

**Michael R. Greco**  
*Regional Managing Partner*

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***Service Focus***

- Data Security and Workplace Privacy
- Employee Defection and Trade Secrets
- Government Relations
- Litigation and Trials

***Industry Focus***

- Financial Services

***Overview***

Mike Greco is the regional managing partner of the firm's Denver office. He is the founder and chair of the firm's Autonomous Vehicles Practice Group and a member of the Employee Defection and Trade Secrets Practice Group.

Mike litigates and provides counseling nationwide to employers concerning legal claims and issues arising from the movement of employees between competitor firms. These issues include: covenants not to compete, non-solicitation and non-disclosure agreements, unfair competition, employee raiding, trade secrets, duty of loyalty, Computer Fraud & Abuse Act (CFAA), Economic Espionage Act (EEA), and state trade secrets and unfair competition statutes.

Mike has prosecuted and defended hundreds of employee defection and trade secret matters, obtaining and defeating injunctive relief in at least 45 different states, in addition to dozens of arbitration actions before the Financial Industry Regulatory Authority (FINRA).

His experience includes representation of clients in the securities brokerage, health information technology, medical practice, computer sales and distribution, commercial window washing,

personnel placement, online retailing, insurance brokerage, insurance, publishing, direct response, television, radio, institutional food services, and freight forwarding industries.

In addition to litigating, Mike assists corporate clients in developing and implementing coordinated local and/or national programs to protect their competitive assets against employee defection, and to minimize risks that arise when hiring employees from competitors.

His practical knowledge of how courts have treated various restrictive covenants enables Mike to help employers draft appropriately tailored restrictive covenants.

## ***Credentials***

### **Education**

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

### **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

## ***Recognitions***

- Recognized in *The Best Lawyers in America* (2017 – 2024)
- Named, *Best Lawyers "Lawyer of the Year"*, Litigation - Labor and Employment (2021)
- Listed in *Pennsylvania Super Lawyers*, (2013-2017)

## ***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

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EVENT 11/15/2023 & 11/16/2023

### California Litigation Conference: Key Trends and Top Strategies for 2024

Usama Kahf, Steven P. Alvarado, Michael R. Greco, Anthony Isola, Sean Kingston, Andrew J. Sommer, Spencer W. Waldron

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INSIGHTS 06/02/23

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

Emily Alvarez, Alba V. Aviles, Steven M. Bernstein, Amanda M. Blair, Ted Boehm, Risa B. Boerner, Suzanne K. Bogdan, Melissa (Osipoff) Camire, Jennifer B. Carroll, Charles S. Caulkins, J. Micah Dickie, Heather Domingo, Benjamin M. Ebbink, Michael P. Elkon, Michael R. Greco, Rick Grimaldi, Rebecca Hause-Schultz, Megan L. Janes, David S. Jones, Sean Kingston, David Klass, Matthew R. Korn, Edwina C. Kye, Courtney Leyes, Jeffrey E. Mandel, John A. Mavros, Mary Grace Miller, Catharine Morisset, Joshua D. Nadreau, Karen L. Odash, Brett P. Owens, Alden J. Parker, Dean L. Petitta, Arthur L. Ramirez, Robin Repass, Christopher P. Stief, Connie Yang, Travis Vance, Alexander A. Wheatley, Kristin R.B. White

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INSIGHTS 02/03/23

### Top Workplace Law Stories You May Have Missed from January 2023

William E. Altman, Emily Alvarez, Alba V. Aviles, Davis C. Bae, Phillip C. Bauknight, Amanda M. Blair, Risa B. Boerner, Michael E. Bonner, Melissa (Osipoff) Camire, Christopher Caravello, Deepa K. Desai, J. Micah Dickie, Benjamin M. Ebbink, Stephen R. Gee, Michael R. Greco, Darcey M. Groden, Rosemary S. Gousman, David H. Han, Andrew J. Hoag, Wendy Hughes, Usama Kahf, Seth D. Kaufman, Kenneth A. Knox, Samantha J. Monsees, Danielle Hultenius Moore, Joshua D.

NEWS 07/17/23

### Fisher Phillips Welcomes Partner Timothy Kratz in Denver

Timothy Kratz, Michael R. Greco

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INSIGHTS 06/01/23

### Many Non-Compete Agreements Violate Federal Law According to NLRB's Chief Prosecutor: Your Top 7 Questions Answered

Alba V. Aviles, Steven M. Bernstein, Risa B. Boerner, Michael R. Greco, Rick Grimaldi, Christopher P. Stief

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INSIGHTS 01/23/23

### Frequently Asked Questions About the FTC's Proposal to Ban Non-Compete Agreements

Risa B. Boerner, Michael R. Greco

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Nadreau, Jeffrey Shapiro, Henry Thomson-Smith, Sheila M.

Willis, Jeremy F. Wood

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NEWS

01/19/23

## **EDTS Partner Talks to SHRM About Employer Response to FTC's Proposed Rule Banning Non-competes**

Michael R. Greco

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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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PUBLICATION

05/17/22

## **Fisher Phillips Attorneys Offer a Five-Step Plan for Employers Navigating Colorado's New Noncompete Ban**

Michael R. Greco, David C. Roth

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[View All →](#)

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NEWS

05/17/22

## **SHRM Taps Regional Managing Partner in Denver to Discuss Colorado's Restrictive Covenant Legislation**

Michael R. Greco

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