



MARC B. CYTRYN

COUNSEL

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BIOGRAPHY

Marc B. Cytryn represents management in a broad range of employment litigation matters, including restrictive covenant and trade secrets disputes, employment discrimination cases, class and collective wage and hour actions under the FLSA and equivalent state laws, and union benefit fund and withdrawal liability matters under ERISA. Marc also provides day-to-day counseling to employers on human resources issues, claim avoidance and risk mitigation, and compliance with federal and state employee leave and wage and hour laws. In addition, Marc works hand in hand with employers to assist with employment policy formation and drafting of employment agreements, compensation plans, and severance agreements.

Client Experience

- Human resources managers
- Business owners and corporate officers and directors
- National manufacturers and suppliers
- General contractors and subcontractors in the construction industry
- Pharmaceutical companies
- A multinational company with locations across the Mid-Atlantic
- Companies specializing in solar and energy production
- Large automobile dealerships

HONORS

Best Lawyers *Ones to Watch*

- Labor and Employment Law – Employee, 2024
- Litigation - Labor and Employment, 2024
- Labor and Employment Law – Management, 2021-2022

Pennsylvania Super Lawyers *Rising Stars*, 2020-Present

- Employment & Labor

EDUCATION

J.D., Temple University Beasley School of Law, 2015

- Law Faculty Merit Scholarship
- B.A., University of Delaware, Political Science, 2012
- National Society of Collegiate Scholars

ADMISSIONS

Pennsylvania

U. S. District Court for the Eastern District of Pennsylvania

U. S. District Court for the Western District of Pennsylvania

U. S. Court of Appeals for the Third Circuit

New Jersey

COMMUNITY & PROFESSIONAL

Philadelphia Bar Association

U. S. District Court for the
District of New Jersey

REPRESENTATIVE MATTERS

- Obtained summary judgment for a Pennsylvania-based business and dismissal of claim brought under the Age Discrimination in Employment Act in federal court.
- Secured a temporary restraining order and final injunction to halt unlawful picketing at a project site on behalf of a large pharmaceutical company.
- Guided a solar contractor through an audit by the New Jersey Department of Labor, Wage & Hour Division, and negotiated a favorable resolution.
- Obtained a favorable settlement, which included post-employment restrictions despite the absence of a written agreement, in trade secret litigation against former employee of telecommunications contractor.
- Defended an HVAC manufacturing company against allegations of disability discrimination and FMLA violations brought by an employee.
- Obtained temporary restraining order and preliminary injunction against competitor and former sales representatives of solar company pursuant to the New Jersey Trade Secrets Act.
- Obtained dismissal of former employee's claim for religious discrimination under Title VII on behalf of start-up running company in Virginia federal court.
- Negotiated favorable settlement for New Jersey contractor assessed with more than \$5.2 million in withdrawal liability under ERISA.

PRACTICE FOCUS

- Employment Litigation and Counseling
- Trade Secrets and Unfair Competition
- Wage & Hour Class and Collective Actions
- Business, Commercial, and Contract Disputes

NEWS

RCCB Announces New Leadership Election and Lawyer Promotions
Firm News, *RCCB*, March 21, 2024

Best Lawyers in America Recognizes Six Practices in New York and Pennsylvania in its "Best Law Firms" Report for 2024
Firm News, *Best Lawyers®*, November 2, 2023

Twenty-three RCCB Attorneys Recognized in 2024 Edition of the Best Lawyers in America
Firm News, *Best Lawyers*, August 17, 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

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