



EDWARD G. WINSMAN

Of Counsel

Philadelphia

610.230.2142

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Service Focus

- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Litigation and Trials

Industry Focus

- Financial Services

OVERVIEW

Ed Winsman represents employers in employment law matters, with a practice focusing on counseling companies on issues that arise when employees move from one competitor firm to another, including particularly restrictive covenant and trade secrets matters. He advises companies on their rights and obligations, and when necessary assists employers with investigations relating to post-employment obligations. Ed represents employers in injunctive relief actions in state and federal courts throughout the country involving allegations of misappropriation of trade secrets and breach of non-compete agreements, non-solicit agreements, and confidentiality agreements.

Ed has extensive experience representing financial services firms in FINRA Dispute Resolution arbitration actions, including arbitration actions involving employment agreements, transition and retention loans, retirement/sunset agreements, and

promissory notes. He defends financial services firms in cases involving claims of wrongful termination and U-5 defamation, as well as cases concerning the forfeiture clauses regarding unvested long-term awards.

Ed regularly counsels employers on employee separations, including assessment of potential risks as well as the preparation of severance agreements. He also defends companies against claims of discrimination and retaliation.

Prior to joining private practice, Ed served as a law clerk for the Honorable Bonnie Brigance Leadbetter, then-President Judge of the Commonwealth Court of Pennsylvania.

Ed has been included in the 2018 and 2019 Pennsylvania Super Lawyers Rising Stars list.

Credentials

Education

- Villanova University School of Law, J.D., 2007
- University of Delaware, B.A., cum laude, 2003

Bar Admissions

- New Jersey
- Pennsylvania

Court Admissions

- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the District of New Jersey

INSIGHTS

Insights

Feb 17, 2022

New Illinois Restrictive Covenant Law Ushers in New Day for Financial Services Employers

Publication

Sep 7, 2021

So, You're Saying There's a Chance...5 Employer Takeaways to Enforce No-Hire Agreements

Insights

May 4, 2021

Supreme Court of Pennsylvania Provides A 7-Step Roadmap to Employers While Striking Down No-Hire Agreement

Insights

Mar 22, 2021

Promises Made, Promises Not Kept: Salesperson Terminated Due to Pandemic Alleges Firm Reneged on Promise Not to Enforce Non-Compete

News

Mar 3, 2020

Fisher Phillips Adds Seasoned Employment Litigator in Philadelphia