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## Meet Nancy Gray

In a diverse legal career that has spanned over three decades, attorney Nancy Gray has represented hundreds of clients in a variety of civil matters, including labor and employment (management/employee); sexual harassment, discrimination, wrongful termination; commercial, contract and business issues.



Among other highlights, Ms. Gray served as Assistant District Attorney in New York, spent seven years with a national law firm working on complex

## Zillow Faces Trade Secret Theft Lawsuit

A network of real estate agents has [filed suit](#) in U.S. District Court for the Northern District of California against real estate web powerhouse Zillow over alleged trade secret theft. Top Agent Network is alleging that Zillow stole its trade secrets to create the popular Zillow "Coming Soon" feature on its website and mobile apps by pretending to be interested in investing in or acquiring Top Agent Network. Top Agent alleges that under the guise of doing due diligence, Zillow was given access to confidential documents and made off with Top Agent's proprietary system.



Top Agent is a private online network made up of the top ten percent of real estate agents in local markets it serves. The site functions as a forum for those top agents to share "pocket listings," discuss trends, make referrals, and share other information, including

pharmaceutical and medical device cases, and successfully litigated and coordinated cases around the country. She has a unique expertise in matters pertaining to the adulteration of extra virgin olive oil.

Ms. Gray has also lectured and written on a variety of topics, including expert testimony, drug and medical device regulation, sexual harassment, employment practices and child performer issues.

In 1997, she started her own firm, based in Los Angeles.

Having been raised in New York City, Nancy enjoys dramatic, musical and comedy theater as well as pro sports. She is a PADI-certified scuba diver. Among her favorite reading material is Bon Appetit and anything pertaining to criminal behavior and behavioral profiling.

before property listings hit the Multiple Listing Service (MLS). Top Agent alleges that about a month after it gave Zillow access to its site, particularly its "Pre-MLS Listing" and "Upcoming Listings" features, Zillow pulled from the investment discussions and promptly came out with a competing product known as "Coming Soon."

Specifically, the complaint alleges that it gave specific Zillow representatives access to its website using individual credentials. Top Agent was able to track the activity, and noted that Zillow reps opened up more than 100 posts and viewed dozens of web pages related to upcoming listings. Top Agent also alleges that after it gave Zillow representatives access, top executives from Zillow had discussions with Top Agent about these features.

The complaint alleges not only misappropriation of trade secrets, but also fraud, deceit, negligent misrepresentation, breach of contract, and many others. This is not Zillow's first brush with allegations of trade secret theft. It was sued earlier this year by [www.realtor.com](http://www.realtor.com) and the National Association of Realtors for misappropriation of trade secrets and breach of contract.

If you have questions about confidentiality in dealings with potential buyers, or suspect fraud or unlawful dealings by your potential business partners, you need an experienced litigator. Attorney Nancy Gray represents California businesses and individuals in all aspects of business and labor and employment law. Put a committed, knowledgeable labor and employment attorney to work for your business today. Call

## Religious TV Network Faces Sexual Harassment Claims



A former sales executive at a religious television network has filed a lawsuit alleging that the network's president sexually harassed her and discriminated against her on the basis of race. Plaintiff Ericka Mauldin, an African-American woman, was a top sales executive for the religious media broadcasting company, Oxford Media, when, according to her complaint, she was fired based on a racially motivated decision.

Oxford Media and Escomedia, Inc. operate several television stations in the Midwest known as Prism, MCTV, and WJYS, that primarily broadcast paid infomercials and religious programs.

The plaintiff claims that she was the target of repeated sexual harassment over a two year period by the company's president, Joseph Stroud. Allegedly Stroud made sexually explicit comments to the plaintiff, came on to her, and "repeatedly ogled and stared at Ms. Mauldin in an inappropriate leering and sexual manner." Mauldin claims that the company's president also made racial and sexually harassing comments, including telling the plaintiff that she had "sexy lips" and that "everyone knows I don't like black people."

Additionally, Mauldin alleges that two white sales executives were hired, and given some key accounts, which allegedly were taken away from African-American salespeople including Mauldin. Mauldin claims that Oxford supervisors told her she was being fired for poor sales numbers, when in fact she alleges that prior to the accounts being transferred to white employees, she was in the top three for sales performance at the company and had won sales awards.

According to the [Chicago Sun-Times](#), the suit, filed in the U.S. District Court for the Northern District of Illinois, alleges racial discrimination, sexual harassment, hostile work environment, violations of the Civil Rights Act of 1964, sexual discrimination, and, violations under the Illinois Wage Payment and Collection Act. Mauldin also says that Oxford owes her more than \$20,000 in unpaid sales commissions.

Cases like Oxford Media demonstrate the importance of developing policies and procedures for preventing workplace harassment and discrimination. Attorney Nancy Gray represents Southern California businesses and



individuals in all aspects of labor and employment law, including resolving workplace employment issues before they lead to costly, protracted litigation. Attorney Gray can help your business develop policies and best practices for human resources, and resolve potential labor and employment disputes. Put a committed, knowledgeable labor and employment attorney to work for your business today. Call Attorney Gray at (310) 452-1211 or visit Gray & Associates [online](#) for a free consultation.

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## About Gray & Associates P.C.

Attorney Nancy Gray of Gray & Associates, P.C. has more than 30 years of experience providing personalized attention and creative solutions to her clients' legal issues. Whether you need a strong litigator, a labor and employment advocate, or a savvy business law attorney, you can rely on Gray & Associates to provide you with excellent legal representation. Click [here](#) to read more.

<http://grayfirm.com/> 310.452.1211 [ngray@grayfirm.com](mailto:ngray@grayfirm.com)