EDWARD HEFFERNAN

Of Counsel

Philadelphia

484.581.2403

Service Focus

- Counseling and Advice
- Employee Defection and Trade Secrets
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Litigation and Trials

Industry Focus

- Financial Services

OVERVIEW

With two decades of complex litigation experience, Ed Heffernan defends employers in restrictive covenant disputes and a wide range of workplace claims, including discrimination, retaliation, wrongful termination, and defamation. Ed represents businesses in employment agreement enforcement, trade secret misappropriation, and protection of proprietary business information, appearing in state and federal courts and arbitration proceedings nationwide. He works closely with clients to develop practical strategies aligned with their business objectives, guiding employers through high-stakes disputes from assessment through resolution.

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He has secured numerous temporary restraining orders and preliminary injunctions in trade-secret matters, including one involving a departing engineer's retention of AI source code and confidential information. Ed has also obtained multiple summary judgments for a prominent public university in civil rights, Title IX, and discrimination cases, and secured a $3.3 million arbitration award while defeating counterclaims for wrongful termination. In addition, Ed's experience includes managing a large docket of Fair Credit Reporting Act (FCRA) matters involving employment background screening, handling federal litigation, and arbitration from inception through discovery and resolution.

Before joining Fisher Phillips, Ed practiced at a Philadelphia-based full-service firm, where he concentrated on commercial and employment litigation. He previously spent nearly 17 years as a shareholder at a regional firm, leading complex matters involving restrictive covenants, trade secrets, privacy and data breach issues, and injunctive relief.

Prior to entering the legal profession, Ed worked as a Financial Industry Regulatory Authority (FINRA) licensed representative for a national mutual fund company, giving him firsthand insight into the financial services industry.

Credentials

Education

- Villanova University School of Law, J.D., 2006
- Temple University, *magna cum laude*, 2002

Admissions

- Pennsylvania

Court Admissions

- U.S. Court of Appeals for the Third Circuit
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the Middle District of Pennsylvania

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Recognitions

- *Super Lawyers*, Rising Star (2012-2021)

Affiliations

Community Activities

- Saint Luke the Evangelist Parish CYO Board of Directors (President, 2021-2025)
- LaSalle College High School Rugby Supporters

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