



DF Institute, LLC v. Dalton Education, LLC et al

2020 | Cited 0 times | W.D. Wisconsin | August 11, 2020

IN THE UNITED STATES DISTRICT COURT FOR THE WESTERN DISTRICT OF WISCONSIN

DF INSTITUTE, LLC, d/b/a KAPLAN PROFESSIONAL,

Plaintiff, v. DALTON EDUCATION, LLC,

Defendant.

OPINION and ORDER

19-cv-452-jdp

Plaintiff DF Institute, LLC, which goes by the name Kaplan Professional, and defendant Dalton Education, LLC both sell products and services related to test prep for certifications in the finance industry. Kaplan alleges that Dalton persuaded multiple Kaplan employees to come work for Dalton, stealing valuable trade secrets in the process.

Kaplan originally sued Dalton as well as two former employees, Allison Steers and Cyndee Redfearn, but Kaplan and those employees have since settled all their claims. Dkt. 194 and Dkt. 196. Dalton moves for summary judgment on the remaining claims for misappropriation of trade secrets, conversion, and tortious interference with a contract. Dkt. 154. Dalton also moves to strike

The court adduced evidence that Dalton ever acquired some of the information at issue, and other information on state-law claims fail as a matter of law.

For the purpose of summary judgment, Dalton's improper means trade secrets in December 2018 sales variance report and two

analysts. Instead, Dalton seeks summary judgment on the ground that evidence of damages for any misappropriation of that information. The court agrees with

which is the only theory of damages asserted by Kaplan opportunity to explain whether a trial is still needed to resolve the remaining issues. The court



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will also deny

BACKGROUND Kaplan sells products and services related to preparation for the examinations for the certifications for certified financial planners (CFP) and certified financial analysts (CFA), as well as for the Financial Industry Regulatory Authority. Kaplan sells books and other study materials for these exams and offers traditional and virtual classroom instruction and self-study programs. Kaplan offers its products and services to both individuals and corporate clients.

Dalton also provides educational products and services for financial planners, including a review course for obtaining a certification. Dalton does not currently sell any CFA products or services, but it is developing a CFA business that it plans to launch soon. Dalton is one of few competitors.

in 2019 and go to work for Dalton, including Cyndee Redfearn (a wealth manager for Kaplan), Allison Steers (an inside sales manager), Jonathan Prebich (an account director), and Mark Sheehan (vice president of

global business development). Dalton hired Prebich as its national account director in February 2019, Steers as a business development manager in March 2019, and Redfearn as a regional account manager in March 2019. Sheehan took a job with Dalton in June 2019, but the parties secrets and other confidential information with Dalton.

After Kaplan filed this lawsuit, Dalton hired Stroz Friedberg to conduct interviews and perform a forensic analysis to determine who at Dalton may have received Kaplan materials and what devices those materials may have been stored on. Stroz Friedberg also completed the As a result of the investigation, Dalton terminated Steers, Redfearn, and Redfear (Laramie McClurg) for retaining or discussing Kaplan documents.

The court will discuss more facts as they become relevant to the analysis.

ANALYSIS A. Trade secret claims

Kaplan define in its brief or proposed findings of fact what alleged trade secrets are at issue in this case. It identifies six documents in its brief:

1. An email attachment that contains two spreadsheets 1 2. training guide 3. 4. A December 2018 financial education sales variance report

1 In its brief, Kaplan refers to the spreadsheets as its neither the document itself nor the email to which it is attached includes that designation.

5. A February 2019 financial education sales variance report 6. Dkt. 174, at 26 27. other types of



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Vanguard; and (3) presentations that Kaplan made to customers about the Security Industry

Essentials certification.

In addition to the information that Kaplan specifically identifies, Kaplan says that it is seeking protection for [v]arious other documents with sensitive nonpublic information pricing m Dkt. 174, at 27. But Kaplan neither identifies what those documents are nor

explains why they are entitled to trade secret protection, so Kaplan has forfeited any claims based on information not specifically identified above.

Kaplan asserts claims for misappropriation of trade secrets under both state and federal law. See 18 U.S.C. § 1836 and § 1839; Wis. Stat. § 134.90. The parties treat the standards governing the federal and state claim as identical, so the court will do the same. There are two basic elements of a claim: (1) the defendant acquired, used, or disclosed the information through improper means; and (2) the information at issue qualifies as a trade secret. 18 U.S.C. § 1639(5); Wis. Stat. § 134.90(2). Dalton advances arguments under both elements and also contends that Kaplan any damages.

1. Did Dalton acquire or use the information? In its opening brief, Dalton contends d trade secrets. But the trade secrets law is written in the disjunctive, so either use or acquisition can violate the law. In its

reply brief, Dalton abandons its original argument and contends instead that lack of evidence on use shows that Kapl court will consider later in this opinion.

or acquire three of the nine documents listed above: (1) the CSS CSM training guide (3) the February 2019 sales variance report. cite evidence that she ever gave them to Dalton or that Dalton otherwise obtained these

documents. See Dkt. 187, ¶¶ 56 57. And a foren systems uncovered no evidence of these documents. summary judgment stage. McCoy v. Harrison, 341 F.3d 600, 604 (7th Cir. 2003). So the court

trade secrets claims based on these documents.

2. Is the information a trade secret? Information qualifies as a trade secret if it meets two criteria: (1) it derives independent economic value, actual or potential, from not being generally known to, and not being readily ascertainable by proper means by, other persons who can obtain economic value from its disclosure or use; and (2) it is the subject of efforts to maintain its secrecy that are reasonable under the circumstances. 18 U.S.C. § 1839(3); Market D s or the December 2018 sales variance report meet



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documents in this section. But Dalton contends that and the presentations for the Security Industry Essentials certification secrets under one or both of the above elements.

a. Kaplan says almost nothing about this document in its summary judgment brief. s ng its

business-to-business sales opportunities, from the inception of the relationship to closing a Kaplan cites no testimony explaining in any detail what the document is, what specific information is secret, or why the information is valuable. The document itself Dkt. 170-4 have the foundation to explain the importance of the document. See *Nw. Nat. Ins. Co. v. Baltes*,

15 F.3d 660, 662 (7th Cir. personal knowledge).

Courts often observe that summary judgment requires the party with the burden of proof to find in its favor of each element of its claim. See, e.g., *Beardsall v. CVS Pharmacy, Inc.*, 953 F.3d 969, 973 (7th Cir. 2020). In the context of a trade secrets claim, it is not enough to claim that documents fall into broad categories of confidential information. *Weather Shield Mfg., Inc. v. Drost*, No. 17-cv-294-jdp, 2018 WL 3824150, at *2 (W.D. Wis. Aug. 10, 2018). Rather, the party claiming trade secrets protection must identify the specific information alleged to be a trade secret, and then show that the identified information is valuable because it is not generally known and cannot be readily ascertained by proper means. See *IDX Sys. Corp. v. Epic Sys. Corp.*, 285 F.3d 581, 583 (7th Cir. 2002). Kaplan has failed to do this for the Sales Cycle document, so the court will dismiss the trade secrets claim based on that document.

b. Customer lists customer list, but it is undisputed that some of the information that Kaplan obtained included

lists of orporate accounts.

Customer lists are not categorically excluded from the definition of trade secrets, but they often fail to qualify when the target market is broad or the identity of customers can be readily obtained by other means. See *Share Corp. v. Momar Inc.*, No. 10-CV-109, 2011 WL 284273, at *9 (E.D. Wis. Jan. 26, 2011) Bare bones listings of customer information, such as names, addresses, phone numbers, and contact persons, have been routinely rejected by the Wisconsin courts as constituting a trade secret. 2

In the relatively few cases in which courts have found that a customer list may be a protected trade secret, courts have observed that the list included only a small group of uniquely receptive customers. See, e.g., *Am. Family Mut. Ins. Co. v. Roth*, 485 F.3d 930, 933 34 (7th Cir. 2007); *1st Rate Mortg. Corp. v. Vision Mortg. Servs. Corp.*, No. 09-C-471, 2011 WL 666088, at *5 (E.D. Wis. Feb. 15, 2011).

vidence, that its customers services companies that Kaplan and Dalton compete for e.g., companies like Charles Schwab,



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Merrill Lynch, Morgan Stanley, and Edward Jones are part of a well-known and recognized

2 See, e.g., *Nalco Chem. Co. v. Hydro Techs., Inc.*, 984 F.2d 801, 804 (7th Cir. 1993); *Sanimax LLC v. Blue Honey Bio-Fuels, Inc.*, 2020 WI App 41, ¶ 27, 945 N.W.2d 366 (nonprecedential); *Burbank Grease Servs., LLC v. Sokolowski*, 2005 WI App 28, ¶ 18, 278 Wis. 2d 698, 712, 693 N.W.2d 89, 96, , 2006 WI 103, ¶ 18, 294 Wis. 2d 274, 717 N.W.2d 781; *Gary Van Zeeland Talent, Inc. v. Sandas*, 84 Wis.2d 202, 211 12, 216, 267 N.W.2d 242 (1978).

misappropriation of its customer lists.

c. Customer discount for Vanguard Redfearn disclosed to her supervisor the discounts that Kaplan offered to Vanguard for individuals and groups of more than 75. Dkt. 189, ¶ 150. Generally, information about pricing only when prices are based on complicated or unique formulas that the customers do not know about, or when the customers sign a contract prohibiting them from disclosing the price. *Weather Shield Mfg., Inc. v. Drost*, No. 17-cv-294-jdp, 2018 WL 3824150, at *2 (W.D. Wis. Aug. 10, 2018) (citing *Burbank*, 2005 WI App 28, ¶ 22); see also *Square D Co. v. Van Handel*, No. 04-C-775, 2005 WL 2076720, at *7 (E.D. Wis. Aug. 25, trade secret under the Uniform Trade Secrets Act, no Wisconsin court has held that a price list

is a trade secrets claim.

d. Presentations that Kaplan made to customers about the Security Industry

Essentials certification Jonathan Prebich was an account director for Kaplan until February 2019, when he certification. As with the Sales Cycle document, no Kaplan witness describes the presentations

or identifies specific information contained in them that would qualify for trade-secret protection. Instead, Kaplan simply attached the presentations to a declaration of one of its

attorneys. See Dkt. 167- It is specific information that [Kaplan] considers a trade secret. *Weather Shield*, 2018 WL

3824150, at *2. finding of fact that ¶ 88. an express or implied confidentiality

agreement. See *Fail-Safe, LLC v. A.O. Smith Corp.*, 674 F.3d 889, 893 94 (7th Cir. 2012); *Centrifugal Acquisition Corp. v. Moon*, 849 F. Supp. 2d 814, 833 (E.D. Wis. 2012). In the case that Kaplan cites, the plaintiff had required the customer to sign a nondisclosure agreement. See *Vendavo, Inc. v. Long*, 397 F. Supp. 3d 1115, 1136 (N.D. Ill. 2019).

motion on this claim.



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e. Combination of information Kaplan contends that the above 3M v. Pribyl, 259

F.3d 587, 595 of characteristics and components, each of which, by itself, is in the public domain, but the

unified process, design and operation of which, in unique combination, affords a competitive and information 29.

This argument fails. 3M plaintiffs must still point to something about their [asserted trade secrets], in whole or in part, that make them different from [information] that

[is] publicly available. Plaintiffs cannot escape their burden of proof with a conclusory *Vojdani v. Kellerman*, 10-cv-37-bbc, slip op., at 2 its Sales Cycle document, its customer lists, the Vanguard discount, and the customer presentations work together to motion on this claim.

3. Damages The court has concluded that much of the information as the basis of a claim for trade secret misappropriation, with two exceptions: (1) Market D s; and (2) the December 2018 sales variance report. Defendants

adduced any evidence 3

As discussed above, a trade secrets claim has two elements: (1) the defendant acquired, used,

or disclosed the information through improper means; and (2) the information at issue qualifies as a trade secret. 18 U.S.C. § 1639(5); Wis. Stat. § 134.90(2). So the court cannot grant summary judgment to Dal But a court may consider whether a party is entitled to summary judgment on specific issues,

3 In a footnote, Kaplan reasonable royalty unjust enrichment. Dkt. 174, at 37 n.5. But unjust enrichment is the only theory of damages expert, see Dkt. 149, so Kaplan has forfeited any reliance on a reasonable royalty theory. See *Fail-Safe, L.L.C. v. A.O. Smith Corp.*, 744 F. Supp. 2d 870, 882 (E.D. Wis. 2010) (refusing to consider theory of damages based on reasonable royalty when raised for the first time in a footnote in a summary judgment brief). See also *Moriarty ex rel. Local Union No. 727 v. Svec*, 429 F.3d 710, 722 (7th Cir. .

including damages, see, Fed. R. Civ. P. 56(g), so this is still an appropriate issue to resolve before trial.

The key dispute between the parties is legal: does a plaintiff seeking to recover damages for unjust enrichment in a trade secrets case have to show that the defendant used the trade secret to obtain a tangible benefit? Kaplan says that unjust enrichment may be measured by what it would have cost the defendant to independently develop the trade secret, regardless whether the defendant obtains a benefit from the secret. Dalton contends that the costs to need a tangible benefit.



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Dalton cites several cases in support of its view, including one from the court of appeals and one from this court. In *Lindquist Ford, Inc. v. Middleton Motors, Inc.*, 557 F.3d 469, 477 (7th Cir. 2009), the court The measure of damages under unjust enrichment is limited to the value of the benefit conferred on the defendant; any costs the plaintiff may have incurred are generally irrelevant. The value of the benefit may be calculated based on the prevailing price of plaintiff's services as long as those services benefited the defendant. Thus, under *Lindquist*, the plaintiff cannot recover under a theory of unjust enrichment unless it shows that the defendant actually benefited from its wrongful conduct. Kaplan contends that *Lindquist* common- explain why the standard for unjust enrichment should be different for a trade secrets

case, and it cites no authority for such a view.

In *Epic Sys. Corp. v. Tata Consultancy Servs. Ltd.*, No. 14-cv-748-wmc, 2016 WL 1466579 (W.D. Wis. Apr. 14, 2016) (*Epic I*), a trade secrets case, the plaintiff measured its damages by using cost of researching and developing the

confidential information, including trade secrets, as a proxy for avoided research and development costs. *Id.* at *2. The court *Id.* In other words, *Epic I*

holds that the plaintiff must prove that the defendant benefited from the trade secrets.

no basis for requiring [the plaintiff] to show that [the defendant] was ultimately successful in

Epic Sys. Corp. v. Tata Consultancy Servs. Ltd., No. 14-cv-748-wmc, 2017 WL 4357993, at *5

(W.D. Wis. Sept. 29, 2017) (*Epic II*). But Dalton i that Dalton actually derived additional profit from the information. In *Epic II*, the court adhered to its view that under an unjust enrichment theory the plaintiff must show that the defendant obtained a benefit from the misappropriated of trade secrets. The court allowed the plaintiff to confidential information to develop a competing product. *Id.* So neither *Epic* decision supports

that its development costs are an appropriate measure of damages even in the absence of evidence that Dalton obtained any benefit from the alleged trade secret.

In fact, Kaplan cites no authority that supports its view. Kaplan cites *Grove US LLC v. Sany Am. Inc.*, No. 13-C-677, 2019 WL 969814, at *2 (E.D. Wis. Feb. 28, 2019), as a case that allowed the plaintiff to present evidence about its research and development costs to support a claim for unjust enrichment. But *Grove* to Kaplan because the court also *Id.* The other cases Kaplan cites similarly Case: 3:19-cv-00452-jdp Document #: 222 Filed: 08/11/20 Page 12 of 23 may be relevant, but none of them excused the plaintiff from the basic requirement to show that the defendant obtained a benefit. 3M, 259 F.3d at 607; *Miller UK Ltd. v. Caterpillar, Inc.*, No. 10-CV-03770, 2015 WL 10818831, at *13 (N.D.



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Ill. Nov. 1, 2015). See also *Epic*, 2016 WL allowed a plaintiff to recover savings in research, development and marketing by looking to the

plaintiff's original costs, did so based on proof that the savings were actually enjoyed by the The court will follow *Lindquist* and *Epic* and consider whether Kaplan has adduced evidence that Dalton benefited from the sales variance report or the All Market Data spreadsheets.

a. December 2018 financial education sales variance report One of the Kaplan documents that Steers downloaded was the December 2018 sales variance report, which identifies customer accounts, year-to-date revenue amounts, the products sold to those accounts, the year-over-year change in sales to those accounts, and the account representatives for each account. In May 2019, Steers took information from that report and included it in a spreadsheet she created for Dalton. Specifically, the spreadsheet corporate clients. Dkt. 151, ¶ 33. Steers shared the spreadsheet with her supervisor, Laramie McClurg. Id. In June 2019, McClurg included a hyperlink to the spreadsheet in an email to Joe Gillice and Daniel Schoepf (a consultant) under , . 4

But

4 Kaplan also cites an email from Gillice to McClurg that they should send the spreadsheet to , ¶ 145, the private equity firm that owns Dalton. But Kaplan cites no evidence that the spreadsheet was in fact shared with Leeds.

neither side cites any evidence that Dalton ever relied on the figures from the 2018 report for any reason, or that Dalton otherwise benefited from the information.

Kaplan says [j]ust as in *Epic II*, Kaplan has provided clear evidence that Defendants that was then used to 43. To support that conclusion, Kaplan relies on the above facts involving Steers customer revenue data in a larger spreadsheet. Those facts bear no resemblance to *Epic*, which

develop a new product. any misappropriation of the report.

b. s Mark Sheehan was Kap 2019, when he went to work for Dalton. In January 2019, Sheehan forwarded an internal

Kaplan email chain to James Dalton. 5

Attached to the email chain were two spreadsheets called ALL Market Data as of 01-09- that totaled almost 2,000 pages. Dkt. 170-14. The spreadsheets were developed by Kaplan at self- three- year period.

The spreadsheets contain Kaplan data on client accounts,



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5 Sheehan says that he intended to send the email to a Kaplan colleague named James, but he - as the result of auto-complete function. Dkt. 189, ¶ 76.

including specific market data and product sales data, and pricing information broken down by individual clients. Id., ¶ 74. They also identify

geographic locations where Kaplan Professional has market saturation and locations where it does not, the marketing channels for sales by region in great detail, as well as which products sell best in each region. It identifies the regions where Kaplan Professional uses distributors to make sales and where Kaplan Professional makes direct sales. It also provides information identifying successful and unsuccessful Kaplan Professional marketing strategies by product and by region, and where Kaplan Professional is increasing or decreasing its marketing and sales efforts by product and by region. Id., ¶ 75. James Dalton deleted the email with spreadsheets attached on July 1, 2019, shortly after Kaplan informed Sheehan that it was aware of the email. James Dalton says that he never used the information, and that he deleted the email without opening it. Dkt. 115, ¶¶ 78.

Kaplan expresses extreme outrage that the spreadsheets were sent president. But Kaplan has adduced no evidence that James Dalton shared the spreadsheets

with anyone at Dalton or that Dalton benefited from the spreadsheets in any way. Kaplan argues that a jury the similarity of the product offerings including, plans to grow by taking Kaplan Professional clients Dkt. 174, at 39 40 (internal quotations

and alterations omitted). This argument fails. It is undisputed that Dalton doesn't currently sell any CFA products or services. Although Dalton is developing a CFA business, Kaplan or service that could use the identify any clients that Dalton has taken from Kaplan since Sheehan sent the spreadsheets to to take as a result of information in the spreadsheets.

Kaplan may mean to contend that Dalton might try to use the information in the spreadsheets to steal clients in the future. But Epic, 2016 WL 1466579 (citing 3M, 259 F.3d

at 605). In any event,

So Dalton is entitled to summary judgment on the question whether Kaplan may recover compensatory damages for any misappropriation of trade secrets. This conclusion requirements of Federal Rule of Evidence 702.

B. Common-law claims

Kaplan also asserts two common-law claims against Dalton: (1) conversion; and (2) tortious interference with a contract. Specifically, Kaplan says that Dalton committed the ¶ 170. And it



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says that Dalton interfered with its employment agreements with Steers and Redfearn by . . . to solicit Kaplan clients and . . . Id., ¶ 175 76. Dalton seeks summary judgment on both claims.

1. Preemption first argument applies to both conversion and tortious interference. It says that both claims are barred under Wis. Stat. § 134.90(6) displaces conflicting tort law, restitutionary law and any other law of this state providing a civil remedy for misappropriation of a trade secret. But § 134.90(6) has limited application in this case. To begin with, trade secrets are not the basis for yment agreements Also, § Burbank Grease Servs., LLC v. Sokolowski,

2006 WI 103, ¶ 33, 294 Wis.2d 274, 717 N.W.2d 781 (2006). The court has concluded that most of the information at issue in this case is not a trade secret, so § to other tort claims based on alleged misuse of that information. 6

And the court need not determine whether § 134.90(6) bars any claims based on misuse of the December 2018 report or the All Market Data spreadsheets because those claims fail for other reasons.

2. Conversion Conversion has three elements: (1) the defendant intentionally controlled or took property belonging to another; (2) the owner s consent, (3) the in serious interference with the rights of the owner to possess the property. H.A. Friend & Co. v. Prof'l Stationery, Inc., 2006 WI App 141, ¶ 11, 294 Wis. 2d 754,

6 In its reply brief, Dalton contends for the first time that Kaplan was required to plead its common law tort claims in the alternative to its trade secrets claims to avoid preemption under § 134.90(6), or pleading a claim in the alternative. Dkt. 188, at 32. But Dalton forfeited that contention by failing to raise it in its opening brief. See Harper v. Vigilant Ins. Co., 433 F.3d 521, 528 (7th Cir. 2005).

763, 720 N.W.2d 96, 100. This court has held on multiple occasions that a common law action for conversion under Wisconsin law is limited to tangible property electronic documents like those at issue in this case. See Epic, 2016 WL 4033276, at *27; Rigsby

v. Am. Family Mut. Ins. Co., No. 14-cv-23-bbc, 2014 WL 1515493, at *7 (W.D. Wis. Apr. 17, 2014). Kaplan cites no Wisconsin authority undermining that conclusion, so the court will

3. Tortious interference A tortious interference claim has five elements: (1) the plaintiff had a contract or a prospective contractual relationship with a third party; (2) the defendant interfered with that relationship; (3) the interference by the defendant was intentional; (4) there is a causal justified or privileged. Manitowoc Co., Inc. v. Lanning, 2018 WI 6, ¶ 40, 379 Wis. 2d 189, 211,

906 N.W.2d 130, 140.



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Kaplan contends that Dalton interfered with what Kaplan calls oints to provisions

in the agreement related to disclosure of confidential information, soliciting other employees, :

Confidentiality

. . . You agree that you shall not disclose Kaplan Professional Confidential Information to anyone who is not specifically authorized to receive it, including other employees within Kaplan Professional, and that you will use Kaplan Professional Confidential Information only for the purposes for which it was given to you. You shall treat Kaplan Professional Confidential Information as strictly confidential and shall use the utmost care to prevent disclosure of Kaplan Professional Confidential

Information. In addition, if your employment with Kaplan Professional is terminated for any reason, you agree that you shall not disclose or use any of the Kaplan Professional Confidential Information or portions of it and that you shall return ail Kaplan Professional Confidential Information in your possession to Kaplan Professional. Restriction on Post-Employment Activities During the term of your employment and for the one year period following the termination of your employment . . . you agree not to engage in any of the following activities . . . : (i) you will not hire or otherwise employ any employee of

Kaplan Professional (whether full-time or part-lime), or solicit, encourage, or engage in any activity to induce any employee of Kaplan Professional to terminate employment with Kaplan Professional, or to become employed by, or to enter into a business relationship with any other person or entity. For purposes of this agreement, the term employee includes any individual who is an employee of or consultant to Kaplan Professional during the 15-month period prior to your date of termination; or (ii) you will not engage in any other activity to interfere with,

actual or potential client or customer or other[wise] negatively impact the business of Kaplan Professional. Dkt. 7. Kaplan says that Dalton was aware of these provisions through its past dealings with ¶ seek summary judgment on the gro

As noted above, Kaplan alleges in its complaint that Dalton intentionally interfered with the above agreement by inducing Steers and Redfearn to do three things: (1) leave Kaplan (3) take Kaplan confidential information for use at Dalton.

why it believes that Steers and Redfearn violated the agreement by going to work for Dalton. -Employment Activities other employees from going to work for another company rather than prohibiting the employee herself from taking another job. See Manitowoc, 2018 WI 6, at ¶ 26 (construing similar provision as applying only to an the employee from taking a job with a competitor. have an agreement with Kaplan to refrain from working



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If (i) or (ii) enter[ing] into a business relationship with any other person or entity qualifies negatively impact[ing] the business of Kaplan Professional would be invalid under Wisconsin law. Such a far-reaching provision, without any geographic

limitation and no limitation on the competitor to which it would apply, would essentially prevent an employee from working in the same field for a year. See *id.* at ¶ 40 (restrictive provide a reasonable territorial limit or if it is harsh or oppressive to the employee). 7

So regardless how the agreement is construed, Dalton is entitled to summary judgment on that aspect of the claim.

7 Kaplan contends that Illinois law should apply in light of a choice-of-law provision in the -of-law provision is unenforceable because Illinois law conflicts with Wisconsin policy. See *Beilfuss v. Huff* Corp., 2004 WI App 118, ¶ 15, 274 Wis.2d 500, 508 09, 685 N.W.2d 373, 377 (refusing to apply a foreign choice-of-law provision because law governing covenants not to ; *Schetter v. Newcomer Funeral Serv. Grp., Inc.*, 191 F. Supp. 3d 959, 961 62 (E.D. Wis. 2016) (same). So Kaplan has forfeited that issue. See *Bonte v. U.S. Bank, N.A.*, 624 F.3d 461, 466 (7th Cir. . . . results

ies is after Redfearn informed her supervisor what discount Kaplan had offered Vanguard. But it is undisputed that Dalton was ctions were a breach of contract and even if Dalton induced Redfearn to take those actions, this aspect of the claim fails because Kaplan suffered no damages. See *Finch v. Southside Lincoln-Mercury, Inc.*, 2004 WI App 110, 274 Wis. 2d 719, 737, 685 N.W.2d 154, 163 (to prevail on tortious interference claim, the plaintiff must prove that there was a causal connection between the interference and damages suffered by the plaintiff).

d that December 2018 sales variance report and the All Market Data spreadsheet. The same is true adduced evidence that it suffered damages because Dalton obtained the Sales Cycle document, customer lists, or presentat C. Conclusion

The court has determined that Dalton is entitled to summary judgment on most claims and issues, except whether Dalton misappropriated trade secrets in the December 2018 sales variance report and the All Market Data spreadsheets. The question that remains is whether a trial is needed on those issues, and if so, what type of trial it should be.

in waiver. .

2018 report or the All Market Data spreadsheets. Even if it does, Kaplan has adduced no

evidence of damages for either claim, as discussed above. Kaplan says that it wants injunctive hat all



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Kaplan when only injunctive relief is available, that issue is generally resolved through a court trial. *Marseilles Hydro Power, LLC v. Marseilles Land & Water Co.*, 299 F.3d 643, 648 equitable, such as an injunction or specific performance (a type of affirmative injunction),

Perhaps nominal damages are available as well, but going to trial on claims for nominal damages would be a questionable use of resources. So the court will give the parties an opportunity to address these issues. In the meantime, all pretrial deadlines remain in place.

ORDER IT IS ORDERED that: 1. the questions whether Dalton misappropriated trade secrets in December 2018 Sales Variance Report and the All Market Data spreadsheets. The

motion is GRANTED in all other respects, including all questions of compensatory damages. 2. DENIED as moot.

3. The parties may have until August 18, 2020, to file supplemental briefs on whether:

(1) a trial is still needed in this case; and (2) if so, whether the case should be tried to the court or before a jury. Entered August 11, 2020.

BY THE COURT: /s/ _____ JAMES D. PETERSON District Judge

