



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.

### 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 215.665.3122  
matthew.green@obermayer.com

#### Dove A.E. Burns

PARTNER  
917.994.2550  
dove.burns@obermayer.com

#### Benjamin L. Pratt

PARTNER  
717.777.7464  
benjamin.pratt@obermayer.com

#### Alexander V. Batoff

ASSOCIATE  
215.665.3048  
alexander.batoff@obermayer.com

#### Ivo J. Becaia

ASSOCIATE  
215.667.6335  
ivo.becaia@obermayer.com

#### Mathew W. Beckwith

ASSOCIATE  
917.994.2552  
mathew.beckwith@obermayer.com

#### Jeffrey B. Cadle

ASSOCIATE  
412.288.2473  
jeffrey.cadle@obermayer.com

#### Qiwei Chen

ASSOCIATE  
412.288.2476  
qiwei.chen@obermayer.com

#### Kimberley A. Farmer

ASSOCIATE  
215.665.3107  
kimberley.farmer@obermayer.com

#### Derek S. Green

OF COUNSEL  
215.665.3080  
Derek.Green@obermayer.com

#### Andrew J. Horowitz

ASSOCIATE  
412.288.2461  
Andrew.Horowitz@obermayer.com

#### Nicholas R. Jimenez

ASSOCIATE  
717.221.1604  
nicholas.jimenez@obermayer.com

#### Andrew S. Kasmien

PARTNER  
215.517.5800  
andrew.kasmien@obermayer.com

#### Dominic S. Liberi

PARTNER  
215.665.3076  
dominic.liberi@obermayer.com

#### Paige Macdonald-Matthes

PARTNER  
717.221.1609  
pmm@obermayer.com

#### Joseph J. McGovern

PARTNER  
215.665.3058  
Joseph.McGovern@obermayer.com

#### Katherine E. Missimer

ASSOCIATE  
215.665.3012  
Katherine.Missimer@obermayer.com

#### Colleen O'Donnell

ASSOCIATE  
215.665.3026  
colleen.o'donnell@obermayer.com

#### Michael S. Pepperman

PARTNER  
215.665.3032

#### Stacey L. Pitcher

PARTNER  
860.256.0744

#### Mathieu J. Shapiro

MANAGING PARTNER  
215.665.3014

[michael.pepperman@obermayer.com](mailto:michael.pepperman@obermayer.com)

[stacey.pitcher@obermayer.com](mailto:stacey.pitcher@obermayer.com)

[mathieu.shapiro@obermayer.com](mailto:mathieu.shapiro@obermayer.com)

**Lawrence J. Tabas**

PARTNER

215.665.3158

[lawrence.tabas@obermayer.com](mailto:lawrence.tabas@obermayer.com)

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