

## Ivan R. Novich

Shareholder

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## Focus Areas

Litigation and Trials  
Appellate  
Discrimination and Harassment  
Leaves of Absence and Disability Accommodation

## Overview

Ivan R. Novich is an experienced employment litigator who represents clients in a broad array of employment-related cases, including those involving:

- Wrongful discharge
- Disparate treatment on the basis of race, age, sex, disability, national origin, and sexual orientation
- Retaliation
- Whistleblower matters
- Hostile work environments
- Failure to accommodate
- Implied contracts
- Defamation
- Wage and hour matters
- Financial Industry Regulatory Authority arbitration
- The Employee Retirement Income Security Act and severance
- Restrictive covenants

Ivan has tried and won numerous jury and bench trials, including cases involving week-long jury trials in which the plaintiffs' lawyers made high settlement demands immediately prior to the start of the trials. Ivan also has prevailed on numerous summary judgment motions and appeals. His clients include:

- Financial institutions and firms
- Corporations
- Small and mid-sized companies
- Individuals

Additionally, Ivan is a graduate of the University of Virginia School of Law National Trial Advocacy College and the National Institute for Trial Advocacy.

## Selected Matters

Ivan has significant experience handling, litigating, and advising clients on noncompete, restrictive covenant, and trade secret cases, including but not limited to:

### **United States District Court, District of New Jersey**

In the wireless solutions provider industry, Ivan successfully obtained a court order holding a former employee in contempt for violating the terms of a preliminary injunction restricting the former employee from violating his nonsolicitation agreement.

In the insurance brokerage industry, Ivan successfully obtained a temporary restraining order restricting a team of former employees from violating their nonsolicitation obligations to their former employer. The former employees left in concert with each other to go to a competitor and immediately began soliciting and servicing their former clients.

### **United States District Court, Northern District of Georgia**

In the cybersecurity industry, Ivan successfully defended a client and its new employee against preliminary injunction application filed by the employee's former employer. In that case, Ivan argued that the two cybersecurity companies did not compete with each other because they did not offer the same cybersecurity products and solutions.

### **New Jersey Superior Court, Chancery Division, Union County**

In the petroleum and petrochemical industry, Ivan successfully vacated a temporary restraining order, which enjoined a new employee from working for his new employer and violating his nonsolicitation obligations.

## Recognition

- Named, The Best Lawyers in America<sup>®\*</sup>, 2021-2023

\* For information about the standards for inclusion in Best Lawyers in America, please see <https://www.bestlawyers.com/about/MethodologyBasic.aspx>.

## Education

LL.M., Temple University

J.D., Rutgers School of Law

B.A., Rutgers College, *With High Honors*

## Bar Admissions

New Jersey

New York

## Courts

U.S. Court of Appeals, 9th Circuit

U.S. Court of Appeals, D.C. Circuit

U.S. District Court, District of New Jersey

U.S. District Court, Southern District of New York

U.S. District Court, Eastern District of New York

U.S. District Court, Northern District of New York

U.S. District Court, Western District of Pennsylvania

U.S. District Court, Eastern District of Michigan

U.S. District Court, Northern District of Illinois

U.S. District Court, Southern District of Indiana

U.S. District Court, Northern District of Ohio

U.S. District Court, Southern District of Ohio

## Publications & Press

### **New Jersey's New Year's Resolution: A New Law Limiting Restrictive Covenants?**

*Little Insight*

January 17, 2023

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Little Press Release*

August 19, 2021

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Little Press Release*

August 20, 2020

**Little Mendelson Welcomes Experienced Litigator Ivan R. Novich to its Newark Office**

*Little Press Release*

June 15, 2011