

Paul Greco

Partner

Philadelphia

t: 610.230.2146

f: 610.230.2151

Email



Service Focus

- Employee Defection and Trade Secrets

Industry Focus

- Life Sciences

Overview

Paul J. Greco represents employers in labor and employment matters, with a particular focus on protecting intellectual property rights and related business interests arising out of employment relationships. Paul handles restrictive covenant disputes, trade secret litigation, computer fraud and abuse matters, and unfair competition claims. Paul dedicates a substantial portion of his practice to clients in the medical device field, but also has significant experience in matters for clients in other industry sectors as well, including financial services, healthcare, oil and gas, and biotechnology start-ups.

In addition to his litigation practice, Paul works closely with his clients to counsel and train them on effective practices for the protection of customer relationships, intellectual property, confidential information and trade secrets, and investments in professional development. He assists clients with hiring key employees from competitor firms, assessing the enforceability of restrictive covenants and formulating strategies for avoiding or minimizing liability exposure with such competitive hires.

Paul is an active writer and speaker on a wide range of topics, including best restrictive covenant practices, electronic crime in the workplace, and the effective use of alternative dispute resolution proceedings. Paul is honored to be recognized in *The Best Lawyers in America* and *Pennsylvania Super Lawyers* for Commercial Litigation.

Recent Experience

Experience

- Served as national restrictive covenant counsel for a medical device manufacturer, both prosecuting and defending restrictive covenant litigation for the company around the country. As restrictive covenant counsel, Paul also collaborated with the company's legal and human resources team to create a procedure for the company to use in evaluating the restrictive covenant obligations of lateral candidates for employment. This included roll out of a training for regional managers on how to recruit and employ new hires consistent with their legal restrictions in order to minimize both the risks and incidence of litigation arising out of competitive hires.
- Secured the amicable resolution and voluntary dismissal of restrictive covenant claims asserted by a medical device company against one of its former top sales representatives. The case was chosen as one of "The Top 15 Spine & Orthopedic Device News Stories of 2013" by an industry publication.
- Won both injunctive relief and \$1.5 million in damages for an insurance brokerage firm in a lawsuit to enforce the company's restrictive covenants against a departing sales brokerage team.
- Enforced a non-competition covenant against a departing medical device sales consultant who joined a competitor. Obtained an injunction, recovered damages and secured the reimbursement of attorneys' fees for the client.
- Defended a team of securities industry futures traders against a claim that they had misappropriated a trading strategy which had generated over \$25 million in profits for their former employer. Proved that the trading strategy was not a trade secret and also established the rule in Pennsylvania that disgorgement is not available as a remedy for an alleged breach of a non-competition covenant.
- Represented an emerging growth company who had hired a sales representative from the national market leader in a restrictive covenant lawsuit. Implemented a strategy that convinced the former employer to dismiss the lawsuit voluntarily, to narrow and shorten the restrictive covenants in issue and to institute a hiring protocol with the client to help avoid future disputes.
- Defended chief executive officer of a pharmaceutical manufacturing company against various tort and contract claims following his termination. Prosecuted a motion to dismiss on venue grounds, leading plaintiffs to voluntarily withdraw all claims asserted against the client.
- Defended a Fortune 500 Company in an action brought by an employee who claimed several million dollars in damages for an alleged invasion of his privacy during an internal corporate investigation. Persuaded the trial court to enter judgment in client's favor, defended the result on appeal and established new law that such claims are preempted by Pennsylvania Workers Compensation Act.
- Represented the largest health insurer in southeastern Pennsylvania in a wide array of litigation matters, including in disputes with competing insurers.

Credentials

Education

- J.D., 1989, Harlan Fiske Scholar, Columbia Law School
- B.S., 1986, magna cum laude, University of Pennsylvania, Wharton School of Business

Bar Admissions

- Pennsylvania

Court Admissions

- 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* (2020 - 2024)
- Selected to *Pennsylvania Super Lawyers*
- Listed in *The Best Lawyers in America*

Affiliations

Professional Activities

- Philadelphia Bar Association
- American Bar Association
- FINRA Dispute Resolution Program

Insights

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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PUBLICATION

06/10/21

Pa. No-Hire Pact Ruling Holds Hidden Noncompete Lesson

Paul Greco

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NEWS

12/22/20

Fisher Phillips Announces 2021 Partnership Class

Phillip C. Bauknight, Micah Dawson, Anet Drapalski, Paul Greco, Ralph Hua, Brendan Y. Joy, David Klass, Matthew R. Korn, Emily N. Litzinger, Joshua D. Nadreau, James Patrick, Adam F. Sloustcher, John W. Stapleton, Alexander A. Wheatley

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NEWS

08/20/20

Fisher Phillips Attorneys Receive Top Honors in Best Lawyers in America©

Michael V. Abcarian, Stephanie R. Alexander, William E. Altman, Christopher Alvarez, Joseph W. Ambash, Craig R. Annunziata, Davis C. Bae, Gregory D. Ballew, Kelsey E. Schiappacasse, Cheryl L. Behymer, Clarence M. Belnavis, Steven M. Bernstein, Suzanne K. Bogdan, D. Albert Brannen, Kathleen McLeod Caminiti, Jocelyn Campanaro, Christopher J. Capone, Michael D. Carrouth, Charles S. Caulkins, Lyle M. Chan, J. Randall Coffey, Theresa M. Connolly, Laurel K. Cornell, Steven R. Cupp, Kevin J. Dalton, J. Micah Dickie, Burton F. Dodd, David B. Dornak, Benjamin Dudek, Todd Alan Ewan, Daniel E. Farrington, Brian J. Finucane, Todd A. Fredrickson, Andrew Froman, Joseph W. Gagnon, Brian J. Gershengorn, Lauren G. Goetzl, Rosemary S. Gousman, Michael R. Greco, Paul Greco, Rick Grimaldi, Greg Grisham, Lori A. Guner, Raymond C. Haley III, Edward F. Harold, Lariza Pruneda Hebert, JonVieve D. Hill, Christopher C. Hoffman, James R. Holland II, Christine E. Howard, Cynthia M. Jacob, Clyde H. Jacob III, David S. Jones, Matthew R. Korn, Danielle Krauthamer, Edwina C. Kye, Arthur V. Lambert, Terry E. Lardakis, Aymara Ledezma, Courtney Leyes, Karl R. Lindegren, Steven M. Loewengart, Reyburn W. Lominack III, Nathan K. Low, Darin L. Mackender, Scott M. Mahoney, Jeffrey E. Mandel, C. F. W. Manning II, Howard A. Mavity, James J. McDonald Jr., Phillips L. McWilliams, Richard A. Millisor, Stephen C. Mitchell, Danielle Hultenius Moore, R. Henry Moore, Timothy J. Murphy, Gregory V. Murray, Warren L. Nelson, Steven M. Nobil, Daniel P. O'Brien, James Patrick, Jonathan P. Pearson, Regina A. Petty, Ann Margaret Pointer, James C. Polkinghorn, John M. Polson, Keith M. Pyburn Jr., Roger K. Quillen, Melody L. Rayl, Thomas Paul Rebel, Mark J. Ricciardi, Ashton M. Riley, Stephen J. Roppolo, Jeffrey A. Savarise, Susan M. Schaecher, Cheryl L. Schreck, David E. Schreiner, Stephen Scott, Timothy H. Scott, Joseph P. Shelton, Craig P. Siegenthaler, Jeffrey D. Smith, John W. Stapleton, Shanon R. Stevenson, Terri R. Stewart, Christopher P. Stief, Cathy M. Stutin, Douglas R. Sullenberger, James Sullivan, Martin F. Thompson, Megan Reese U'Sellis, Pavneet Singh Uppal, Teresa Valderrama, Joshua H. Viau, Timothy J. Weatherholt, Jeff Weintraub, Alexander A. Wheatley, Benton N. Wood, Robert Yonowitz, George D. Adams, Richard R. Meneghello, Hannah Sweiss, Robert M. Robenalt, Todd A. Lyon, Todd B. Logsdon, J. Hagood Tighe, Danielle S. Urban, Sheila M. Abron, Kristin R.B. White, Michelle I. Anderson

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NEWS

03/24/20

Fisher Phillips Rapidly Launches Essential Business Task Force to Advise Employers Facing a Proliferation of COVID-19 'Shelter-in-Place' Orders

Theresa M. Connolly, Collin D. Cook, Michael P. Elkon, Paul Greco, Howard A. Mavity, Cheryl Pinarchick, Roger K. Quillen, James Sullivan

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Pennsylvania Amends List Of Life-Sustaining Businesses And Outlines Procedures For Seeking Waivers

Paul Greco

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NEWS

08/15/19

Best Lawyers in America® Honors 96 Fisher Phillips Attorneys in 2020 Edition

Michael V. Abcarian, George D. Adams, Joseph W. Ambash, Craig R. Annunziata, Cheryl L. Behymer, Clarence M. Belnavis, Steven M. Bernstein, Suzanne K. Bogdan, D. Albert Brannen, Kathleen McLeod Caminiti, Christopher J. Capone, Michael D. Carrouth, Charles S. Caulkins, J. Randall Coffey, Laurel K. Cornell, Steven R. Cupp, Kevin J. Dalton, Burton F. Dodd, Todd Alan Ewan, Daniel E. Farrington, Brian J. Finucane, Todd A. Fredrickson, Andrew Froman, Brian J. Gershengorn, Rosemary S. Gousman, Michael R. Greco, Paul Greco, Rick Grimaldi, Greg Grisham, Raymond C. Haley III, Edward F. Harold, Christopher C. Hoffman, James R. Holland II, Christine E. Howard, Cynthia M. Jacob, Clyde H. Jacob III, David S. Jones, Terry E. Lardakis, Karl R. Lindegren, Steven M. Loewengart, Todd B. Logsdon, Darin L. Mackender, Scott M. Mahoney, Jeffrey E. Mandel, C. F. W. Manning II, Howard A. Mavity, James J. McDonald Jr., Richard R. Meneghello, Richard A. Millisor, Stephen C. Mitchell, Danielle Hultenius Moore, Timothy J. Murphy, Warren L. Nelson, Steven M. Nobil, Daniel P. O'Brien, Jonathan P. Pearson, Ann Margaret Pointer, James C. Polkinghorn, John M. Polson, Keith M. Pyburn Jr., Roger K. Quillen, Thomas Paul Rebel, Mark J. Ricciardi, Robert M. Robenalt, Stephen J. Roppolo, Jeffrey A. Savarise, Susan M. Schaecher, David E. Schreiner, Timothy H. Scott, Joseph P. Shelton, Craig P. Siegenthaler, Jeffrey D. Smith, Shanon R. Stevenson, Terri R. Stewart, Christopher P. Stief, Cathy M. Stutin, Douglas R. Sullenberger, James Sullivan, Martin F. Thompson, J. Hagood Tighe, Pavneet Singh Uppal, Danielle S. Urban, Teresa Valderrama, Joshua H. Viau, Timothy J. Weatherholt, Jeff Weintraub, Benton N. Wood, Robert Yonowitz

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PUBLICATION

07/01/19

How Life Science Employers Can Ensure Restrictive Covenants Survive a Restructuring

Paul Greco

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NEWS

08/15/18

Ninety-Five Fisher Phillips Attorneys Selected to The Best Lawyers in America 2019

Michael V. Abcarian, George D. Adams, Joseph W. Ambash, Craig R. Annunziata, Cheryl L. Behymer, Clarence M. Belnavis, Steven M. Bernstein, Suzanne K. Bogdan, D. Albert Brannen, Kathleen McLeod Caminiti, Christopher J. Capone, Michael D. Carrouth, Charles S. Caulkins, J. Randall Coffey, Laurel K. Cornell, Steven R. Cupp, Kevin J. Dalton, Burton F. Dodd, Todd Alan Ewan, Brian J. Finucane, Todd A. Fredrickson, Rosemary S. Gousman, Michael R. Greco, Paul Greco, Rick Grimaldi, Raymond C. Haley III, Edward F. Harold, Christopher C. Hoffman, James R. Holland II, Christine E. Howard, Cynthia M. Jacob, Terry E. Lardakis, Karl R. Lindegren, Steven M. Loewengart, Todd B. Logsdon, Darin L. Mackender, Scott M. Mahoney, Jeffrey E. Mandel, C. F. W. Manning II, Howard A. Mavity, James J. McDonald Jr., Richard R. Meneghello, Richard A. Millisor, Stephen C. Mitchell, Timothy J. Murphy, Warren L. Nelson, Steven M. Nobil, Daniel P. O'Brien, Jonathan P. Pearson, Ann Margaret Pointer, James C. Polkinghorn, John M. Polson, Keith M. Pyburn Jr., Roger K. Quillen, Thomas Paul Rebel, Mark J. Ricciardi, Robert M. Robenalt,

Stephen J. Roppolo, Jeffrey A. Savarise, Susan M. Schaecher, David E. Schreiner, Timothy H. Scott, Joseph P. Shelton, Craig P. Siegenthaler, Jeffrey D. Smith, Shanon R. Stevenson, Christopher P. Stief, Cathy M. Stutin, Douglas R. Sullenberger, Martin F. Thompson, J. Hagood Tighe, Pavneet Singh Uppal, Danielle S. Urban, Teresa Valderrama, Joshua H. Viau, Timothy J. Weatherholt, Jeff Weintraub, Benton N. Wood, Robert Yonowitz

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NEWS

06/18/18

Fisher Phillips Expands In Two Offices

Theresa M. Connolly, Paul Greco

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