

[vc_row css=".vc_custom_1452687555475{margin-bottom: 100px !important;}"] [vc_column offset="vc_col-lg-9 vc_col-md-9"] [vc_single_image image="1281" img_size="900x250" css=".vc_custom_1488059587524{margin-bottom: 45px !important;}"] [vc_custom_heading text="protect your trade secrets and confidential information" use_theme_fonts="yes"] [vc_column_text css=".vc_custom_1486865486371{margin-bottom: 25px !important;}"] We maintain a high-level practice for employer and employee issues. We've counseled companies and employees on state and federal discrimination and retaliation issues. We've counseled on corporate integrity issues under the supervision of the Office of Inspector General. We've arbitrated employment disputes and participated in proceedings before the EEOC and state employment agencies. [/vc_column_text] [vc_column_text css=".vc_custom_1486865551561{margin-bottom: 57px !important;}"]

Our clients respect the high-level thought in protecting against future employment liability.

[/vc_column_text] [vc_row_inner css=".vc_custom_1452765376433{margin-bottom: 50px !important;}"] [vc_column_inner width="1/2"] [vc_custom_heading text="investigations" font_container="tag:div|font_size:20px|text_align:left|color:%23222222" google_fonts="font_family:Poppins%3A300%2Cregular%2C500%2C600%2C700|font_style:700%20bold%3A700%3Anormal" subtitle="when the government comes knocking?"] [vc_column_text] We have represented public and private companies, and employees, on various corporate, internal, government and whistleblower investigations, and issues under the Foreign Corrupt Practice Act (FCPA).

We've advised whistleblowers and employers on claims under the Sarbanes-Oxley Act of 2002 (SOX), the Dodd-Frank Act of 2010, the False Claims Act, and other federal, state and local whistleblower laws.

[/vc_column_text] [vc_custom_heading text="non-compete and ip protections" font_container="tag:div|font_size:20px|text_align:left|color:%23222222" google_fonts="font_family:Poppins%3A300%2Cregular%2C500%2C600%2C700|font_style:700%20bold%3A700%3Anormal" subtitle="need to preserve company property?"] [vc_column_text] We prepare non-compete and non-solicit agreements to protect employer's trade secrets, confidential information and against unfair competition. We've advised on those issues in markets throughout the world.

Have an offshore developer group creating valuable code? We'll enter into appropriate agreements and forge relationships with foreign counsel to enter into best practices agreements. We'll work on preventive strategies to protect confidential information and good will, including by:

- Drafting non-competition agreements, non-disclosure agreements, assignment of invention agreements and similar documents
- Preparing executive and individual employment agreements
- Consulting on electronic information retention and security policies

[/vc_column_text][vc_custom_heading text="white collar" font_container="tag:div|font_size:20px|text_align:center|color:%23222222" google_fonts="font_family:Poppins%3A300%2Cregular%2C500%2C600%2C700|font_style:700%20bold%3A700%3Anormal" subtitle="securities and employment?"][vc_column_text]Is your public company being investigated by the SEC, DOJ, CFTC, or regulatory authority? We've represented clients on:

- Securities violations
- Fraud and financial crimes
- Antitrust matters
- CFA and other professional license and disciplinary proceedings
- RICO and FCPA

[/vc_column_text][vc_column_inner][vc_column_inner width="1/2"][vc_custom_heading stripe_pos="hide" text="litigation" font_container="tag:div|font_size:20px|text_align:left|color:%23222222" google_fonts="font_family:Poppins%3A300%2Cregular%2C500%2C600%2C700|font_style:700%20bold%3A700%3Anormal" css=".vc_custom_1488061561385{margin-bottom: 27px !important;}" subtitle="is it time for court?"][vc_column_text]We've defended an international conglomerate against employment claims by the former head of HR in federal court, and we've prosecuted and/or defended claims for age discrimination, retaliation, sex discrimination, gender discrimination, race discrimination, disability discrimination under state and federal laws, including:

- filed EEOC charge for a sexually harassed employee
- negotiated settlements for employees who had been discriminated and retaliated against
- prosecuted wage and employment claims in federal and state courts

- defended companies for breach of employment agreements in federal and state courts

[/vc_column_text][vc_custom_heading text="compliance" font_container="tag:div|font_size:20px|text_align:left|color:%23222222" google_fonts="font_family:Poppins%3A300%2Cregular%2C500%2C600%2C700|font_style:700%20bold%3A700%3Anormal" css=".vc_custom_1488059211507{margin-bottom: 23px !important;}" subtitle="how to protect your business?"][vc_column_text]Our clients are often surprised by the possibilities we propose to reduce employment liability; by thinking outside the box we:

- draft employment, confidentiality and inventions agreements
- provide advice on institute pointed policies for liability reduction
- counsel employers on hiring and firing decision
- conduct internal investigations of policy violations
- review existing practices for compliance purposes

[/vc_column_text][vc_column_text]When an employee or independent contractor goes rogue, we'll enforce rights under unfair competition provisions of state and federal law and seek injunctions. We've prosecuted and defended in state and federal courts across the country unfair competition claims, stealing trade secrets (software code, formulas, know-how), fiduciary duty breaches.[/vc_column_text][vc_column_text]When an employee or independent contractor goes rogue, we'll enforce rights under unfair competition provisions of state and federal law and seek injunctions. We've prosecuted and defended in state and federal courts across the country unfair competition claims, stealing trade secrets (software code, formulas, know-how), fiduciary duty

breaches.[/vc_column_text][vc_column_inner][vc_row_inner][vc_custom_heading text="protect your trade secrets with injunctions" font_container="tag:div|font_size:20px|text_align:left|color:%23222222" google_fonts="font_family:Poppins%3A300%2Cregular%2C500%2C600%2C700|font_style:700%20bold%3A700%3Anormal" css=".vc_custom_1488060722632{margin-bottom: 31px !important;}"] [vc_tta_accordion shape="square" c_position="right" active_section="1" css=".vc_custom_1452765829166{margin-bottom: 57px !important;}"] [vc_tta_section title="compliance with state and federal law" tab_id="1452765420119-d4dfaf69-4fae"] [vc_column_text]We've counseled employers on implementing policies to maintain best practices for avoiding substantial employee related lawsuits. We've advised officers and directors on labor relations issues. We've recommended best practices for employee handbooks and related manuals. Given today's social media policies, it's important to have robust social media policies and disclosure agreements for terms of services and privacy policies.[/vc_column_text][vc_tta_section title="injunctions"

tab_id="1488058048309-b097703a-6fbe"][vc_column_text]When your company's secrets are stolen, we take aggressive steps to seek immediate TROs and injunctions. A trade secret needs to be protected, and we'll work with you to prevent your competitor from getting a head start. Our knowledge and experience will guide your business through treacherous litigation minefields. We've done it before, and we'll do it again.[/vc_column_text][vc_tta_section][vc_tta_section title="high-profile clients" tab_id="1452765443215-63a10c55-a5ef"][vc_column_text]

- **Google Energy:** We've counseled a founder of Google Energy on employment related issues.
- **Spotify:** We negotiated employment agreements and compensation for a Spotify executive.
- **Rockefeller:** We've defended a member of the Rockefeller family on employment issues related to stockholders claims arising from a family-owned corporation.

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