



CAPABILITIES / LABOR & EMPLOYMENT

Employment-Related Agreements

We work with employers to craft legal, valid, and enforceable employment agreements for all stages of the employment relationship.

OVERVIEW

“In every agreement we draft, our team’s objective is to protect the company and the employer, and to clarify expectations.”

— Mike Pepperman

Employers throughout the U.S. seek Obermayer’s services to prepare sophisticated employment-related agreements tailored to our clients’ business needs. Thanks to our years of experience, we are adept at helping clients protect confidential information and prevent unfair competition when an employee leaves. Accordingly, we regularly negotiate, draft, and litigate agreements that address complex non-solicitation, non-disclosure and non-compete issues.

Our Value

The breadth and depth of our experience makes our team better able to thoroughly review employment-related agreements. We spot potential problems during the drafting phase, which helps ensure the enforceability of the agreement, reducing future potential harm. However, should a dispute arise, our talented team of litigators will work with the client to bring about a successful resolution.

Our Clients

Clients turn to us when they are facing issues involving pay, benefits and other types of compensation. We also work on confidential severance agreements and independent contractor agreements. As a full-service firm, when a client’s issues call for interdisciplinary solutions, our team possesses the skills and has seamless access to the resources necessary to prevail.

Awards Won*



*[Click here](#) for a description of the standard or methodology on which the awards and honors are based. No aspect of this advertisement is approved by the Supreme Court of New Jersey.

EXPERIENCE

- We represented an international staffing company in bi-coastal lawsuits over a non-competition and non-solicitation agreement that threatened the future of their business. We prevented a former employee from starting a competing, parallel business, and taking our employees and clients.
- A client came to us seeking to hire an employee subject to a non-compete agreement with a competitor. We scrutinized the agreement and developed sufficient ammunition to negotiate a low-cost and timely resolution.
- An employer sought to restructure the C-suite in order to prompt a resignation and severance from a poor performing executive. Our team guided the client through the separation process by crafting a separation agreement, advising on messaging to the employee, and negotiating to resolve the potential exposure. The client received buy-in from the employee.

ATTORNEYS

Key Contacts

Matthew A. Green

PARTNER
856.857.1413
matthew.green@obermayer.com

Ivo J. Becica

PARTNER

Melissa M. Blanco

ASSOCIATE

Kimberley A. Farmer

PARTNER

215.667.6335
ivo.becica@obermayer.com

Derek S. Green

OF COUNSEL
215.665.3080
Derek.Green@obermayer.com

Christopher M. Kurek

SENIOR COUNSEL
215.665.3092
christopher.kurek@obermayer.com

Joseph J. McGovern

PARTNER
215.665.3058
Joseph.McGovern@obermayer.com

Aimee E. Schnecker

ASSOCIATE
215.665.3048
aimee.schnecker@obermayer.com

Lawrence J. Tabas

PARTNER
215.665.3152
lawrence.tabas@obermayer.com

Thomas S. Wyatt

PARTNER
215.665.3200
thomas.wyatt@obermayer.com

215.665.3097
melissa.blanco@obermayer.com

Andrew J. Horowitz

PARTNER
412.288.2461
Andrew.Horowitz@obermayer.com

Dominic S. Liberi

PARTNER
215.665.3076
dominic.liberi@obermayer.com

Salena Moran

ASSOCIATE
412.209.1350
salena.moran@obermayer.com

Mathieu J. Shapiro

MANAGING PARTNER
215.665.3014
mathieu.shapiro@obermayer.com

Taylor D. Washington

ASSOCIATE
215.665.3106
taylor.washington@obermayer.com

215.665.3107
kimberley.farmer@obermayer.com

Andrew S. Kasmen

PARTNER
215.517.5800
andrew.kasmen@obermayer.com

Paige Macdonald-Matthes

PARTNER
717.221.1609
pmm@obermayer.com

Michael S. Pepperman

PARTNER
215.665.3032
michael.pepperman@obermayer.com

Charles L. Shute Jr.

PARTNER
215.665.3026
charles.shute@obermayer.com

Brett Wiltsey

PARTNER
856.857.1435
brett.wiltsey@obermayer.com

RELATED CAPABILITIES

Counseling, Compliance & Training

Employment Litigation

Executive Compensation & Employee Benefits

Health Care

Internal Investigations

International Businesses

Labor & Employment

Labor Arbitration

Local Governments & Municipal Authorities

Mergers & Acquisitions

Traditional Labor Relations & Collective Bargaining

Universities & Secondary Schools

Wage & Hour