

Susan M. Guerette

Partner

Philadelphia/New Jersey

t: 610.230.2133

f: 610.230.2151

Email



Service Focus

- Employee Defection and Trade Secrets
- Litigation and Trials

Industry Focus

- Education
- Energy
- K-12 Institutions
- Higher Education

Overview

Susan Guerette is a partner in the firm's Philadelphia office. She has a national practice representing management on a wide range of labor and employment matters including defending claims of discrimination based on race, gender, age, disability, and national origin.

Susan focuses on litigating cases involving covenants not to compete, non-solicitation, non-use, and non-disclosure agreements, trade secrets, fiduciary duty, duty of loyalty, and similar claims arising from the movement of employees between competitor firms.

Susan has litigated more than 400 employee defection and recruitment matters in over 30 different states, as well as numerous arbitration actions before arbitration panels (Financial Industry Regulatory Authority (FINRA), the National Association of Securities Dealers (NASD) and the New York Stock Exchange (NYSE)).

She has represented clients in a variety of industries, including regional, national and international securities brokerage, discount stock brokerage, banking, online retailing, food manufacturing and distribution, industrial gas distribution, healthcare staffing and placement, computer

hardware/software sales and distribution, computer consulting and services, medical and dental practice, life insurance companies, professional employee search and placement, temporary professional staffing and medical device companies.

Susan is also a member of the firm's Education Practice Group, which represents private educational institutions in employee, student, and board issues.

Susan counsels employers on employment policies, immigration issues and compliance with local, state and federal statutes. She drafts and reviews employer policies and severance agreements and negotiates employee compensation and employment agreements.

In addition to her litigation practice, Susan helps clients develop and implement coordinated programs to protect against employee defection, and to minimize the risks that arise when hiring employees from competitors.

Susan is "AV" Peer Review Rated by Martindale-Hubbell and has been included in *Pennsylvania Super Lawyers* since 2011. She was also named to *International Employment Lawyers'* inaugural "Women Leaders" list in 2022.

Credentials

Education

- J.D., 1995, Georgetown University
- B.A., 1991, Villanova University

Bar Admissions

- New Jersey
- Pennsylvania

Recognitions

- Named to International Employment Lawyers' "Women Leaders" List (2022)
- Listed in Pennsylvania Super Lawyers (since 2011)

Affiliations

Professional Activities

- Member, Pennsylvania Bar Association
- Member, American Bar Association
- Member, Chester County Bar Association

- Court Appointed Special Advocate (CASA)
- International Institute for Conflict Prevention & Resolution's (CPR Institute)
- National Task Force on Diversity in ADR

Community Activities

- Member, Schuylkill Township Zoning Board
- Member, Women's Leadership Network Board for the Eastern Technology Council
- Board member, Bryn Mawr Rehab Hospital Foundation

Insights

INSIGHTS

11/29/23

Time is Running Out for Independent Schools to Complete Their EEO-1 Reporting Requirements Before December 5

Susan M. Guerette

[Read more →](#)

EVENT

10/04/23

Strategic Approaches to Employment Contracts for K-12 Educational Institutions

Susan M. Guerette, Jenna B. Rubin

[Read more →](#)

INSIGHTS

10/03/23

EEOC Brings Claim for Teacher Whose Daughter Has a Disability: 5 Answers for Employers About Association-Based Bias

Susan M. Guerette, Brian Guerinot

[Read more →](#)

NEWS

09/05/23

Attorneys Discuss Religious School's Firing of an Unwed Pregnant Teacher

Susan M. Guerette, Kristin L. Smith

[Read more →](#)

INSIGHTS

08/22/23

New Jersey Supreme Court Sides with Catholic School That Fired Unwed Pregnant Worker: 6 Key Takeaways for Religious Schools

Susan M. Guerette, Kristin L. Smith

[Read more →](#)

EVENT

07/20/23

What Colleges and Universities Should Do Following The Supreme Court Admissions Decision

Susan M. Guerette, Sheila M. Abron

[Read more →](#)

INSIGHTS

07/06/23

Do You Need to Give Notice to Employees About Signing a Non-Compete or Other Restrictive Covenant?

Susan M. Guerette

[Read more →](#)

EVENT

06/13/23

Money Matters: A Deeper Dive on Pay Equity in the Education Industry

Susan M. Guerette, Sarah Wieselthier

[Read more →](#)

INSIGHTS

04/18/23

5 Additional Factors to Consider When Updating Your School's Bylaws For Next Academic Year

Susan M. Guerette

[Read more →](#)

EVENT

11/07/22

Enrollment Contracts: Create More than Just Revenue

Kristin L. Smith, Susan M. Guerette

[Read more →](#)

[View All →](#)