

PHILLIP E. STEPHAN

SENIOR OF COUNSEL

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San Diego

LANGUAGES:
English



Phillip (Phil) Stephan is a California litigator with more than thirteen years of experience guiding employers and professionals through complex disputes and high-stakes risk management.

His practice spans employment litigation and counseling, professional liability matters, and commercial litigation, with a particular focus on clients in the sports, hospitality, and real estate industries, as well as lawyers, financial professionals, and environmental consultants.

Phil collaborates with his clients to understand their business operations, organizational culture, and the details of each matter. He advises on sensitive employment and professional liability issues, defends clients in contentious litigation, and serves as a steady counselor when matters carry operational, financial, or public-facing consequences. Clients value his ability to assess risk quickly, anticipate how disputes are likely to unfold, craft practical strategies, and evaluate the cast of characters at play.

Phil earned his J.D. and M.B.A. from the University of San Diego in 2011 and his undergraduate degree from the University of Southern California in 2007. While attending law and business school, he worked as the Extern for Legal Affairs and Risk Management at Angels Baseball LP.

After law and business school, Phil worked in strategic management for a large, international law firm, creating comprehensive plans to generate growth and business development, and presenting strategic option models for implementation.

Phil is deeply engaged in the legal community. He serves as a Director of Lawyers Club of San Diego and is its Vice President of Finance and Fundraising, after chairing the 2025 Annual Dinner. He previously served as Chair of the San Diego County Bar Association's Business and Corporate Section and on committees focused on strategy and governance. Clients know Phil as a thoughtful, business-minded advocate who treats their matters as if they were his own.

EDUCATION

University of San Diego, School of Law, JD, 2011

University of San Diego, School of Business Administration, MBA, 2011

University of Southern California, BA, 2007

ADMISSIONS

California, 2012 – Bar No. 283818

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

PRACTICE AREAS

Labor & Employment

Advice & Counsel

Litigation & Dispute Resolution

Training

HONORS & AWARDS

- AV® Preeminent™ Peer Review Rated by *Martindale-Hubbell* (2024–Present)
- Leading Employment Lawyers (Employer Representation) – San Diego – *Doyle's Guide* (2026)
- Professional Liability: Defense – *San Diego Super Lawyers*® (2025)
- Professional Liability: Defense, Rising Star – *San Diego Super Lawyers*® (2022)

PROFESSIONAL & COMMUNITY AFFILIATIONS

- The State Bar of California (2012–Present)
- Lawyers Club of San Diego, Board of Directors (2023–Present), Annual Dinner Co-Chair (2025)
- San Diego County Bar Association, Business & Corporate Chair (2018–2020)

PRESENTATIONS & PUBLICATIONS

- Speaker, "GOOD (Guys Overcoming Obstacles to Diversity) Guys" – *San Diego County Bar Association* (May 6, 2026)
- Presenter, "New Litigation Matter: First Steps" – *Meyers Nave Elevate Your Practice* (February 18, 2026)