

Stephen M. Hankins

Partner

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Steve Hankins tries cases involving intellectual property, employment, and other disputes.

Steve has tried or argued on appeal over twenty cases in jurisdictions across the country, first-chairing cases involving fraud, antitrust, intellectual property, and employment claims. He has been outside general counsel to several companies. He frequently argues matters in the Federal Circuit Court of Appeals.

Steve serves on numerous non-profit boards and teaches employment and intellectual property classes at local law schools. He competes in long-distance running, open-water swimming and ironman distance triathlon races.



EXPERIENCE

Representative Engagements – Intellectual Property

- Steve represents a major medical device company in trade secret matters.
- He represents healthcare system companies and their customers in patent infringement matters.
- He won summary judgment in a copyright action in the C.D. Cal., also winning attorneys' fees.
- He represented a fashion model in a misappropriation of likeness case that led to a \$14 million verdict against a major clothing manufacturer in LA Superior Court.
- He represented a major mobile phone and PC manufacturer in patent disputes in all jurisdictions and the ITC.
- He led a team of RSHC attorneys in a secondment engagement for a \$43 billion company where they oversee all of the company's litigation docket.
- He represented a Fortune 50 imaging company for many years defending and bringing patent, copyright, trademark, and trade secret claims.
- He secured injunctive relief and recovery of lost profits and fees for clients claiming patent infringement, including in the Eastern District of Virginia.
- Steve regularly represents clients in the medical device industry for patent litigation – offensive and defensive – and for general counseling on portfolio management and strategies for assertion of IP rights.
- Steve has tried, arbitrated, or successfully resolved patent infringement matters in the pharmaceutical, heavy machinery, water filtration, computer device, computer method, and printing industries.
- Steve has successfully defended copyright cases involving software, motion pictures, and sales literature.
- Steve has successfully defended or brought claims of trademark infringement involving air filtration, credit cards, and the food industry.
- Combining his expertise for employment and IP law, Steve has defended or prosecuted a number of matters involving departing employees, including securing or opposing emergency injunctive relief.

Representative Engagements – Employment

- Steve has counseled and defended large corporate clients in all varieties of claims of discrimination and harassment, from wage and hour, to age, disability, religion, race, gender, and sexual orientation.

- For a number of clients, Steve has defended claims of wrongful discharge involving retaliation, whistleblowing, breach of contract, fraud, and unfair business practices. He handled the first cyber-harassment/retaliation case in California in the 1990s.
- Steve successfully prosecuted a major whistleblower case by a co-founder of the first unicorn (\$1 billion) female-led tech start-up.
- He defended successfully through verdict a wrongful termination and whistleblower claim.
- Steve has successfully arbitrated numerous matters brought pursuant to collective bargaining agreements and handled related Unfair Labor Practice claims.
- He successfully defended the most serious (murder, rape, and suicide) workplace violence claims.

Representative Engagements – Other Litigation

- Steve has represented clients under government investigation for matters involving SEC rules and regulations and the Foreign Corrupt Practices Act.
- He is frequently asked to represent clients in fraud, unfair competition, and antitrust disputes often related to other claims of wrongful discharge (employment) or infringement/theft (IP).

CREDENTIALS

Education

University of California - Davis - School of Law, J.D., 1991, *highest honors, Order of the Coif*,
Articles Editor, *U.C. Davis Law Review* (1990-1991)
Vassar College, B.A., English and Art History, 1985

Bar Admissions

California
U.S. Supreme Court
U.S. Court of Appeals for the Ninth Circuit
U.S. Court of Appeals for the Federal Circuit
U.S. District Court for the Central District of California
U.S. District Court for the Eastern District of California
U.S. District Court for the Northern District of California
U.S. District Court for the Southern District of California
U.S. District Court for the Northern District of Illinois
U.S. District Court for the Eastern District of Texas
U.S. District Court for the Western District of Texas

Professional Memberships

American Bar Association
Bar Association of San Francisco
Barristers Club
Securities and Antitrust Committee, Past Chair
Federal Bar Association
Section of Intellectual Property and Communications Law
Intellectual Property Owners Association
San Francisco Bay Area Intellectual Property American Inn of Court

State Bar of California
Section of Intellectual Property Law

Teaching Appointments

Adjunct Professor of Law, University of California, San Francisco – Hastings College of the Law,
Intellectual Property Law (Spring 2019, Fall 2021)

Honors & Awards

The Best Lawyers in America, *Best Lawyers*® (Commercial Litigation, 2024-2026)
Lawdragon 500 Leading Corporate Employment Lawyers, *Lawdragon Inc.* (2020-2026)
Top California IP Lawyer, *Daily Journal* (2024)
IP Stars, *Managing Intellectual Property Magazine* (2015-2023)
Northern California Super Lawyers, *Thomson Reuters* (2013-2016, 2020-2024)
Top Rated Litigators, *Martindale-Hubbell and ALM* (2018-2021)
Litigation Counsel of America, Fellow (2019)
IP Star Euromoney Managing Intellectual Property Magazine, *Euromoney Institutional Investor*
(2013, 2014)
Peer Reviewed AV® Preeminent™, *Martindale-Hubbell* (Since 2002)

PUBLICATIONS & PRESENTATIONS

“Creating a Roadmap to Success: Five Questions Every Change Champion Should Ask,”
(co-author) *Corporate Counsel* (November 27, 2018)
“The Evolution of Damages is About to Begin,” Pressure to Monetize: Are We All Becoming
Patent Trolls? IP Counsel Café, Palo Alto, CA (April 25, 2013)
“Patent Litigation 101 – Strategies Every In-House Lawyer Must Know,” From Trouble to Trial to
Triumph, The Network of Trial Law Firms, San Diego, CA (November 2012)
“Examining the Potential Ramifications of Patent Reform on Hatch-Waxman Litigation and the
Brand/Generic Wars,” Patent Reform for Life Sciences Companies, New York, NY
(February 2012)
“Damage Calculations,” Seventh Annual Intellectual (IP) Counsel Forum, ALM Events,
San Jose, CA (March 2011)
“Throwing Down the Gauntlet: The Paragraph IV Notice Letter – Delivery and Receipt,”
Paragraph IV Disputes West, San Francisco, CA (December 2010)
“Discovery Strategies and Pre-Trial Maneuvering Tactics for Brand Names and Generics,” Fourth
Annual Paragraph IV Disputes: Expert Insights on Hatch-Waxman Litigation Strategies for
Brand Names and Generics, New York, NY (April 2010)
“The Future of the Practice of IP In-House,” Sixth Annual IP Counsel Forum, San Jose, CA
(March 2010)

COMMUNITY SERVICE

Vassar College, Board of Trustees, Alumni Association Board President
YMCA of San Francisco, Board of Directors, Vice Chair
University of California, Hastings College of the Law, Adjunct Faculty Member
San Francisco Friends School, Founding Board Member