



MICHAEL R. GRECO

Regional Managing Partner

Denver

303.218.3655

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Service Focus

- AI, Data, and Analytics
- Employee Defection and Trade Secrets
- Litigation and Trials
- Privacy and Cyber

Industry Focus

- Energy
- Financial Services

OVERVIEW

Mike Greco is the Regional Managing Partner of the firm's Denver office, where he leads and manages a team of nearly forty attorneys practicing across a broad spectrum of labor and employment law disciplines.

For nearly thirty years, Mike has focused almost exclusively on litigating and counseling employers in high-stakes, cutting-edge disputes involving non-compete, non-solicitation, non-disclosure, trade secrets, unfair competition, employee raiding, duty of loyalty, and related claims under the Computer Fraud & Abuse Act (CFAA), Economic Espionage Act (EEA), and related trade secrets and unfair competition statutes.

His litigation experience spans nearly all 50 states, having prosecuted and defended hundreds of employee defection and trade secret matters. Mike has regularly handled high-stakes cases—such as current litigation with more than \$1 billion at stake—while obtaining and resisting emergency injunctive relief. He also has deep experience arbitrating hundreds of restrictive covenant and trade secret matters before the Financial Industry Regulatory Authority (FINRA), as well as numerous Form U5 defamation and expungement proceedings.

Mike represents clients in a broad range of industries, including securities brokerage, banking, health information technology, medical practice, computer sales and distribution, insurance, publishing, direct response media (television and radio), institutional food services, freight forwarding, and online retailing. That diversity gives him insight into how restrictive covenant, trade secret, and employee mobility issues play out in different business models and competitive environments.

On the counseling side, Mike helps employers build systems and policies that protect their trade secrets and competitive advantage. He advises in drafting and revising restrictive covenant agreements, non-disclosure agreements, and non-solicitation provisions that are tailored to the risk profile of the business. He also leads companies through developing and implementing comprehensive trade secret protection programs and policies to minimize exposure—especially at critical moments like hiring from competitors or employee departures.

Mike's practical knowledge of how courts and regulators have treated restrictive covenants (and trade secret claims) enables him to help clients anticipate likely challenges, minimize legal risk, and deploy legal tools strategically.

Credentials

Education

- George Washington University Law School, J.D., with honors, 1996
- Villanova University, B.S., cum laude, 1993

Bar Admissions

- District of Columbia
- Colorado

Court Admissions

- U.S. Court of Appeals for the Eleventh Circuit
 - U.S. Court of Appeals for the Third Circuit
 - U.S. District Court for the District of Colorado
 - U.S. District Court for the Eastern District of Pennsylvania
 - U.S. District Court for the Middle District of Pennsylvania
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Recognitions

- Recognized in *The Best Lawyers in America* (2017 – 2026)
 - Named, *Best Lawyers "Lawyer of the Year"*, Litigation - Labor and Employment (2021)
 - Listed in *Pennsylvania Super Lawyers*, (2013-2017)
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Affiliations

Professional Activities

- Former Associate Professorial Lecturer of Law, The George Washington University Law School, Washington, D.C. (1996-97)
- Member, Colorado Association of Commerce and Industry
- Member, American Bar Association: Labor & Employment and Litigation Sections
- Member, American Intellectual Property Association, Committee on Trade Secret Law

INSIGHTS

Event

May 7, 2026

Covering All Bases: Hot Topics in Labor & Employment Law

News

Sep 12, 2025

Lawyers Co-Author Article on Colorado's Delay of AI Antidiscrimination Law

Insights

Sep 11, 2025

Government Puts AI Companies on Notice About Boastful Advertising: 5 Practical Lessons for the Tech Sector

Insights

Aug 27, 2025

Colorado Delays AI Law to June 2026 – Top 10 Questions for Employers and Tech Developers

Insights

Aug 22, 2025

Colorado Lawmakers Propose Watered-Down AI Law – But Employers Would Still Face Real Risks

News

Aug 22, 2025

Denver Regional Managing Partner Discusses Proposed Amendments to Colorado's AI Act