

# Joseph W. Catuzzi

## Associate

Philadelphia, PA

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Joseph Catuzzi is an experienced litigator and problem solver who represents public and private companies, lending institutions, governmental entities and others in a full range array of complex commercial disputes. Through his varied practice, Joe regularly appears in federal and state courts, before private arbitrators and mediators, and before local, state and federal administrative agencies. Joe also serves as a designated liaison to Meritas, an international affiliation of law firms in 200 markets in the United States and worldwide.

While Joe's experience spans a wide array of commercial and employment matters in a diverse range of industries, in each matter, Joe brings a practical and business-oriented approach to resolving disputes in a cost-effective manner. Joe's commercial litigation experience includes a broad spectrum of matters, including complex commercial cases, loan enforcement actions, bankruptcy matters, commercial leasing disputes, fraud, ERISA, construction liability, professional liability, defamation, product claims, trusts and estates disputes, and bond and indemnity claims. Joe has successfully enforced surety and indemnity agreements, security agreements, mortgages and has successfully represented secured creditors in bankruptcy matters. Joe also has an active employment practice, representing employers in both counseling efforts and litigation.

Joe has an active practice in employee departure matters, litigating non-competition, non-solicitation and confidentiality agreements, along with trade secret issues. He represents clients in both litigated and non-litigated matters involving the movement of employees between competitors, misappropriation of trade secrets, client solicitation, employee solicitation and hiring, and the drafting and negotiation of restrictive covenants. Clients call on Joe when their employees leave to form a competitive business, join a competitor, or solicit business, and also seek Joe's counsel when hiring a competitor's employees. When an employee moves to a competitor, Joe regularly advises the former employer on ways to protect its business interests with respect to its clients, employees and information. And when Joe represents the departing employee or the new employer, he provides step-by-step counsel to minimize the risks of litigation and to otherwise meet the clients' business objectives. Joe's employee departure/restrictive covenant practice serves clients in many industries.

Joe's employment practice also includes litigation of executive employment agreements, internal investigations (including employee theft and employee misconduct/harassment), employment discrimination matters and wage payment

## FOCUS

Litigation  
Alternative Dispute Resolution  
Employment & Labor  
Complex Commercial & Class  
Action Litigation  
Real Estate Litigation

## BAR ADMISSIONS

Pennsylvania  
New Jersey

## EDUCATION

J.D., *magna cum laude*, Villanova  
University School of Law  
B.S., *cum laude*, Villanova University

## COURTS

U.S. District Court for the Eastern District  
of Pennsylvania  
U.S. District Court for the Middle District  
of Pennsylvania  
U.S. District Court for the District of  
New Jersey  
U.S. Court of Appeals for the  
Third Circuit

## MEMBERSHIPS

Pennsylvania Bar Association  
Montgomery Bar Association  
Fmr. Committee Member, Montgomery  
County Development Corporation  
Fmr. Board Member, Habitat for  
Humanity of Montgomery &  
Delaware Counties  
Associate Board, City Year Philadelphia



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issues. He also regularly counsels employers on accommodation requests, workplace violence, internal complaints and grievances, employee theft, employee discipline and termination, drug testing, social media policies and trade secrets, and routinely drafts employee handbooks, various workplace policies, and other employment-related documents.

As a land use lawyer, Joe has extensive experience representing developers, owners, lenders, and sureties across a broad spectrum of real estate, zoning, land use, construction and surety matters. He has litigated contentious construction and zoning matters, bond claims, indemnity disputes and construction defect claims. Joe also appears before administrative agencies to obtain zoning relief, land development approvals, reductions in tax assessments, to address historic designation issues, and other issues that may arise during the construction process.

Joe served as a legal intern at the U.S. Attorney's Office for the District of New Jersey and worked as a legal intern for the Hon. Eduardo C. Robreno of the U.S. District Court for the Eastern District of Pennsylvania. He also served as counsel and an advocate for the Clinic for Asylum Refugee & Emigrant Services.

Joe is proud to have represented clients in various pro bono matters, particularly cases involving civil and human rights.

## SPEAKING ENGAGEMENTS

- Presenter, "The COVID-19 Pandemic: Transforming the Employment Landscape," Chamber of Commerce for Greater Philadelphia
- Presenter, "Arbitration Agreements: Pros, Cons, and Future," Chamber of Commerce of Southern New Jersey

## PUBLICATIONS

- Co-author, "Commercial Surety and Miscellaneous Bonds, Third Edition," American Bar Association
- Author, "Please Be Delicate With My Permanent Record: The Pendulum Inches Towards Absolute Privilege in *Merkam v. Wachovia*," Villanova Law Review
- Author, "New Jersey's Opportunity Scholarship Act: A Step in the Right Direction," Brigham Young University Education and Law Journal

## RECOGNITIONS

- *The Best Lawyers in America*, Ones to Watch
- Dorothy Day Award for Pro Bono Service
- Stradley 2022 Ping Pong Tournament Champion



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## **IN THE COMMUNITY**

Joe currently serves on the associate board of City Year Philadelphia, an organization dedicated to preparing Philadelphia students with the social, emotional and academic skills and mindsets to succeed in both school and life.

Joe formerly served on the board of directors of Habitat for Humanity of Montgomery and Delaware Counties, a nonprofit organization that provides safe, decent and affordable homes to low-income families. During his time, Joe served on its board of directors for seven years and the board's executive committee for two years.

