

Scott Oberlander

Of Counsel

Philadelphia

t: 610.230.6117

f: 610.230.2151

Email



Service Focus

- Counseling and Advice
- Employee Defection and Trade Secrets

Industry Focus

- Financial Services

Overview

Scott Oberlander represents businesses and individuals in labor and employment matters with a focus on employee defection and trade secrets. He has a national practice litigating non-competition, non-solicitation and non-disclosure agreements, and related issues such as trade secrets, unfair competition, breach of duty of loyalty, and employee raiding. Scott has litigated actions in a wide array of state and federal courts throughout the country and handled arbitrations before FINRA Dispute Resolution Inc. and JAMS. Many of his cases have involved requests for temporary restraining orders and preliminary injunctions, in addition to expedited discovery, often involving computer forensic evidence and e-discovery procedures.

In addition to his litigation practice, Scott also drafts and negotiates restrictive covenants and confidentiality provisions in employment agreements. He advises companies on how to mitigate legal risk exposure when recruiting and onboarding recruits from competitor companies. Scott also has experience counseling clients in various industries with respect to breach of contract claims, unfair and deceptive business practices, general employment disputes and administrative actions.

Although his practice spans a wide array of industries, Scott has had a particular focus on assisting clients in the financial services sector, such as securities broker-dealers and registered investment advisors. Other client sectors he has experience with include the pharmaceutical industry, the dental supply and food service supply industries, and the advertising industry.

Prior to joining Fisher Phillips, Scott served as counsel for a national law firm where he concentrated on employee recruitment, raiding, and trade secret matters, often in FINRA arbitrations in the financial services industry. He is a former clerk to the Honorable Paulette Sapp-Peterson, J.A.D. of the Superior Court of New Jersey, Appellate Division, and a former intern for the late Senior District Judge Joseph E. Irenas, U.S.D.J. of the U.S. District Court for the District of New Jersey.

Credentials

Education

- J.D., 2011, University of Pennsylvania Law School
- B.A., 2008, with distinction, University of Michigan

Bar Admissions

- New Jersey
- New York
- Pennsylvania

Court Admissions

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

Recognitions

- *Best Lawyers in America*, Ones to Watch, Labor and Employment Law – Employee (2022-2023)
- *Super Lawyers* Rising Stars (2019-2023)

Affiliations

Professional Activities

- Philadelphia Bar Association

Community Activities

- Associate Board Member, Anti-Defamation League

- Board Member, University of Michigan Alumni Club of Philadelphia

Insights

INSIGHTS

02/18/25

Washington Supreme Court Significantly Limits Moonlighting Restrictions for Low Wage Employees: Your 4-Step Plan for Compliance

Jonathan Crook, Catharine Morisset, Scott Oberlander

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INSIGHTS

01/31/25

FP's Very Official Super Bowl LIX Predictions – And Some Workplace Guidance, Too

Leanne Lane Coyle, Darian Doser, Scott Oberlander, Mitch Spencer

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NEWS

08/17/23

Law 360 Covers The Arrival of Trade Secrets Pro Scott Oberlander

Scott Oberlander

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NEWS

08/15/23

Fisher Phillips Welcomes Scott C. Oberlander in Philadelphia

Scott Oberlander

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