

## **Jeffrey M. Csercsevits**

### ***Partner***

Philadelphia

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### ***Service Focus***

- Data Security and Workplace Privacy
- Employee Defection and Trade Secrets
- Litigation and Trials
- Employment Discrimination and Harassment

### ***Industry Focus***

- Financial Services

### ***Overview***

Jeffrey M. Csercsevits is a Partner in the Philadelphia office, where he focuses his national practice on counseling and representing employers in a variety of employment-related issues, including trade secrets and restrictive covenant agreements.

### **Trade Secret, Restrictive Covenant, and Employment Litigation**

Jeff has prosecuted and defended injunctive relief actions in state and federal courts throughout the United States. These matters involve claims of trade secret misappropriation, as well as breaches of non-compete agreements, non-solicit agreements, and confidentiality agreements.

In addition to injunctive relief litigation, Jeff has substantial experience in the financial services industry where he regularly handles employment disputes on behalf of national clients. He has represented industry firms and financial advisors in over 100 FINRA arbitration actions. Jeff has arbitration experience with employment agreements, transition and retention loans, sunset/retirement agreements, teaming agreements, unfair competition, wrongful termination, constructive discharge, compensation issues, and Form U-5 defamation.

### **Competitive Hire and Defection Counseling**

Jeff regularly counsels clients on employee recruitment and hiring. In this capacity, he evaluates potential legal risks associated with hiring employees from the competition and offers strategic guidance for minimizing legal risk while still advancing business interests and promoting corporate growth.

Jeff also has extensive experience counseling clients on the loss of an employee to the competition and has handled hundreds of employee defections. He has worked with clients to investigate breaches of post-employment obligations and to develop and implement enforcement strategies.

He has also investigated employees who are perceived flight risks and provides counsel on anticipatory strategies to minimize the impact of the expected resignation. Jeff is also experienced with forensic investigations to assess an employee's removal of trade secret information through electronic means in preparation for departure.

Upon completion of law school, Jeff served as a law clerk to Honorable Paul T. Koenig, Jr., the Honorable Paul Innes, and the Honorable Bill Mathesisus in the Superior Court of New Jersey.

## ***Recent Experience***

### **Experience**

#### ***Restrictive Covenant and Trade Secret Disputes***

- Represented a team of employees and their new employer where their former employer's seven figure damages claim, based on alleged violations of their non-solicitation agreements, was denied in its entirety.
- Secured a permanent injunction against an employee who was using misappropriated trade secrets to solicit business away from our client.
- Represented an employee where his former employer's motion for a permanent injunction, based on alleged trade secret misappropriation and breach of restrictive covenants, was denied.
- Represented an employer in obtaining a temporary restraining order against a former employee, based on the misappropriation of trade secrets, enabling our client to protect against the disclosure of its trade secrets to a competitor.
- Obtained a temporary restraining order against a team of employees for breaching non-solicitation agreements, which protected our client's continued relationships with its customers.
- Represented a team of employees and their new employer where their former employer's motion for a temporary restraining order and motion for a preliminary injunction, based on allegations of trade secret misappropriation and breaches of their employment agreements, were both denied.
- Represented a team of employees and their new employer where their former employer's motion for a preliminary injunction, based on alleged trade secret misappropriation and violations of

their restrictive covenant agreements, was denied.

- Represented a team of employees where their former employer's motion for a temporary restraining order, based on claims of trade secret misappropriation and breaches of their non-solicitation agreements, was denied.

### ***Employment Disputes***

- Obtained a \$1.8 million arbitration award on behalf of an employer in a breach of contract action. Successfully defended against the former employee's counterclaims, including breach of contract, constructive discharge, and defamation.
- Obtained a \$1.1 million arbitration award on behalf of an employer in a breach of contract action. Successfully defended against the former employee's counterclaims, including fraudulent inducement, negligent misrepresentation, breach of contract, and defamation.
- Obtained a \$965,000 arbitration award on behalf of an employer in a breach of contract action. Successfully defended against the former employee's counterclaims for wrongful termination, defamation, tortious interference, and violation of the Lanham Act.

### ***Credentials***

#### **Education**

- LL.M., 2022, Temple University, Beasley School of Law
- J.D., 2006, Syracuse University College of Law
- B.S., 2003, Villanova University

#### **Bar Admissions**

- Michigan
- New Jersey
- Pennsylvania

#### **Court Admissions**

- U.S. District Court for the District of New Jersey
- U.S. District Court for the Eastern District of Michigan
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the Middle District of Pennsylvania
- U.S. District Court for the Western District of Pennsylvania

### ***Recognitions***

- Pennsylvania *Super Lawyers* - Rising Stars (2015-2021)

## ***Affiliations***

### **Professional Activities**

- Committee Member, State Bar of Michigan Unauthorized Practice of the Law Committee (2019-2021)
- Philadelphia Bar Association, Member

## ***Insights***

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INSIGHTS 09/14/23

### **Delaware Passes Consumer Privacy Law: 10 Things Businesses Need to Know**

Jeffrey M. Csercsevits

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PUBLICATION 08/29/23

### **Partners Pen Article on Oregon Consumer Privacy Act**

Jeffrey M. Csercsevits, Risa B. Boerner

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INSIGHTS 07/07/23

### **Top Workplace Law Stories You May Have Missed from June 2023**

Alyssa Levy Andalman, Amanda M. Blair, Risa B. Boerner, Suzanne K. Bogdan, Michael E. Bonner, James S. Bradbury, Melissa (Osipoff) Camire, Jennifer B. Carroll, Myra K. Creighton, Jeffrey M. Csercsevits, Deepa K. Desai, Benjamin M. Ebbink, Michael P. Elkon, LaLonnie Villa Gray, Darcey M. Groden, Brian Guerinot, Andrew J. Hoag, Wendy Hughes, Matthew R. Korn, Anne Yarovoy Khan, Kenneth A. Knox, Emily N. Litzinger, Todd A. Lyon, Danielle Hultenius Moore, Andreas Mosby, Joshua D. Nadreau, Raymond W. Perez, George A. Reeves III, Justin Reiter, Jenna B. Rubin, Nan Sato, Brent Sedge, Julia A. Sherwood, Kristin L. Smith, Shane Stover, Henry Thomson-Smith, Megan E. Walker, David J. Walton, Sheila M. Willis, Erica G. Wilson, Franklin Z. Wolf, Annie Ziesing

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INSIGHTS 07/03/23

### **Oregon Expected to Pass Consumer Privacy Law: 8 Things Businesses Need to Know**

Jeffrey M. Csercsevits

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NEWS 12/14/22

### **Fisher Phillips Elects 22 New Partners Amid Growth for Labor and Employment Counsel**

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INSIGHTS 12/05/22

### **White House Sends Message to Companies Employing Artificial**

Arit Dilip Butani, Jeffrey M. Csercsevits, Chantell C. Foley, Jamie Gross, Linda J. Gullledge, Rebecca Hause-Schultz, R. Bryan Holbrook, Megan L. Janes, Garrett S. Kamen, Matthew J. Macario, Bret Martin, Radhika Mehta, Samantha J. Monsees, Brett P. Owens, Lisa Peterson, Deniz Uzel Reilly, Ashton M. Riley, Kristin L. Smith, Monica Snyder Perl, Lauren M. Sobaski, Franklin Z. Wolf, Victor Xu

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EVENT Thursday, September 22, 2022 and Tuesday, September 27, 2022

## Restrictive Covenants and Trade Secrets in the Post-Pandemic World

Susan M. Guerette, Lauren Frisch, Christopher P. Stief, Risa B. Boerner, Usama Kahf, David J. Walton, Paul Greco, Barbara Jean D'Aquila, Jeffrey M. Csercsevits

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INSIGHTS 06/01/22

## The Top 17 Workplace Law Stories from May 2022

Phillip C. Bauknight, Steven M. Bernstein, Raeann Burgo, Kathleen McLeod Caminiti, Tatiana S. Chiu, Brian J. Coughlin, Myra K. Creighton, Jeffrey M. Csercsevits, Patrick M. Dalin, Theresa D'Andrea, Benjamin M. Ebbink, Scott Fanning, Jeffrey A. Fritz, Michael R. Greco, Marty Heller, Richard A. Millisor, Joshua D. Nadreau, Lisa Nagele-Piazza, Angelica M. Ochoa, Jack O'Connor, Ashton M. Riley, David C. Roth, Hannah Sweiss, Boris Sorsher, Shanon R. Stevenson, Travis Vance, David J. Walton, Sarah Wieselthier

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## Intelligence: 5 Key Principles You Should Incorporate

Jeffrey M. Csercsevits

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INSIGHTS 09/13/22

## Michigan, Ohio, and Pennsylvania Consider Data Privacy Legislation Modeled After California's Sweeping Law

Jeffrey M. Csercsevits

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INSIGHTS 05/31/22

## 10 Takeaways as New Jersey Set to Drastically Limit Non-Competes and Other Restrictive Covenants

Jeffrey M. Csercsevits, Theresa D'Andrea, David J. Walton, Sarah Wieselthier

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