



## ALEXANDER J. NASSAR

PARTNER

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### BIOGRAPHY

Alexander J. Nassar leads the Employment law practice with the primary objective of achieving client goals. He focuses his practice on a broad spectrum of employment litigation, compliance, and drafting matters. Alex regularly defends employers against claims under Title VII, ADA, ADEA, the FMLA, and state anti-discrimination statutes. Alex represents companies and individuals on both sides of trade secret and restrictive covenant litigation and disputes. Alex acts as an outside HR partner for employers on compliance and litigation avoidance related to all manner of issues arising under state and federal anti-discrimination laws, laws providing for job-protected leave, and wage and hour laws. Alex drafts and negotiates employment agreements, compensation plans, bonus plans, restrictive covenants, intellectual property and related assignment agreements, and confidentiality agreements, on behalf of both employers and executives. Alex drafts a variety of employer policy documents, including employee handbooks (and related state-specific addenda) for employers across a wide range of industries.

Separately, Alex represents a Fortune 500 insurance company in claims litigation throughout Pennsylvania, New Jersey, and Delaware. Alex also drafts coverage opinions for insurers.

### Client Experience

- A publicly traded biotech company
- A Fortune 100 banking and financial services company
- A Fortune 500 insurance company
- A national broker-dealer

### HONORS

Pennsylvania Super Lawyers, Rising Star, Business Litigation, 2018-Present

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### EDUCATION

J.D., Villanova University Charles Widger School of Law, 2012

B.A., *cum laude*, St. Joseph's University, 2009

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### ADMISSIONS

Pennsylvania  
Eastern District of Pennsylvania  
Middle District of Pennsylvania  
Western District of Pennsylvania  
U. S. Court of Appeals for the Third Circuit  
New Jersey  
District of New Jersey

- One of the country's largest privately-owned marketing and advertising solutions firms
- A national family-owned auto parts manufacturing company
- A national trucking and logistics company
- A regional bank
- Multiple tech startups

## **COMMUNITY & PROFESSIONAL**

- Alex has been named a "Rising Star" by Pennsylvania Super Lawyers Magazine
- United Communities of Southeast Philadelphia, Former Board Member
- Saint Joseph's University Veterans' Entrepreneurial Jumpstart Program, Counsel
- Homeless Advocacy Project – Veterans Project, Volunteer
- Legal Clinic for the Disabled, Volunteer

## **REPRESENTATIVE MATTERS**

- Our client, a nationwide company, learned that a former national executive was violating his non-compete and non-solicit agreements by going to work for a new company that was attempting to leverage this executive to build out its service offerings to directly compete with our client. Forensic electronic discovery leading up to and throughout the ensuing lawsuit also revealed that the executive had departed with a massive amount of company data. RCCB secured a favorable result ensuring compliance with our client's restrictive covenants and the executive's obligations with regard to company confidential information and trade secrets, and also achieved a favorable settlement for our clients.
- Settled a complaint of race and religious discrimination and retaliation on behalf of a family-owned business for less than 10 percent of initial demand.
- Settled a charge of age discrimination and retaliation on behalf of the regional employer for less than 30 percent of initial demand.
- Resolved a complaint on behalf of a national business involved in a dispute with a placement agency over its hire of an independent contractor.
- Lead counsel in wage and hour litigation resulting in resolution for five percent of the initial demand.
- Lead counsel for plaintiff in claims under the federal Defense of Trade Secrets Act in the United States District Court for the Eastern District of Pennsylvania, resulting in temporary and then permanent restraining order.
- Lead counsel in discrimination lawsuit settled before the Equal Employment Opportunity Commission and prior to the suit in Federal Court, resulting in mitigation of group plaintiff and/or class action risk.
- Represented Fortune 100 broker-dealer in employment-related litigation and arbitration before the Financial Industry Regulatory Authority, including enforcement of restrictive covenants, protection of trade secrets, prosecution and defense of raid claims, defense against state and federal discrimination

claims, and defense against wage and hour claims.

- Obtained voluntary dismissal of two employment retaliation/whistleblower lawsuits through the use of computer forensics that revealed materially false allegations by plaintiffs before formal discovery began.
- Routinely draft employee handbooks and policy documents, and counsel employers on compliance with wage and hour, harassment and discrimination, and other employment compliance issues, serving as an extension of, or in some cases, a surrogate for, clients' Human Resources Departments.
- Obtained summary judgment on behalf of the insurer on claims for breach of the insurance policy.
- Managed claims process on behalf of insurer related to catastrophic loss affecting dozens of claimants against proceeds from single policy, including negotiating and settling numerous pro-rata claims, resulting in total avoidance of claims litigation against insurer and settlement across all claims within policy limits.

## **PRACTICE FOCUS**

- Employment Litigation and Counseling
- Trade Secrets & Unfair Competition Litigation and Counseling
- Business, Commercial & Contract Disputes
- Financial Services Litigation
- Insurance Coverage Analysis and Litigation
- Appeals
- Transportation
- Manufacturing
- Emerging Technologies

## **NEWS**

RCCB Advises The Zero Proof in Series A Funding Round Deal Report, *RCCB*, February 19, 2024

Alex Nassar Presented Diversity & Inclusion Best Practices at the Greater Valley Forge Human Resources Association Speaking Engagement, September 10, 2023

ROYER COOPER COHEN BRAUNFELD (RCCB) ANNOUNCES FOURTEEN 2023 PENNSYLVANIA SUPER LAWYERS® AND RISING STARS® Firm News, *Super Lawyers*, June 5, 2023

Royer Cooper Cohen Braunfeld (RCCB) Announces Fourteen 2022 Pennsylvania Super Lawyers® and Rising Stars®

Firm News, May 26, 2022

## **PUBLICATIONS**

The FTC Has Announced a Ban on Most Non-compete Agreements - Key Points for Employers to Know  
Publication, *RCCB Employment Client Alert*, April 26, 2024

DOL Final Rule Increases White Collar Exempt Salary Thresholds Starting July 1, 2024  
Publication, *RCCB Client Alert*, April 24, 2024

2022 Litigation Year In Review  
Publication, *RCCB Litigation Alert*, March 2, 2023

FTC Proposes Aggressive Rule That Would Decimate Employment Non-Competes  
Publication, January 11, 2023