



Theodore E. Bacon

Shareholder

235 Pine Street, Suite 1150
San Francisco, CA 94104

tbacon@alvaradosmith.com
Phone: 415.624.8665

Practices & Industries

- Litigation
- Employment
- Financial Institutions

Overview

The Managing Shareholder of the San Francisco office, Ted Bacon helps his clients understand, navigate, and resolve complex employment and business disputes. He advises clients – small businesses, real estate developers, medical laboratories, global financial institutions, and more – on a broad range of issues ranging from counseling on day-to-day matters to handling full-on jury trials.

Ted knows that, for the people he represents, litigation is an unfamiliar and often frightening situation. That's why he maintains open communication with his clients at all times: to clearly explain their options, to frankly articulate the risks they're facing, and to help them overcome apprehension that results from not understanding the problems and the process. His clients have been with him for decades because their relationship is built on trust, skill, and responsiveness.

Ted has successfully helped clients resolve a variety of disputes, including all types of employment and business related matters, such as wrongful termination claims, discrimination and harassment claims, wage and hour class actions and PAGA (Private Attorneys General Act) claims, trade secrets and unfair competition, fraud and wrongful foreclosure, unfair business practices, breach of contracts and corporate and partnership disputes. His experience as a seasoned trial lawyer has given him the ability to advise clients on what they need to know and do to minimize the chances of claims, and to maximize the chances for positive results if suits are filed. He has taken dozens of cases to jury verdict and many more to judgment by court trial, and has negotiated hundreds of very favorable settlements for his clients.

Memberships

- Board of Directors, Holy Family Services, Adoptions and Placement of Children
- Board of Directors and Officer, Grace Episcopal Church, Glendora

Education / Admissions

Education:

- J.D., University of the Pacific, McGeorge School of Law, 1984
- A.B., in Economics, Occidental College, 1981

Bar Admissions:

- State Bar of California
- All California Federal District Courts
- Ninth Circuit Court of Appeal

Accolades

Martindale-Hubbell AV[®] Preeminent[™] Rated

Matters

Significant representations include:

- Representing a donor defrauded by an individual raising funds for a California chapter of the Boy Scouts of America in a breach of contract lawsuit. Ted obtained a plaintiff verdict and eventual judgment of more than \$450,000 in favor of his client.
- Representing a southern California restaurant against claims of sexual harassment and retaliation. Ted secured after jury trial a defense verdict on the sexual harassment claim, and \$25,000 verdict on the retaliation claim where plaintiff sought \$1 million in damages.
- Representing the owners of a Los Angeles office building against a multi-plaintiff toxic tort claim alleging mold contamination in their building. Ted obtained dismissal of the suit with no amounts paid by his client after three-month jury trial.
- Representing a local business facing a seven-figure lawsuit claiming disability and age discrimination. Ted obtained a defense judgment on behalf of his client.
- Represented a multi-national financial institution in several trials over a four-year period, and obtained defense judgments and verdicts in every case.

Other Publications

Reported Decisions:

- Scott v. JPMorgan Chase Bank v. 214 CA 4th 743 (2013)

- Alliant Ins. Services v. Gaddy 159 CA 4th 1292 (2008)