



# Restrictive Covenant and Trade Secret Litigation

## Practice Areas Business Litigation

Restrictive Covenant and Trade Secret Litigation  
Information Security and Privacy Claims  
Bankruptcy  
Appellate Advocacy  
Business Torts  
Class Actions  
Consumer Fraud  
Contract, Warranty and UCC Disputes  
ERISA and Employee Benefits Litigation and Compliance  
Fiduciary and Professional Liability  
Intellectual Property Disputes  
Shareholder and Partnership Disputes  
Example Business Litigation Cases

NJL has deep expertise assisting employers in non-competition, non-solicitation, and trade secret matters. We defend hiring employers and the departed employee against these sorts of claims and prosecute claims on behalf of former employers. From the hiring employer perspective, we help clients craft strategies to avoid litigation, or if litigation is unavoidable, to prepare the best defenses against misappropriation and tortious interference claims. For our former employer clients, we effectively communicate with former employees and their new employers to enforce restrictions, with our goal to enable our clients to prevent unfair competition and respond quickly and forcefully when it occurs. We bring extensive experience to all stages of non-compete litigation, navigating complex legal issues nationwide, even in states where courts prohibit restrictive covenants (like California and a growing list of others). Our diverse clientele includes Fortune 500 companies and startups across various industries, from medical devices and manufacturing to retail and logistics. We leverage our expertise to secure favorable litigation venues and uncover critical evidence through electronic and forensic data analysis. We are skilled at obtaining emergency relief when necessary, aiming for swift and decisive resolutions. While prepared for aggressive litigation, we also recognize the value of creative business solutions to achieve optimal outcomes. Beyond litigation, we help clients build proactive safeguards for competitive advantage. We offer comprehensive services like:

- **Restrictive Covenant Audits & Implementation:** We assess existing non-compete practices and design new, nationwide programs to protect intellectual property and talent.
- **Strategic Hiring Guidance:** We advise on hiring employees with existing non-compete obligations, minimizing legal risks through contract analysis and preventative measures.