# Employee Mobility & Trade Secret Protection

*Trust. Knowledge. Confidence.*

Offit | Kurman®
Attorneys At Law

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## *Offit Kurman's Unique Approach to Non-Competition, Non-Solicit and Trade Secret Protection and Enforcement*

In today's employment landscape, companies in competitive industries face tougher challenges than ever before. Competition over talent, customer relationships and proprietary technology has given workers greater mobility and incentive to move from job to job. Professionals are increasingly working remotely, sometimes across state and national borders. Employees, contractors, vendors, and customers are accessing more and more information in the cloud.

Altogether, these factors add up to amplified vulnerability for data breaches, theft, and exposure of valuable trade secrets, and poaching of vital customers through aggressive hiring by competitors.

To help businesses balance their needs for information security, minimized legal liability, and easy transitions for incoming and outgoing workers, Offit Kurman has developed an innovative legal service. Our employee mobility team combines employment, commercial litigation and intellectual property lawyers from across the geographic footprint of the firm. This hybrid team provides auditing services focused on the identification and protection of trade secrets, pre-litigation counseling on restrictive covenants and confidentiality agreements, enforcement of employment agreements, and defense of restrictive covenant claims, and litigation of the complex business tort and intellectual property claims that often accompany employee mobility litigation.

## WHAT WE DO

### TRADE SECRET PROTECTION

Our audit team will identify your trade secrets and review current measures taken to protect valuable proprietary information and customer relationships. We will work alongside your organization's senior management and leadership team to develop, enforce, and interpret organizational trade secret policies and procedures and put your company in the best position possible should the need for an enforcement action arise.

### INTERNAL INVESTIGATIONS

If a privacy incident or breach occurs, Offit Kurman will ensure you respond in a timely, compliant, and cost-effective manner. Our lawyers—who have served as regulators, corporate in-house counsel, privacy officers, and law enforcement—have experience conducting internal investigations as well as in creating internal investigation standards.

### NON-COMPETE AGREEMENTS AND RESTRICTIVE COVENANTS

We help employers draft, negotiate, implement and enforce policies and agreements related to all manner of restrictive covenants, including confidentiality, non-compete, and non-solicitation agreements.

### TRIALS, CLAIMS, AND DISPUTES

Offit Kurman's attorneys can help your company move and respond to pre-trial motions such as temporary restraining orders, preliminary injunctions, cease and desist letters, and tortious interference notices. When litigation is unavoidable, our attorneys are trial-ready and will work diligently to bring the case to a swift and conclusive end.

## WHO WE DO IT FOR

If your business faces legal risks related to employee mobility and trade secret protection, we can help. Offit Kurman serves organizations of all sizes, from startups to Fortune 500 companies, including...

- Mortgage Lenders
- Hospitality and Food Service Providers
- Healthcare Providers
- Biotech Companies
- Financial Technology Firms
- Financial Institutions
- Cannabis Businesses
- Manufacturers
- Chemical Companies
- Advertising and Electronic Media Services
- Real Estate Developers