

to go unchecked, DataCom will lose a significant and presently indeterminable amount of revenue, along with established customer relationships and market share that it may never be able to recover.

2. Accordingly, DataCom comes now to this Honorable Court to protect its legitimate business interests in its customer relationships and goodwill, which Defendants seek to destroy through their egregious and unjustified conduct.

PARTIES

3. DataCom is an Ohio Corporation, with its principal place of business located at 11757 Market Street, North Lima, OH 44452.

4. Campbell is an adult individual who resides at 44238 State Route 558, Columbiana, OH 44408.

5. Connected Technologies is an Ohio Limited Liability Company, with a registered business address of P.O. Box 177, New Waterford, OH 44445. Campbell's Wife, Krystal Dawn Campbell, is designated as Connected Technologies' "Statutory Agent" for service of process.

JURISDICTION AND VENUE

6. This Court may properly maintain jurisdiction over Defendants because: (i) they reside within Ohio; and (ii) Defendants' contacts with the Northern District of Ohio are sufficient for the exercise of jurisdiction over Defendants, satisfying the standard set forth by the Supreme Court of the United States in *International Shoe Co. v. State of Washington*, 326 U.S. 310 (1945).

7. Pursuant to 28 U.S.C. § 1331, the Court has original subject matter jurisdiction over Count I of this Complaint because said Count arises under the laws of the United States.

8. Pursuant to 28 U.S.C. § 1367, the Court has supplemental jurisdiction over Counts II, III, and IV of this Complaint.

FACTS

A. DataCom's Highly-Specialized Business and Campbell's Position of Trust

9. DataCom is a licensed telecommunications contractor, with more than twenty years of experience in the industry, which is highly competitive in nature.

10. DataCom provides a wide variety of telecommunication services, including, but not limited to, the installation of telephone systems and data networking, fire stopping, lightning and surge protection, video surveillance, access control, and cellular solution services (collectively, the "Services"), to commercial and industrial customers in and throughout the Mahoning Valley.

11. The majority of Services provided by DataCom are not subject to public bidding, and instead, it is necessary for Datacom to rely upon the customer relationships and goodwill that it is has developed over more than twenty years in order to successfully bid on and secure work.

12. On April 23, 1997, Campbell became employed by DataCom as its President and General Manager.

13. Campbell continued to hold the position of DataCom's President and General Manager until February 18, 2021, the date of his abrupt resignation.

14. As DataCom's President and General Manager, Campbell was DataCom's highest-level employee and was responsible for overseeing the day-to-day operations of DataCom, as well as supervising DataCom's employees.

15. Campbell was also directly responsible for making sales, generating new business, and ensuring that DataCom's existing customer relationships remained intact.

16. Solely for the purpose of performing his job duties as DataCom's President and General Manager, Campbell was entrusted with a substantial amount of confidential information belonging to DataCom, including, but not limited to, DataCom's contractual terms with customers and third party vendors, customer lists, pricing information, bid proposals, project specifications

and technical data, customer billing and payment data, profits, profit margins, revenues, budgeting information, and information contained in DataCom's electronic customer management databases and the estimating software that it purchased from ConEst Software Systems (collectively, the "Confidential Information").

17. During his employment with DataCom, Campbell was required to hold DataCom's Confidential Information in strict confidence, for the sole benefit of DataCom, and not for any other person or entity, especially any competing business.

18. Campbell also routinely used DataCom's Confidential Information to formulate and submit Bid Proposals to customers and customer prospects on behalf of DataCom, and we was required to do so using the company e-mail address assigned to him by DataCom.

19. At no time was Campbell authorized to use his personal e-mail address to perform any work on behalf of DataCom.

B. Campbell's Surreptitious Efforts to Compete with DataCom and Brazen Theft of DataCom's Confidential Information

20. In mid-September 2020, it was announced that DataCom was being purchased by another business.

21. Displeased because DataCom would not be sold to him, Campbell embarked upon a campaign to misappropriate DataCom's Confidential Information and start a competing business (Connected Technologies), while concealing his misconduct from DataCom and its owners.

22. To that end, on September 28, 2020, Campbell wrote to Paula Gomez, DataCom's point of contact at ConEst Software Systems, and asked for a price quote for a new estimating software system. (A true and correct copy of Campbell's 9/28/20 E-Mail Exchange with ConEst Software Systems is attached hereto as Exhibit "A").

23. Campbell represented to ConEst Software Systems that he was requesting a price quotation for a “*friend*” who was “*looking to go out on her own,*” as opposed to requesting information for DataCom, Campbell’s then-current employer. (*See Ex. A*).

24. In reality, that “*friend*” is Campbell’s wife, Krystal Dawn Campbell, as confirmed by the fact that Campbell provided ConEst Software Systems with his wife’s personal e-mail address and telephone number. (*Id.*).

25. The very next day, on September 29, 2020, Campbell forwarded a comprehensive electronic database which DataCom uses to maintain Confidential Information (the “Electronic Database”) to his personal e-mail address, ***without any authority to do so.***

26. Among other things, the Electronic Database contains the following data, which Datacom entrusted Campbell to hold in strict confidence and for the sole benefit of DataCom:

- a) The names of and contact information for DataCom’s customers;
- b) Pricing information for all Work Orders that DataCom completed for customers during the time period of February 15, 2018 through September 24, 2020;
- c) Information related to billing and invoices for each of DataCom’s customers and the Work Orders that it completed during the time period of February 15, 2018 through September 24, 2020;
- d) DataCom’s revenues and profit margins the Work Orders that it completed during the time period of February 15, 2018 through September 24, 2020; and
- e) DataCom’s internal costs for completing each of the Work Orders referenced in the Electronic Database.

27. If disclosed to a competitor, the data contained in the Electronic Database would place DataCom at a competitive disadvantage in the marketplace.

Explore Litigation Insights

Docket Alarm provides insights to develop a more informed litigation strategy and the peace of mind of knowing you're on top of things.

Real-Time Litigation Alerts



Keep your litigation team up-to-date with **real-time alerts** and advanced team management tools built for the enterprise, all while greatly reducing PACER spend.

Our comprehensive service means we can handle Federal, State, and Administrative courts across the country.

Advanced Docket Research



With over 230 million records, Docket Alarm's cloud-native docket research platform finds what other services can't. Coverage includes Federal, State, plus PTAB, TTAB, ITC and NLRB decisions, all in one place.

Identify arguments that have been successful in the past with full text, pinpoint searching. Link to case law cited within any court document via Fastcase.

Analytics At Your Fingertips



Learn what happened the last time a particular judge, opposing counsel or company faced cases similar to yours.

Advanced out-of-the-box PTAB and TTAB analytics are always at your fingertips.

API

Docket Alarm offers a powerful API (application programming interface) to developers that want to integrate case filings into their apps.

LAW FIRMS

Build custom dashboards for your attorneys and clients with live data direct from the court.

Automate many repetitive legal tasks like conflict checks, document management, and marketing.

FINANCIAL INSTITUTIONS

Litigation and bankruptcy checks for companies and debtors.

E-DISCOVERY AND LEGAL VENDORS

Sync your system to PACER to automate legal marketing.