

HEATHER R. BOSHAK

Partner / Berkeley Heights, New York City
hboshak@fordharrison.com / P: 973-646-7312



Heather Boshak focuses her practice on employment litigation, representing employers nationwide in federal and state courts, as well as before various administrative tribunals and advising employers on compliance with state and federal laws and regulations.

Heather's extensive litigation experience includes defending employers in cases involving sexual harassment, discrimination based on race, national origin, gender, disability, and age, breach of contract, whistleblower retaliation, violations of public policy, and tort claims. She also regularly advises employers on compliance with state and federal employment laws and regulations. In addition, she manages traditional labor matters, such as labor arbitrations.

Before joining FordHarrison, Heather was the Labor & Employment Law Regional Practice Leader at a national general services law firm. She previously served as an extern for the Honorable Martin L.C. Feldman at the U.S. District Court for the Eastern District of Louisiana and has experience representing individuals in employment lawsuits. She was elected to the District VB Ethics Committee in 2013 and served until August 2021.

Currently, Heather is a board member and Co-General Counsel of the New Jersey Women Lawyers Association, having previously held various board positions since 2006.

Heather also serves as a brief judge for the national ABA Moot Court Competition, and volunteers with Table to Table, a nonprofit organization that provides food to families in need in Bergen, Essex, Hudson, and Passaic counties.

Representative Experience

- » Awarded summary judgment for a healthcare claim management company on claims of whistleblower retaliation claims.
- » Defended a fuel-delivery company against disability and

EDUCATION

- » Tulane University Law School (J.D., 1994)
- » Brandeis University (B.A., 1991)

BAR ADMISSIONS

- » New Jersey
- » New York

COURT ADMISSIONS

- » U.S. Supreme Court
- » U.S. Court of Appeals for the Second Circuit
- » U.S. Court of Appeals for the Third Circuit
- » U.S. Court of Appeals for the Ninth Circuit
- » U.S. Court of Appeals for the District of Columbia
- » U.S. District Court for the District of New Jersey
- » U.S. District Court for the Southern District of New York
- » U.S. District Court for the Eastern District of New York
- » U.S. District Court for the Northern District of New York
- » U.S. District Court for the Western District of New York
- » U.S. District Court for the District of Columbia

workers' compensation retaliation claims, resulting in summary judgment.

- » Defended a consumer products company against claims of FMLA interference and retaliation resulting in favorable resolution following depositions.
- » Counseled a retail company on rolling reductions in force throughout the country.

Honors & Awards

- » *Chambers USA: America's Leading Lawyers for Business*, Band 4 Labor & Employment (2019-2024)
- » *The Best Lawyers in America*, Litigation - Labor & Employment (2025 - 2026)

Memberships

- » American Bar Association
- » New Jersey State Bar Association
- » New Jersey Women Lawyers Association, Board of Directors

News & Insights

- » August 21, 2025 - Two New Jersey-Based FordHarrison Attorneys Listed in the 2026 Best Lawyers in America and One Listed in Ones To Watch
- » July 07, 2025 - "FMLA Expansion Sees State Progress Despite Federal Barriers," Law360
- » May 23, 2025 - Noncompete News: New Jersey Introduces New Bill to Kill Noncompete Agreements
- » May 21, 2025 - Is Your Company Ready to Disclose Salary Information and Promotional Opportunities Under New Jersey's Pay Transparency Act?
- » October 31, 2024 - Lassie Looking Peaked? NYC "Pawrents" May Soon be Entitled to Paid Leave for Pet Care

Events

- » December 04, 2025 - New Jersey Employment Law Update: Ensuring Compliance in a Shifting Landscape
- » September 10, 2025 - Leave Expansion: Exploring Proposed FMLA Legislation, State Law Leaves, and Proposals
- » May 21, 2025 - How Vulnerable Are You? Identifying, Mitigating & Responding to Safety Threats In & Outside of

Work - Complimentary Webinar

- » November 25, 2024 - Are U.S. Employers Ready for a Right to Disconnect Law? - What U.S. Employers Need to Know – Complimentary Webinar

Offices

- » *Berkeley Heights:*
300 Connell Drive
Berkeley Heights, New Jersey 07922
- » *New York:*
366 Madison Avenue, 7th floor
New York, New York 10017

ADAM B. CANTOR

Partner / Berkeley Heights, New York City
acantor@fordharrison.com / P: 973-646-7315



Adam Cantor focuses his legal practice on advising clients on [employee benefits](#) and executive and equity compensation matters.

Adam brings over 25 years of experience in advising clients to the practice of law, always seeking to partner with clients in the most effective way to further their business objectives.

Adam's clients regularly call on him to provide pragmatic, business-oriented legal counsel on matters involving employee benefits and executive and equity compensation (including deferred compensation). His guidance frequently touches on multiple areas of law, including tax, ERISA, corporate, securities, employment, labor and/or bankruptcy law. He represents both public and private companies, including private equity firms, hedge funds, and real estate management companies, as well as Boards of Directors and Compensation Committees, C-suite executives, investment committees for 401(k) and pension plans, financial institutions, and nonprofit organizations.

For publicly traded companies, Adam routinely advises company management, Boards of Directors, and Compensation Committees on issues related to executive compensation and equity compensation plans. Adam counsels these clients on compliance and planning recommendations with respect to stock exchange requirements, proxy statements and SEC Form S-8 and 10-K filings, Rule 16b-3 issues, Rule 10b-5 plans, Dodd-Frank Act requirements, ISS and Glass Lewis problematic pay practice issues and business judgment rule/entire fairness doctrine issues under Delaware and other corporate laws.

Adam's private equity, hedge fund and real estate management company practice includes partnership-based equity and equity-based compensation design and negotiation, frequently on behalf of C-suite executives. Clients engage him to design and negotiate profits interest plans, carried interest/"promote" arrangements, equity compensation rollover arrangements and management incentive plans.

Adam is also well-versed in ERISA issues, such as fiduciary

EDUCATION

- » New York University School of Law (LL.M., Taxation, 2000)
- » New York University School of Law (J.D., 1997)
- » Columbia University (M.P.A., 1987)
- » Wesleyan University (B.A., 1985)

BAR ADMISSIONS

- » New Jersey
- » New York

COURT ADMISSIONS

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

FIRM LEADERSHIP

- » Employee Benefits Group, Chair

compliance and planning, and qualified retirement and health and welfare plan compliance and design issues. He regularly advises on transactional employee benefits matters. He serves as a “go-to” resource for HR professionals on their day-to-day employee benefits issues.

Representative Experience

Executive and Equity Compensation

- » Design and compliance, including stock options, restricted stock, restricted stock units, stock appreciation rights, phantom stock and LLC- and partnership-based equity compensation arrangements
- » Carried interest/“promote” program design and tax compliance
- » Structuring and negotiation of executive compensation and benefits packages on behalf of both companies and executives (with special expertise in tax – e.g., 83, 162(m), 280G, 409A, 457A, 457(f), 4958 and 4960 issues, securities law matters – e.g., SEC Rule 701 – and representation of management teams in corporate transactions)
- » Split dollar life insurance and SERP design and compliance
- » Drafting and negotiation of employment, severance, change in control and restrictive covenant agreements
- » Transactional executive and equity compensation issues, including use of rollover equity and earn-outs
- » Dodd-Frank, SEC and Exchange compliance by compensation committees of public companies
- » Proxy disclosure for public companies relating to executive and director compensation
- » Public company strategies for mitigating exposure to ISS and Glass Lewis problematic pay practice issues
- » S-8 filings for 401(k) plans with publicly traded stock as an investment option
- » Public company strategies for mitigating stock buyback excise tax liability
- » Best practices for compensation committees and boards of directors of private companies and boards of trustees of non-profit organizations with respect to executive compensation matters

ERISA and Employee Benefits

- » Discharge of fiduciary duties by administrative and investment committees of 401(k) and other qualified retirement plans
- » ERISA prohibited transaction avoidance and correction, including Voluntary Fiduciary Correction Program applications
- » Collaborating with pension actuaries on defined benefit pension plan de-risking strategies, “hard” and “soft” freezes and terminations
- » Cash balance plan design and compliance issues
- » Quarterbacking employer changes in 401(k) and 403(b) plan recordkeeping platforms, including negotiating service, trust, custodial, investment advisory, investment management, ERISA budget account and related documents
- » Structuring of qualified plan spin-offs, mergers and consolidations
- » Transactional employee benefits, including planning opportunities arising in connection with stock purchases, asset purchases, private equity investments and divestments, loan originations and extensions and joint ventures
- » Amendment and restatement of individually designed qualified retirement and 403(b) plans
- » ESOP purchases of employer stock
- » Reductions-in-force and WARN Act planning and compliance issues
- » Design of early retirement incentive programs
- » Negotiation with governmental agencies, including IRS, DOL and PBGC
- » Mitigation strategies for employers with respect to multiemployer withdrawal liability, including negotiation of collective bargaining agreements to 401(k) plans
- » Welfare plan design and compliance, including with respect to COBRA, HIPAA, Affordable Care Act, VEBA and MEWA issues
- » Taxation of employment-related settlement agreements

News & Insights

- » July 22, 2025 - How the One Big Beautiful Bill Act May Impact Employers

- » July 02, 2024 - Chevron Deference is No More: ERISA, Employee Benefits and Executive/Equity Compensation Rule-Making is Likely to be Affected

Events

- » December 04, 2025 - New Jersey Employment Law Update: Ensuring Compliance in a Shifting Landscape
- » July 21, 2025 - "Aligning Leadership, Value and Trends: Executive & Equity Compensation Deep Dive," Metro NYSAE Presents: ExecConnect — Westbook, CT

Offices

- » *Berkeley Heights:*
300 Connell Drive
Berkeley Heights, New Jersey 07922
- » *New York:*
366 Madison Avenue, 7th floor
New York, New York 10017

NICOLE M. FALCEY

Partner / Berkeley Heights
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Nicole Falcey represents employers across the country in wage and hour class and collective actions, pay equity disputes, and complex employment litigation. She defends companies against claims under the Fair Labor Standards Act (FLSA), state wage and hour laws, and new pay transparency and equal pay statutes while also helping businesses avoid potential claims through strategic compliance counseling.

Nicole is known for her sharp judgment, practical approach, and ability to see the big picture. She understands that legal compliance doesn't happen in a vacuum — it has to work within the real-world demands of running a business. Clients rely on her to deliver strategies that protect them legally while supporting their broader business objectives.

In her litigation practice, Nicole has successfully protected companies against large-scale exposure and resolved complex multi-plaintiff actions across a range of industries. She also works closely with clients on pay audits, wage and hour risk assessments, and compliance programs to help them navigate the increasingly aggressive enforcement landscape.

Clients describe Nicole as perceptive, strategic, and relentlessly focused on practical solutions. Whether defending a lawsuit or building a compliance program, she brings a measured and tactical approach aimed at protecting her clients and positioning them for sustained success.

Nicole was selected as a 2024 Fellow of the Leadership Council on Legal Diversity (LCLD) and is active in attorney recruiting and mentoring within the firm.

Honors & Awards

- » Leadership Council on Legal Diversity (LCLD), 2024 Fellow
- » *Best Lawyers in America: Ones to Watch*
- » “New Jersey Rising Star” listed in *Super Lawyers* magazine

EDUCATION

- » University of Denver College of Law (J.D., 2011)
- » Boston College (B.S., 2006)

BAR ADMISSIONS

- » New Jersey
- » New York
- » Connecticut

COURT ADMISSIONS

- » U.S. District Court for the District of New Jersey
- » U.S. District Court for the Southern District of New York
- » U.S. District Court for the Eastern District of New York
- » New York State Courts
- » New Jersey State Courts
- » Connecticut State Courts

- » **Nicole was selected to the Rising Star list issued by Thomson Reuters. The selection methodology is found [here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*

News & Insights

- » SourceBook - Editor, FordHarrison's Labor & Employment Sourcebook, Pay Equity
- » May 23, 2025 - Noncompete News: New Jersey Introduces New Bill to Kill Noncompete Agreements
- » May 21, 2025 - Is Your Company Ready to Disclose Salary Information and Promotional Opportunities Under New Jersey's Pay Transparency Act?
- » December 23, 2024 - Nicole Falcey Awarded 2024 Atlas Award by Leadership Council on Legal Diversity
- » October 31, 2024 - Lassie Looking Peaked? NYC "Pawrents" May Soon be Entitled to Paid Leave for Pet Care

Events

- » December 04, 2025 - New Jersey Employment Law Update: Ensuring Compliance in a Shifting Landscape
- » June 25, 2025 - Navigating Pay Transparency: A National Approach to Compliance - Complimentary Webinar
- » November 25, 2024 - Are U.S. Employers Ready for a Right to Disconnect Law? - What U.S. Employers Need to Know – Complimentary Webinar
- » December 13, 2023 - 2023 New Jersey Employment Law Update
- » June 14, 2023 - New Jersey's Temporary Workers Bill of Rights: Takeaways, Guidance, and Implementation - Complimentary Webinar

Offices

- » *Berkeley Heights:*
300 Connell Drive
Berkeley Heights, New Jersey 07922



Employers Association of New Jersey

Employers Association of New Jersey

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[Andree Laney, Esq.](#)

Andree Laney, Esq.

Compliance & Training

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Andrée is a former senior trial attorney for the Equal Employment Opportunity Commission where she litigated employment discrimination cases in federal court. She has served as an EEOC judge where she conducted hearings and resolved discrimination charges brought by federal employees against all federal agencies. Andrée also served as Employment Counsel/Labor Relations Director for the City of New York, where she counseled management on personnel on employee-relations issues. She has also served as counsel of several major law firms in the NY Metropolitan area. Andrée provides on-site compliance training and teaches HR law courses. Contact Andrée Laney (<mailto:andree@eanj.org>).

Meet the EANJ staff interview: Andrée Laney (<https://www.blogtalkradio.com/eanj/2019/08/29/meet-the-eanj-staff-andre-laney-1>)

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EANJ is a nonprofit trade association dedicated to improving employer-employee relations and facilitating the exchange of information among employers. It does not render legal services, offer legal opinion or engage in the practice of law. Benefit plans are governed by plan documents. EANJ membership is not a guaranty of participation in any plan.

STEPHEN A. OLIWA III

Senior Associate / Berkeley Heights
soliwa@fordharrison.com / P: 973-646-7313



Stephen Oliwa's legal practice is focused on the representation of management in labor and employment law matters.

Stephen represents employers in various aspects of employment law, including cases involving discrimination, sexual harassment, wage and hour disputes, trade secrets, and the enforcement of restrictive covenants. He is dedicated to guiding clients through complex legal challenges with a strategic focus on achieving results and a strong commitment to advocacy.

Before joining FordHarrison, Stephen was an associate in the Newark and New York offices of a national general practice firm, representing employers in all aspects of employment law. Earlier in his career, Stephen served as a judicial law clerk for the Honorable Karen L. Suter, J.A.D., at the Superior Court of New Jersey, Appellate Division. In this role, he assisted the panel in resolving intricate criminal and civil appeals, including employment litigation under the New Jersey Law Against Discrimination (LAD) and the Conscientious Employee Protection Act (CEPA). He also clerked for the Honorable Michael P. Wright, J.S.C., at the Superior Court of New Jersey, Chancery Division, Family Part. Here, he gained significant courtroom experience, working closely with Judge Wright and developing valuable insights into effective courtroom advocacy.

During law school, Stephen concentrated on advanced legal writing and persuasive advocacy. He was honored to be selected as a Teaching Fellow for legal writing and was elected Editor-in-Chief of the law journal by his peers after being published in his second year. Additionally, he contributed to the Rutgers Civil Practice Clinic, where he achieved favorable outcomes for indigent clients in civil litigation matters in New Jersey.

Stephen is a dedicated and diligent advocate for clients, who is fully engaged in meeting their specific needs. His commitment to excellence and attentiveness allows him to build and maintain long-lasting client relationships.

EDUCATION

- » Rutgers University School of Law (J.D., 2018)
- » New York University (B.A. 2014)

BAR ADMISSIONS

- » New York
- » New Jersey

COURT ADMISSIONS

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

LANGUAGES

- » Italian (fluent)

Representative Experience

- » Defended and successfully negotiated a favorable settlement on behalf of an executive administrator in a NJLAD Conscientious Employee Protection Act (CEPA) whistleblower case, securing a positive outcome for the client.
- » Led the defense in a New Jersey Department of Labor investigation, resulting in a favorable resolution for the client, a healthcare organization, avoiding further penalties and litigation.
- » Argued and secured dismissal on behalf of a food and beverage provider in a wage and hour appeal, protecting the company from significant liabilities.

Honors & Awards

- » The *Best Lawyers in America: Ones to Watch*, Litigation - Labor and Employment and Labor and Employment Law - Management (2026)

News & Insights

- » August 21, 2025 - Two New Jersey-Based FordHarrison Attorneys Listed in the 2026 Best Lawyers in America and One Listed in Ones To Watch

Events

- » December 04, 2025 - New Jersey Employment Law Update: Ensuring Compliance in a Shifting Landscape

Offices

- » *Berkeley Heights:*
300 Connell Drive
Berkeley Heights, New Jersey 07922

MARK A. SALOMAN

Partner / Berkeley Heights, New York City
msaloman@fordharrison.com / P: 973-646-7305



Mark Saloman serves as the Office Managing Partner for FordHarrison's Berkeley Heights office and as Co-Chair of FordHarrison's Non-Compete, Trade Secrets and Business Litigation practice group. Mark Saloman extensively litigates and counsels businesses and executives on the meaning, drafting, and enforceability of various types of post-employment restraints such as non-compete agreements, non-solicitation provisions, confidentiality agreements, and other restrictive covenants.

For more than 30 years, he has successfully litigated these types of cases in more than 20 states and tried them to conclusion in state and federal courts. Mark also negotiates all types of employment and separation agreements for companies as well as senior executives. Mark is a "Recognized Partner" for Labor & Employment with Chambers USA, named a New York Area Top Rated Lawyer by ALM Media, and recognized by New Jersey Super Lawyers. He has also been honored for his *pro bono* efforts in the community.

Mark's practice also concentrates on complex employment litigation at the state and federal levels, encompassing wrongful termination, employment discrimination arising under Title VII and similar state statutes, sexual harassment, hostile work environment, constructive discharge and retaliation claims, and whistleblower actions. He provides peace of mind for clients throughout the country on all aspects of employment law, including discharge, discipline and other personnel problems, internal investigations, and leave of absence issues. Mark frequently works with national and international clients in the pharmaceutical, education, technical staffing, and fashion industries.

Mark also advises national and international companies on the ever-changing state laws concerning employee use of medicinal and recreational marijuana. This counseling includes addressing employee reasonable accommodation requests for use of medicinal cannabis, employee claims of wrongful discipline or termination, pre- and post-employment drug testing, and other unique

EDUCATION

- » University of Pennsylvania Law School (J.D., 1992)
- » Brandeis University (B.A., *summa cum laude*, 1989)

BAR ADMISSIONS

- » New Jersey
- » New York
- » Pennsylvania

COURT ADMISSIONS

- » U.S. Court of Appeals for the Second Circuit
- » U.S. Court of Appeals for the Third Circuit
- » U.S. Court of Appeals for the Fourth Circuit
- » U.S. District Court for the District of New Jersey
- » U.S. District Court for the Northern District of New York
- » U.S. District Court for the Eastern District of New York
- » U.S. District Court for the Southern District of New York
- » U.S. District Court for the Middle District of Pennsylvania
- » U.S. District Court for the Eastern District of Pennsylvania
- » U.S. District Court for the

challenges affecting the entire life cycle of the employment relationship.

Representative Experience

- » Successfully defended senior-level New York financial services executive from his post-employment restrictive covenants by defeating temporary restraining order application and then defeating preliminary injunction application after an eight-day arbitration.
- » Obtained temporary restraining order and preliminary injunction from the Superior Court of New Jersey stopping former senior finance executive of a major residential real estate services provider from working for a direct competitor, despite his argument he was working outside the geographic scope of the restrictive covenant.
- » Won one of the first temporary restraining orders in the country under the Defend Trade Secrets Act of 2016, compelling former employee of high tech company to return pilfered laptop and other confidential information after his separation.
- » Won summary judgment in New Jersey state court for Fortune 300 pharmaceutical company, defeating claims brought by two sales representatives under the Conscientious Employee Protection Act.
- » Successfully defeated temporary restraining order application and won fee application reimbursing Fortune 500 airline for frivolously filed action by its union.
- » Successfully obtained preliminary and permanent injunctive relief enforcing post-employment restrictive covenants against former employee of internet retailer.
- » Won motion to dismiss race discrimination claims brought against individual supervisor in federal court in New York.
- » Successfully defended sales manager in New Jersey federal court from former employers' attempt to stop manager from working for a competitor in the specialty chemicals industry.
- » Obtained temporary restraining order from the Supreme Court of New York shutting down rival company's U.S. product launch due to breach of commercial non-disclosure agreement and former senior executive's violation of post-employment non-compete obligations.
- » Stopped competitor's application in New Jersey federal court for a preliminary injunction enforcing former sales employee's non-compete agreement.

Western District of Pennsylvania

- » U.S. District Court for the District of Colorado
- » U.S. District Court for the District of Vermont
- » U.S. District Court for the Eastern District of Wisconsin

FIRM LEADERSHIP

- » Berkeley Heights Office
Managing Partner
- » Management Group
- » Non-Compete, Trade Secrets and Business Litigation Practice Group, Co-Chair

- » Defeated international modeling agency's demand for temporary and preliminary injunction on former modeling agent's activities.
- » Obtained injunctive relief before the Supreme Court of New York, stopping the former chief operating officer of a chain of high-end food and retail stores from soliciting or hiring his former employer's employees.
- » Served as lead trial counsel in an adversary proceeding in federal bankruptcy court in Delaware to advance the sale of a shopping-center security firm by winning a preliminary injunction to protect the company's chief asset, its customer relationships, from poaching by an ex-senior executive.
- » Earned a significant victory for a leading global financial-services firm when the Supreme Court of New York granted summary judgment and dismissed years of contentious litigation over an ex-employee's claims of religious discrimination, hostile work environment, and retaliation.
- » Obtained a defense verdict, after an eight-week jury trial in California, in favor of a national medical-devices manufacturer against allegations of "corporate raiding" brought by a competitor. The defense verdict was the 14th lawsuit filed against the client or its employees in 10 different states. After defeating seven emergent applications for injunctive relief, Mark was instrumental in forcing the competitor to drop 13 pending lawsuits before the jury resolved the 14th in the client's favor.
- » Won summary judgment in favor of a global human capital firm dismissing former manager's federal, state, and New York City claims of race and age discrimination and retaliation.
- » Obtained defense verdict after a jury trial and affirmance from the Third Circuit Court of Appeals in favor of a global industrial gas supplier on its former general counsel's breach of contract claims.
- » Obtained defense verdict for international hotelier on former employee's federal, state, and New York City claims of national origin discrimination and retaliation after five-day federal jury trial.
- » Successfully defeated a temporary restraining order application seeking to enjoin a junior New York financial services executive.
- » Successfully defeated declaratory judgment action seeking to void construction certification firm's post-employment restrictive covenants with its former head of business development.

Honors & Awards

- » AV® Preeminent Peer Review Rated by Martindale-Hubbell
- » "2023 New York Top Rated Lawyer," *New York Law Journal* and *New York Magazine*.
 - » *The selection methodology is found [here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*
- » "Client Service All-Star," BTI Consulting Group (2023)
 - » *The selection methodology is found [here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*
- » *Chambers USA: America's Leading Lawyers for Business, Labor & Employment*
 - » *The selection methodology is found [here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*
- » *The Legal 500 United States, Recommended attorney in Labor & Employment - Labor and Employment Disputes (2020)*
 - » *The selection methodology is found [here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*
- » "500 Leading U.S. Corporate Employment Lawyers," *LawDragon (2020-2024)*
 - » *The selection methodology is found [here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*
- » *Best Lawyers in America - Employment Law (2018-2026), Litigation (2020-2026)*
 - » *The selection methodology is found [here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*
- » *Best Lawyers in the New York Area – Employment Law, 2019, 2021*
 - » *The selection methodology is found [here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*
- » *Labor & Employment Star - Northeast, Benchmark Litigation (2019-present)*

- » *The selection methodology is found [here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*
- » New Jersey Super Lawyers, *Super Lawyers* magazine, 2013-present
 - » *Mark was selected to the Super Lawyers list issued by Thomson Reuters. The selection methodology is found [here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*
- » New York State Bar Association Empire State Counsel Award, 2014-15
 - » *The selection methodology is found [here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*
- » New Jersey Defense Association Outstanding Service Award, 2012-13
 - » *The selection methodology is found [here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*
- » "40 Under 40," *New Jersey Law Journal*, 2007
 - » *The selection methodology is found [here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*
- » DRI Exceptional Performance Citation, 2012-13

Memberships

- » Employers Association of New Jersey, General Counsel
- » New Jersey State Bar Association Labor and Employment Law Section, Executive Committee Member and Co-Chair of Post-Employment Restrictions Subcommittee
- » Defense Research Institute, Member of Intellectual Property Litigation Committee and Vice Chair of Trade Secrets Subcommittee
- » New Jersey Defense Association, Past President and member of the Board of Directors
- » National Ski Areas Association
- » Ski Areas of New York Association
- » Academy of New Jersey Management Attorneys
- » Risk and Insurance Management Society (RIMS)

- » Federation of Defense & Corporate Counsel
- » New Jersey Civil Justice Institute
- » New Jersey Supreme Court Model Civil Jury Charge Committee
- » Sidney Reitman Employment Law Inn of Court, Barrister
- » Brandeis University Alumni Lawyers Network Steering Committee
- » American Bar Association

News & Insights

- » SourceBook - Co-Editor, FordHarrison's Labor & Employment Law Sourcebook, Employment Contracts and Noncompete Agreements
- » October 28, 2025 - Six FordHarrison Partners Named to Lawdragon's 500 Leading Corporate Employment Lawyers Guide for 2026
- » August 21, 2025 - Two New Jersey-Based FordHarrison Attorneys Listed in the 2026 Best Lawyers in America and One Listed in Ones To Watch
- » May 23, 2025 - Noncompete News: New Jersey Introduces New Bill to Kill Noncompete Agreements
- » May 21, 2025 - Is Your Company Ready to Disclose Salary Information and Promotional Opportunities Under New Jersey's Pay Transparency Act?

Events

- » December 04, 2025 - New Jersey Employment Law Update: Ensuring Compliance in a Shifting Landscape
- » December 13, 2023 - 2023 New Jersey Employment Law Update

Offices

- » *Berkeley Heights:*
300 Connell Drive
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- » *New York:*
366 Madison Avenue, 7th floor
New York, New York 10017

SETH A. SPIEGAL

Counsel / Berkeley Heights
sspiegel@fordharrison.com / P: 973-646-7307



Seth Spiegel represents employers in all facets of labor and employment law.

With a reputation for combining proactive legal guidance with assertive representation when disputes arise, Seth is committed to achieving favorable outcomes while helping clients stay out of legal trouble in the first place.

Seth's practice includes the defense of management clients in court and before administrative agencies in matters involving employment discrimination whistleblower claims, wage and hour class and collective actions unfair and restrictive covenant disputes. He also advises employers facing government audits and investigations, ensuring legal compliance while protecting their interests.

Seth maintains a robust traditional labor practice, representing companies in collective bargaining negotiations, labor arbitrations, and proceedings before the National Labor Relations Board.

In addition, Seth regularly counsels clients on day-to-day employment law issues, helping them navigate challenges throughout the employment relationship, from hiring through termination.

A frequent author on labor and employment topics, Seth has published widely on emerging legal developments affecting employers.

Before entering private practice, Seth served as a judicial law clerk to the Honorable James F. McClure, Jr. of the United States District Court for the Middle District of Pennsylvania, which provided a strong foundation for his legal career.

Representative Experience

- » Obtained a defense verdict in a four-week jury trial on a race discrimination claim. Prevailed on appeal.
- » On behalf of an international pharmaceutical company, obtained a federal court ruling vacating a labor arbitration

EDUCATION

- » Northeastern University School of Law (J.D., 2000)
- » University of Pennsylvania (B.A., 1997)

BAR ADMISSIONS

- » New Jersey
- » Pennsylvania
- » Massachusetts

COURT ADMISSIONS

- » U.S. Court of Appeals for the Third Circuit
- » U.S. District Court for the District of New Jersey
- » U.S. District Court for the Eastern District of Pennsylvania

award due to the arbitrator's disregard of a collective bargaining agreement's "zipper clause." Negotiated a favorable settlement while the Third Circuit appeal was pending.

- » Persuaded trial court to vacate a disciplinary arbitration award, on the grounds that the arbitrator applied the incorrect standard of proof.
- » Defeated multiple court actions by unions seeking to vacate labor arbitration awards in favor of employers on issues relating to discipline and contract interpretation.
- » Secured several broad protective orders in discovery disputes.
- » On multiple occasions, obtained the rare sanction of an award of counsel fees against the plaintiff.
- » Achieved a favorable New Jersey Supreme Court ruling in a case relating to serviceperson discrimination.
- » Successfully appealed multiple unemployment compensation determinations, ensuring that employees involved in criminal activity against the employer were ruled ineligible for benefits.
- » Obtained a critical ruling from a federal court that the Federal Rules of Civil Procedure, rather than the Hague Convention, applied to depositions of witnesses located in India.

Honors & Awards

- » "New Jersey Rising Stars," *Super Lawyers* magazine (2013-2014)

News & Insights

- » May 23, 2025 - Noncompete News: New Jersey Introduces New Bill to Kill Noncompete Agreements
- » May 21, 2025 - Is Your Company Ready to Disclose Salary Information and Promotional Opportunities Under New Jersey's Pay Transparency Act?

Events

- » December 04, 2025 - New Jersey Employment Law Update: Ensuring Compliance in a Shifting Landscape

Offices

- » *Berkeley Heights:*
300 Connell Drive

Berkeley Heights, New Jersey 07922



Alvin Mallette, Outreach and Education Coordinator, EEOC New York District Office

Alvin Mallette is the Outreach and Education Coordinator for the New York District Office of the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency dedicated to eradicating employment discrimination in the workplace. He has been with the agency for over 16 years and held several roles including Investigator, Enforcement Supervisor, and Intake Supervisor. Mr. Mallette has also served with the NJ Air National Guard for over 27 years. He holds a Bachelor's degree from Montclair State University and a Master's Degree from Columbia University.

David L. Reinman, Esq. is the Supervisory ADR Coordinator for the U.S. Equal Employment Opportunity Commission's New York District Mediation Program. The EEOC's New York District includes all of New England, New York and most of New Jersey. Prior to becoming Supervisory ADR Coordinator, Mr. Reinman worked as a Staff Mediator with the EEOC. He has mediated over one thousand charges involving allegations of employment discrimination. He is currently an Adjunct Professor with Seton Hall Law School's Conflict Management Program where he teaches law students about dispute resolution processes, mediation advocacy and negotiation skills. He was also a supervising attorney with the Seton Hall Law School's Representation in Mediation Practicum, providing pro se litigants with no-cost legal representation in court-ordered mediation. Mr. Reinman proudly served in the U.S. Marine Corps. He earned his J.D. from California Western School of Law and his LL.M. in Dispute Resolution from Benjamin N. Cardozo School of Law. He received his B.A. from Rutgers University. Mr. Reinman conducts trainings and frequently guest lectures on negotiation, mediation and employment law.