



Alexander Nemiroff

PARTNER

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RELATED SERVICES

- Employment
- Commercial Litigation
- Government Investigations & Enforcement Defense
- Labor
- International Law
- Life, Health, Disability & ERISA

OFFICES

- Philadelphia
- Livingston
- New York
- Baltimore

OVERVIEW

Alexander Nemiroff has over 25 years of experience in all areas of labor and employment law. He is the Managing Partner of the Philadelphia office and a member of the firm's Employment Law, Labor, Unfair Competition, Commercial Litigation, and International practice groups. He litigates cases before federal and state courts and administrative agencies, including employment discrimination, workplace technology law, wrongful discharge, wage and hour law, and other matters. He has extensive experience in cases involving non-compete issues, trade secrets, tortious interference, and related claims throughout the country.

Alex has represented clients before the Equal Employment Opportunity Commission, the

National Labor Relations Board, and state administrative agencies. He has defended employers in unfair labor practice and representation proceedings before the National Labor Relations Board and in labor arbitrations involving discharge, discipline, and contract interpretation. He has also prosecuted and defended arbitration actions before the Financial Industry Regulatory Authority.

Throughout his career, Alex has provided labor and employment law guidance to employers of every size from Fortune 500 companies to start-up ventures. He has counseled clients on compliance with state and federal leave laws, hiring and termination issues, management of the labor and employment aspects of due diligence on numerous acquisitions, reviewing and drafting employee handbooks, workplace trainings, wage payment issues, security and management of data, privacy, trade secrets, and restrictive covenants.

Alex is a frequent lecturer on employment and litigation topics, speaking to a wide range of organizations, such as the Association of Corporate Counsel, the American Conference Institute, Pennsylvania Bar Institute, the Philadelphia and Suburban Healthcare Human Resources Association, the Institute of Internal Auditors, Tri-State HRMA, a division of SHRM, Lorman Education Services, the Maryland State Bar Association, the Camden County Bar Association, and the Montgomery County Bar Association. He has also written several published articles related to employment issues.

REPRESENTATIVE EXPERIENCE

Employment

- Lead counsel in numerous federal and state court employment discrimination cases, including successful representation through trial and appeals
- Routinely defends companies against employment-related charges and claims before administrative agencies, including the Equal Employment Opportunity Commission and state agencies throughout the country
- Represents companies regarding employee issues, litigation avoidance, and implementing policies that are in conformance with various federal, state, and local employment laws
- Manages the labor and employment aspects of due diligence on numerous acquisitions
- Provides counseling on the creation of social media policies and training management personnel who utilize social media platforms

Restrictive Covenants, Breach of Fiduciary Duty, Trade Secrets, and Related Claims

- Lead counsel in non-competition matters including obtaining temporary and preliminary injunctive relief and damages
- Lead counsel in breach of duty of loyalty, breach of contract, defamation, and trade secrets act cases

Commercial Litigation

- Extensive experience in representing companies in complex commercial matters.
- Experience in the financial services industry includes lead counsel in an action brought against the longest running Ponzi scheme in American history.
- Litigated dozens of arbitration actions throughout the country before the Financial Industry Regulatory Authority.

PUBLICATIONS

- *Pennsylvania Governor Announces Statewide Closure of All Non-Essential Retail Businesses and Stay-at-Home Order for Eight PA Counties*, Lexology (March 2020)
- *Growing Like Weeds: How Employers Should Respond as More States Legalize Marijuana*, Lexology (November 2016)

PRESENTATIONS

- Understanding Employment Law Webinar – “Manage Effectively in a Litigious World” – 2024
- ALM General Counsel Conference East – “Unpacking the Upcoming FTC Non-Compete Proposal: Managing Employee Rights and Business Interests” – New York City – 2023
- Association of Corporate Counsel – “Work from Anywhere: Remote/Hybrid Work & National Compliance” – Philadelphia – 2023
- Business Essentials Seminar – “The Latest HR Laws Governing Your Employees” – Mt. Laurel – 2020
- Association of Corporate Counsel – “Advanced Contract Drafting: Which Bells & Whistles Provisions Really Make a Sound?” – Philadelphia – 2018
- GRSM National Webinar Series "Identifying Joint Employer and Independent Contractor Issues" – 2017
- The Legal Intelligencer’s In-House Counsel CLE seminar “What’s Ahead in 2015 for Employers in Labor & Employment Law” – Philadelphia – 2015

CREDENTIALS

Admissions

- Pennsylvania

- New Jersey
- New York
- Maryland
- U.S. District Court, Eastern, Middle and Western Districts of Pennsylvania
- U.S. District Court, Eastern and Western Districts of Virginia
- U.S. District Court, Eastern and Southern Districts of New York
- U.S. District Court, District of New Jersey
- U.S. District Court, District of Maryland
- U.S. Court of Appeals, Second and Third Circuits

Memberships

- Pennsylvania Bar Association
- New Jersey Bar Association
- Tri-State HRMA, a division of SHRM
- Former Chairman, South Jersey Advisory Board of Biz Buzz, an online membership community
- Served on the Board of the Center for Advocacy for the Rights and Interests of the Elderly (CARIE)
- Former Co-Chair, Montgomery County Bar Association, Employment Law Section

Education

- J.D., George Washington University Law School, 1998
- B.A., *magna cum laude*, Brandeis University, 1995

Honors

- *Best Lawyers in America*® Lawyer of the Year 2019 distinction in Employment Law – Management*
- *Best Lawyers in America*® distinction in Employment Law – Management (2018-2025), Litigation – Labor and Employment (2019-2025)*
- Pennsylvania *Super Lawyers*, Employment Litigation “Rising Star” (2012 and 2013)*

*No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

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