\_\_\_\_

27 Signature: \_\_\_\_\_