



R. SHANE KAGAN

Partner

New Jersey

908.516.1069

908.516.1051

Service Focus

- Counseling and Advice
- Litigation and Trials

OVERVIEW

R. Shane Kagan represents employers in workplace-related pre-litigation claims and litigation matters including risk management, litigation strategy, mediation and restrictive covenant counseling and enforcement. Additionally, he routinely counsels his clients on company policies and handbooks, employment-related business concerns, and personnel actions.

Shane's experience includes matters filed in state and federal courts, with the EEOC and the New Jersey Division of Civil Rights. He has successfully represented clients within the public and private sectors on matters related to the NJLAD, Title VII, ADA, CEPA, FMLA, NJFLA, wage and hour, non-compete and numerous other employment litigation issues.

Prior to joining Fisher Phillips, Shane practiced company and management-side labor and employment law for several years. Before law school, Shane was a high school Social Studies teacher and coach. After law school, he was a law clerk for the

Honorable W. Hunt Dumont, P.J.Cv. (ret.) in the Superior Court of New Jersey in Morris County.

Credentials

Education

- Rutgers Law School, J.D., 2009
- Bucknell University, B.S., 1999

Bar Admissions

- New Jersey
- New York

Court Admissions

- U.S. Court of Appeals for the Third Circuit
 - U.S. District Court for the District of New Jersey
 - U.S. District Court for the Southern District of New York
 - U.S. District Court for the Eastern District of New York
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Recognitions

- *The Best Lawyers in America* "Ones to Watch: Labor and Employment Law - Management" (2021-2026)
- *Super Lawyers* "Rising Stars" (2018-2019)

INSIGHTS

Event

Jul 31, 2025

18th Annual Employment Law Symposium

Event

Apr 22, 2025

First 100 Days: Trump Administration & Employment Law Professional Development & Networking Event

Insights

Apr 1, 2025

***Severance* Highlights Toxic Workplace Themes That Aren't Just Sci-Fi: 5 Spoiler-Free Lessons for Employers**

Insights

Mar 4, 2025

"Wicked" Didn't Win Best Picture – But Employers Can Turn Its Lessons Into Best Practices

News

Dec 18, 2024

Fisher Phillips Remains Steady With 25 Attorney Partnership Class

News

Dec 17, 2024

Fisher Phillips Elects 25 Attorneys to 2025 Partnership Class