



## Carolyn Boucek

Associate

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## Practice Areas

Unfair Competition and Trade Secrets  
Litigation and Trials  
Arbitration  
Wage and Hour  
Discrimination and Harassment  
Healthcare  
Retail  
Hospitality

## Overview

Carolyn Boucek is a trusted employment litigator and advisor known for delivering strategic, results-driven solutions for employers facing high-stakes disputes and complex regulatory challenges.

Her practice centers on employee mobility, restrictive covenants, trade secrets, wage and hour compliance, and workplace investigations, with a particular focus on matters that carry significant financial, operational, and reputational risk across a wide range of industries, including healthcare, hospitality, retail, and professional services.

Carolyn develops and implements creative litigation strategies in single-plaintiff, multi-plaintiff, and class action matters in federal and state courts as well as in arbitral forums. Her experience includes defending bet-the-company litigation involving noncompete and trade secret disputes, wage and hour class and collective actions, and claims of employment discrimination. She also provides proactive counseling to employers on workplace compliance, employee handbooks and policies, reductions in force, and strategies to mitigate legal risk while supporting operational goals.

Before joining the firm, Carolyn clerked for the Hon. Christy Criswell Wiegand of the U.S. District Court for the Western District of Pennsylvania, where she gained extensive experience in judicial research, opinion drafting, and complex motion practice.

## Recognition

- Co-Recipient, CALI Awards, International Criminal Law, and Constitutional Law of the European Union, *Cornell Law School*
- Managing Editor, *Cornell Journal of Law & Public Policy*

## Education

Master of Public Policy and Management, University of Pittsburgh, 2024

Certificate in Conflict Resolution, Cornell University, 2020

J.D., Cornell University Law School, 2017

B.A., University of Pittsburgh, 2014, *summa cum laude*

## Bar Admissions

Illinois

Ohio

Pennsylvania

## Courts

U.S. Court of Appeals, 1st Circuit

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Middle District of Pennsylvania

U.S. District Court, Western District of Pennsylvania

U.S. District Court, Northern District of Illinois

## Publications & Press

### **Legal Challenges to the FTC's Non-Compete Ban**

*Thomson Reuters Practical Law The Journal*

September 2024

### **Expert Q&A on Legal Challenges to the FTC's Non-Compete Ban**

*Thomson Reuters Practical Law*

July 29, 2024

### **Are Pennsylvania State Courts Committed to the Common Interest Privilege?**

*Westlaw Today*

March 7, 2023

### **Conducting Strategic Discovery**

*Lawyers Journal*

November 18, 2022

**Courts Clash Over Application of the Discovery Rule to Breach of Contract Claims**

*The Legal Intelligencer*

December 8, 2021

**The ‘Colorado River’ Abstention: A Potential Overlooked Forum-Selection Tool**

*The Legal Intelligencer*

December 8, 2021

**Courts Clash Over Application of the Discovery Rule to Breach of Contract Claims**

*The Legal Intelligencer*

October 11, 2019

**The Devil in the Details: Using Abandoned Claims as a Sword and a Shield**

*Lawyers Journal*

September 13, 2019

**New Clarity on Expert Testimony in Pa. State Courts**

*Law360*

August 22, 2019

**Events & Speaking Engagements**

**Employment Law Audit/Handbook Strategies (That Work)**

Chicago Chapter of the Association of Corporate Counsel CLE, Chicago, IL

March 12, 2025

**Navigating Uncertainty Surrounding the Current Non-Compete Landscape**

Chicago Chapter of the Association of Corporate Counsel CLE, Chicago, IL

July 9-10, 2024

**How to Lift Automatic Stays**

NBI, Inc., Virtual

March 19, 2020