



Our Team

Our multi-disciplinary team includes attorneys in a wide variety of practices areas, including intellectual property, business, mergers and acquisitions, employment, litigation, insurance and tax.

For more information contact:

Jonathan F. Bloom
Chair, Employment & Labor Practice Group
215.564.8065
jbloom@stradley.com



About Stradley Ronon

For more than 85 years, Stradley Ronon has helped private and public companies – from small businesses to Fortune 500 corporations – achieve their goals. With seven offices and more than 200 attorneys located throughout the Mid-Atlantic region, Stradley Ronon is proud to have helped companies manage their legal challenges so they can focus on growing their businesses.

www.stradley.com

Locations

- Philadelphia, Pa.
- Washington, D.C.
- Harrisburg, Pa.
- Malvern, Pa.
- Cherry Hill, N.J.
- Wilmington, Del.
- New York, N.Y.



www.meritas.org

Our firm is a member of Meritas – a worldwide business alliance of more than 210 law offices in 70 countries, offering high-quality legal services through a closely integrated group of independent, full-service law firms.

This communication is provided as a general informational service to clients and friends of Stradley Ronon Stevens & Young, LLP. It should not be construed as, and does not constitute, legal advice on any specific matter, nor does this message create an attorney-client relationship. The enclosed materials may have been abridged from other sources. They are provided for educational and informational purposes for the use of clients and others who may be interested in the subject matter. This material may be considered attorney advertising in some states. Please note that the prior results discussed in the material do not guarantee similar outcomes.

© 2014 Stradley Ronon Stevens & Young, LLP



Non-Competes, Trade Secrets and Employee Departures

Protecting Your Business and Defending Your Market Share



In today's highly competitive, information-driven marketplace, your company's success, and at times its survival, hinges on being able to protect client relationships, human capital and intellectual property. We are both experienced and adept at handling the broad array of legal issues that arise in this competitive landscape.

We routinely represent clients in cases involving customer solicitation, employee "raiding," data theft, misappropriation of trade secrets and unfair competition.

These "employee departure" or "competition" cases demand nimble, experienced and strategically aggressive attorneys who can identify and exploit all appropriate leverage points. We are adept at achieving our client's objectives without litigation. However, if litigation erupts, we have a track record of delivering results in a cost-effective manner.

We help clients manage these issues through all stages. We are the first phone call a client makes when hiring a competitor's employee ... or when a key employee moves to a competitor. We also design



agreements aimed at protecting our clients' intellectual property, customer and employee relationships, and other assets.

We are proud to provide these services to clients in a broad range of industries – financial services, manufacturing, insurance, health care, communications, education, energy, engineering, technology, food services, retail and many others.

- Enforcing restrictive covenants and preserving of trade secrets through strategic litigation
- Handling all aspects of employee movement and raiding cases
- Providing practical advice when key employees leave to join a competitor
- Sending appropriate messages to your workforce and your industry
- Counseling businesses regarding the hiring of a competitor's employees
- Developing strategies to protect market share and assets when key employees move to competitors

- Providing strategic advice for departing employees and new employers to minimize the risk of litigation while allowing employees to work and maintain customer relationships
- Drafting various agreements, including non-competition, confidentiality, trade secret and non-disclosure agreements

OUR RESULTS

- ▶ **SECURED** a \$2.2 million settlement for a publicly traded company just prior to jury selection in an unfair competition/restrictive covenant case
- ▶ **DEFEATED** a preliminary injunction petition brought by a multi-national medical products company against a start-up competitor regarding a highly proprietary medical formulation
- ▶ **NEGOTIATED** a \$3 million settlement from a competitor in the financial industry that hired three key producers and solicited and appropriated customers
- ▶ **DEFENDED and RESOLVED**, for no monetary payment, an action brought by a national medical testing company against its chief competitor, which had hired scores of its competitor's employees and re-affiliated entire offices nationwide
- ▶ **PREVENTED** company marketing director in the materials industry from continuing to work for a direct competitor, and secured the return of highly sensitive and proprietary business information
- ▶ **PROHIBITED** a sales representative who left a products distributor to join a competitor from soliciting or accepting business from 300 key customers