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Restrictive Covenants, Trade Secrets and Duty of Loyalty

Protecting Information

For many businesses, their most valuable assets include their confidential, proprietary information and the employees who have had access to that information. Pryor Cashman's Labor and Employment Group assists employers with the challenge of protecting this valuable information and prohibiting employees from unfairly exploiting and misappropriating the company's proprietary information and trade secrets.

The Labor and Employment Group has extensive experience crafting enforceable confidentiality and trade-secret agreements for our clients' employees. These agreements are drafted to comply with appropriate state laws and are tailored for the industry in which the client operates.

When employees seek to leave their employment and take with them proprietary information, the Labor and Employment Group is experienced in successfully commencing litigation and bringing injunctive proceedings to freeze an employee's misappropriation before any damage can be caused to the company's business. Our ability to move promptly and effectively in court against an employee's misconduct provides our clients with an invaluable tool in protecting their vital interests.

We have recently represented clients in technology, music, public relations, real estate and many other industries in the successful enforcement of confidentiality agreements and related claims.

Protecting Clients

In addition to protecting confidential information, many employers face the equally daunting challenge of protecting against former employees' soliciting and/or servicing of their clients. Pryor Cashman's Labor and Employment Group provides clients with various strategies to curtail such unfair competition. Our group crafts enforceable, state and industry-specific non-solicitation and non-compete agreements which our clients require their employees to sign. With these comprehensive agreements in place, the group's litigators are able to move swiftly into the state or federal courts to protect an employer's legitimate and protectable interests if, and when, a former employee seeks to violate the agreement's terms.

The Labor and Employment Group has successfully moved to enforce non-solicitation/non-compete agreements through injunctive proceedings. This often curtails an employee's unlawful activity before any damage is caused to the company's client relationships.