



RUSING LOPEZ  
& LIZARDI  
ATTORNEYS AT LAW

# Kate E. Frenzingler

PARTNER

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**Kate is experienced in the areas of complex commercial dispute resolution, employment defense, employment advice and counsel, and outside general counsel duties.**

While practicing at large, international law firms and a boutique litigation firm, her practice has included domestic and cross-border commercial transactions, state and federal regulatory matters, whistle-blower and qui tam actions, restrictive covenants and unfair business practices, and discrimination and wrongful termination claims, among many others.

Kate's dispute resolution experience includes litigation in state and federal courts, as well as state and federal agency proceedings, and international and domestic alternative dispute resolution. Kate regularly advises clients regarding employment policies and practices, including compliance with federal, state, and local employment statutes and regulations. Kate also regularly advises clients and consults with other lawyers regarding e-discovery issues and corporate document retention/destruction policies.

Kate has experience in appellate proceedings, including proceedings before the Ninth Circuit Court of Appeals, state courts of appeal, and multiple petitions for certiorari to the Supreme Court of the United States.

Kate attended law school at Loyola Law School, Los Angeles where she served as Copy Editor of the Loyola of Los Angeles International and Comparative Law Review, and graduated cum laude and Order of the Coif. She was named a Southwest Super Lawyers Rising Star from 2012-2016, in 2015 was named to America's Finest Lawyers, and in 2018 was named to America's Top 100 Attorneys.

## Professional Memberships and Activities

State Bar of Arizona Technology Committee

## Practice Experience

**Employment Advice and Counsel:** Kate advises clients on a spectrum of employment-related matters, including policy development and implementation, management training, auditing, dispute avoidance and resolution, and even acting as an occasional sounding board for clients' HR professionals.

**Agency Investigations and Proceedings:** Kate represents clients in all stages of

## EDUCATION

- UCLA, BA, Art History
- Loyola Law School Los Angeles  
JD

## ADMISSIONS

- State Bar of Arizona
- US District Court for the District of Arizona
- Ninth Circuit Court of Appeals

## CONCENTRATION

- Employment Law & Litigation
- Complex Commercial Litigation

## PRACTICES

- Contracts
- Patent, Trademark, Copyright & Trade Secret Litigation & Prosecution
- Defense of Claims, Administrative Proceedings & Lawsuits
- Business Litigation
- Restrictive Covenants, Confidentiality/Trade Secret & Intellectual Property Rights
- Internal Investigations
- Counseling, Compliance & Training
- Employee Handbooks, Contracts & Termination/Severance Agreements
- Bank & Credit Union Representation

investigations and proceedings by federal or state agencies such as EEOC, DOL, OSHA, or state attorneys general.

**Employment Defense/Litigation:** As a seasoned litigator and trial lawyer, Kate provides clients with focused, responsible strategies when they are sued or elect to pursue litigation. Kate is experienced in a range of employment and commercial matters such as employment discrimination, wage and hour lawsuits, and non-compete and trade secrets litigation.

**E-Discovery and Document Management:** Kate has extensive experience in managing e-discovery projects, from developing preservation policies, budgeting, assessing proportionality, authoring review and coding protocols, and managing reviewers, through engaging in discovery-related motion practice. In addition, Kate has used this discovery experience, as well as employment and litigation experience, to assist clients in developing corporate document management policies.

## **Honors & Awards**

- Super lawyers Rising Star 2012-16
- America's Best Lawyers (since 2016)
- America's Top 100 Lawyers (since 2018)