



## Rachel Fendell Satinsky

Shareholder

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### Focus Areas

Unfair Competition and Trade Secrets  
Staffing, Independent Contractors and Contingent Workers  
Litigation and Trials  
Policies, Procedures and Handbooks  
Discrimination and Harassment  
Littler X-celerator

### Overview

Rachel Fendell Satinsky dedicates her practice to employment litigation and counseling. She advises clients on an array of issues including hiring and terminations, leaves of absence, accommodations, harassment, and other matters related to federal and state discrimination and civil rights laws. Rachel partners with clients to draft policies, procedures, and processes that are tailored to clients' business needs and workforce. She regularly advises and represents companies in matters involving the enforcement of restrictive covenants, including covenants not to compete and not to solicit, and the protection of trade secrets. She also has extensive experience drafting restrictive covenants.

Rachel's practice also includes defending clients against claims arising under Title VII of the Civil Rights Act, the Family Medical Leave Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Fair Labor Standards Act, and similar state and local laws. She also frequently appears on behalf of clients before federal and state administrative agencies and guides clients through the administrative process.

Since 2011, Rachel has served as a volunteer attorney for the Pennsylvania Innocence Project. During law school, Rachel participated in the University of Pennsylvania's Supreme Court Clinic where she helped represent clients in matters before the United States Supreme Court. She was a senior editor of the *Journal of Business Law* and the spring chair of the Moot Court Board.

## Professional and Community Affiliations

- Chair, Commodore Recruitment Program (CoRPs), Vanderbilt Alumni Association, Philadelphia Chapter
- 2006 Class Agent, Vanderbilt University

## Recognition

- Named, Lawyer on the Rise, *Philadelphia Business Journal*, 2017
- Fellow, Leadership Philadelphia, *Keepers*, 2019
- Volunteer, *Two-Ten Footwear Foundation*

## Education

J.D., University of Pennsylvania, 2010

B.A., Vanderbilt University, 2006, *magna cum laude*

## Bar Admissions

Pennsylvania

New Jersey

## Courts

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, Middle District of Pennsylvania

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, District of New Jersey

U.S. District Court, Eastern District of Michigan

## Publications & Press

### **What Employment Issues did the Supreme Court Address this Term, and What's in Store for 2019-2020?**

*Littler Insight*

July 1, 2019

### **Supreme Court Holds Independent Contractor Truck Drivers Fall Under Federal Arbitration Act's Transportation Worker Exemption**

*Littler ASAP*

January 23, 2019

**Littler Elevates 28 Attorneys**

*Littler Press Release*

January 2, 2019

**Hey Startups: Take Some Time to Get to Know Employment Law**

*Philadelphia Business Journal*

November 15, 2018

**Federal Overtime Rule Injunction Calls for State-Level Attention**

*Littler Insight*

December 20, 2016

**Teamwork, Patience and Commitment for a Deserving Man**

*The Legal Intelligencer*

August 31, 2016

**Pennsylvania Supreme Court Holds Uniform Written Obligations Act Does Not Allow Employer To Enforce Noncompete Unsupported By Consideration**

*Littler ASAP*

November 23, 2015

**Baker's Trade Secret Lawsuit Does Not Lead to 'Sweet' Dreams**

*Littler Insight*

August 14, 2015

**Dropbox and the Impact of Personal Cloud Storage on ESI**

*The Legal Intelligencer*

January 29, 2013

**Speaking Engagements**

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic

March 13, 2019

**#NotMeToo**

American Camp Association ACA Virginias Conference

January 8, 2019

**#NotMeToo**

American Camp Association ACA Keystone Regional Retreat  
November 9, 2018

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic  
October 30, 2018

**Employment Law 101**

Drexel University, Laurence A. Baiada Institute for Entrepreneurship  
October 25, 2018

**Conducting Effective Workplace Investigations**

Association of Corporate Counsel (ACC)  
October 10, 2018

**Employment Law and 21st Century HR Strategies**

Philadelphia Industrial Development Corporation  
September 25, 2018

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic  
July 10, 2018

**Time's Up, #MeToo, and Diversity in the Entertainment Industry**

University of Pennsylvania Law School, Philadelphia, PA  
March 14, 2018

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic  
March 14, 2018

**Red Flag Employment Issue-Spotting for Busy Businesses**

Philadelphia Industrial Development Corporation  
October 24, 2017

**Conducting Internal Investigations of Executives for Workplace Misconduct: Legal and Ethical Considerations**

Strafford Webinar  
July 13, 2017

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic

July 11, 2017

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic

March 29, 2017

**Fair Labor Standards Act Seminar**

Lorman Education Services

February 2013

**Books & Book Chapters**

- Restrictive Covenant and Trade Secret chapter, *An Introduction to Health Law Litigation Based On Contract and Government Claims*, co-authored with Kristine Grady Derewicz, 2016