

## **Edward G. Winsman**

### *Of Counsel*

Philadelphia

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### ***Service Focus***

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

### ***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**

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

### **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***

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INSIGHTS

02/17/22

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

Ivy Waisbord, Edward G. Winsman

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INSIGHTS

09/07/21

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

Edward G. Winsman

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INSIGHTS

05/04/21

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

Edward G. Winsman

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INSIGHTS

03/22/21

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

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INSIGHTS

07/13/20

## **Pennsylvania Employers Reminded By State Supreme Court About Importance Of Timing On Restrictive Covenant Signatures**

Christopher P. Stief, Edward G. Winsman

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INSIGHTS

07/13/20

## **Pennsylvania Supreme Court Reminds Employers To Get Employee Signatures On Covenants Before They Start Work**

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NEWS

03/03/20

## **Fisher Phillips Adds Seasoned Employment Litigator in Philadelphia**

Edward G. Winsman

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