Eric A. Savage

Shareholder
Co-Chair, Emerging Companies and Venture Capital Industry Group

900 Third Avenue
New York, NY 10022
One Newark Center
1085 Raymond Boulevard, 8th Floor
Newark, NJ 07102
main: +1 (212) 583-9600
direct: (212) 583-2695
fax: +1 (212) 832-2719
esavage@littler.com

Practice Areas

Litigation and Trials
Discrimination and Harassment
Whistleblowing, Compliance and Investigations
International Employment Law
Unfair Competition and Trade Secrets
HR Advice and Counsel
Arbitration
Emerging Companies and Venture Capital

Overview

Eric A. Savage has over 45 years of litigation and arbitration experience in New York and New Jersey and has actively participated in litigation for both local businesses and major corporations nationwide. He has conducted bench and jury trials in federal and state courts and handled arbitrations and appeals in a wide variety of employment matters, including those involving:

- Sexual harassment
- Race, age, national origin, religious and sexual discrimination
- Whistleblower matters
- Restrictive covenants and theft of trade secrets
- Theft of trade secrets
- Wrongful termination
- The Family and Medical Leave Act

- The Sarbanes-Oxley Act
- The Dodd Frank Act
- New Jersey and New York whistleblower statutes
- New Jersey and New York anti-discrimination statutes

In addition to his litigation practice, Eric provides counseling to clients on a wide range of employment matters, including the preparation and review of contracts, employee manuals and policies for major corporations and emerging companies. He also provides training to management and supervisory employees on workplace harassment and privacy issues.

Eric regularly assists clients based in the Middle East, including start-ups, which have employment law needs in the U.S. and elsewhere. He has also assisted clients in the U.S. which require employment law help in various countries throughout the Middle East. His experience in this area has connected him with working partner firms in several countries, with whom he regularly collaborates on multinational projects.

Selected Matters

- Won summary judgment, affirmed by Third Circuit Court of Appeals, in whistleblower matter filed by in-house patent attorney against international cosmetics company
- Won summary judgment in arbitration on behalf of major insurance company in claim based on alleged discrimination against Army reserve employee
- Won summary judgment, affirmed by Second Circuit Court of Appeals, in age discrimination matter filed against cosmetics company
- Obtained judgment in arbitration defeating claim by former employee of major licensing company seeking employment contract damages by proving breach of confidentiality obligations by employee
- Obtained judgment in arbitration defeating sexual discrimination/harassment claim against hospital
- Obtained judgment in arbitration defeating disability discrimination claim filed against highway service center company
- Won jury trial in federal court for payment processing company defeating whistleblowing claims under Sarbanes-Oxley Act and Tennessee state law
- Supervised team of attorneys from four European countries in employment law due diligence in connection with foreign client’s acquisition of U.S. company
- Obtained temporary and permanent restraining orders barring employees of a major cosmetics company and a major food company from accepting employment by competitors

Professional and Community Affiliations

- Member, American Bar Association
- Member, Labor and Employment Law Section, American Bar Association
- Member, Global Employment Institute
- Mentor, Oasis 500

Recognition

- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America® *, 2025-2027

Education

J.D., New York University School of Law, 1978
B.A., Princeton University, 1975

Bar Admissions

New York
New Jersey

Languages

French
Spanish

Courts

U.S. Supreme Court
U.S. Court of Appeals, 2nd Circuit
U.S. Court of Appeals, 3rd Circuit
U.S. Court of Appeals, D.C. Circuit
U.S. Court of Appeals, Federal Circuit
U.S. District Court, Western District of New York
U.S. District Court, Eastern District of New York
U.S. District Court, Southern District of New York
U.S. District Court, Northern District of New York
U.S. District Court, Eastern District of Tennessee
U.S. District Court, Western District of Arkansas

Publications & Press

Employment Law Implications of the New Anti-Money Laundering Act
Littler ASAP
January 26, 2021

Littler's Eric A. Savage Honored with 2018 Client Choice Award
Press Release
February 15, 2018

Coming to America: Protecting Your Startup's Trade Secrets in the US Under a Game-Changing Statute
SOSa TLV

October 19, 2016

Ditching the Union
New York Times
October 4, 2014

Untying the Knot: Extraterritorial Application of American Employment Statutes
Arab Regional Forum News
August 2014

Can SOX Go Overseas? The Debate Continues
Littler ASAP
February 19, 2014

New Case Demonstrates the Importance of Forum Selection Clauses
Littler ASAP
November 13, 2013

Lawyers' Ethics Committee Deems New York Lawyers Ineligible for Dodd-Frank Whistleblower Bounties
Littler ASAP
October 22, 2013

Labor and Employment Matters with Eric Savage
From the Midwest to the Middle East
June 24, 2013

The Use of Social Media in the US Workplace
Benefits & Compensation International
June 2013

The Final Breaths of the Alien Tort Statute
Littler ASAP
April 19, 2013

The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute
Littler Report
February 21, 2013

Mandatory Follow-Up Alcohol Testing Violates Rights of Alcoholic Employees, NJ Appeals Court Concludes
Littler ASAP
November 19, 2012

How to Protect Your Business Against Whistleblower Litigation
Fox Business
July 12, 2012

New York District Court Clarifies the Jurisdictional Scope of the Alien Tort Claims Act and Torture Victim Protection Act
Littler ASAP
December 9, 2010

Blindsided? Franchise Successor Liability in the Hospitality Industry
Littler ASAP
December 6, 2010

New York Federal Court Rejects Attempt to Litigate Alleged Human Rights Abuses in the U.S.
Littler ASAP
December 1, 2010

Cementing a Trend: Financial Reform Act Dramatically Expands Whistleblower Protections
Littler ASAP
August 2, 2010

New Jersey Supreme Court Rules that E-Mails Exchanged Between Employee and Her Attorney Using Company's Computer Remain Privileged
Littler ASAP
April 1, 2010

International Legal Developments in Review: 2009 Israel Chapter
The International Lawyer
Spring 2010

Lilly Ledbetter Fair Pay Act Increases US Employers' Need for Protective Measure
Benefits & Compensation International
March 2010

Good News and Bad News: New Jersey Supreme Court Limits Scope of Continuing Violations Doctrine but Expands Post-Employment Retaliation Claims
Littler ASAP
January 27, 2010

Employees Alleging Labor Violations by Foreign Suppliers Cannot Proceed Against U.S. Companies Based on Code of Conduct Clause in Supply Contracts
Littler ASAP
August 5, 2009

Employer's Electronic Communications Policy Did Not Allow Company to Review Employee's E-mail Exchange with Her Attorney
Littler ASAP
July 7, 2009

Gilding the Lilly: Dealing with the Lilly Ledbetter Fair Pay Act
HR Now
Spring 2009

The Continued Viability of the Alien Tort Claims Act and the Torture Victim Protection Act
Littler ASAP
January 28, 2009

International Legal Trends for Encouraging Employee Whistleblowing
Littler ASAP
October 3, 2008

The Rising Tide of Retaliation: Why New Court Decisions Matter
HR Now
Fall 2008

EU's Highest Court Rules Speech Constitutes Employment Discrimination
Littler ASAP
July 29, 2008

The European Union's Second-Highest Court Highlights the Importance of Hiring Outside Counsel
Littler ASAP
September 25, 2007

Corporate Liability for Human Rights Abuses Goes on Trial
Littler ASAP
July 20, 2007

Eric Savage Offers Tips for Harassment Investigations
Thompson Information Services
March 1, 2007

The Offer of Judgment Rule is Necessary to Combat the Misuse of the LAD's Fee Shifting Provision
New Jersey Labor and Employment Law Quarterly
Winter 2007

Attorneys Hired By Employers in New Jersey To Investigate Complaints Of Workplace Harassment May Be Sued By Complainant

Littler ASAP
December 27, 2006

Eric Savage Comments on Democratic Takeover
Star-Ledger
November 9, 2006

Eric Savage Warns Employees about Discussing Politics in the Workplace
Star-Ledger
November 5, 2006

Eric Savage Discusses Discrimination Suits
New Jersey Business
October 23, 2006

Privacy Rights Pitted Against Security
Loss Prevention Magazine
October 13, 2006

Eric Savage Notes the Difficulty in Knowing the Potential Impact of New Jersey Supreme Court Ruling That an Employer May Be Liable to a Third Party for an Employee's Online Porn Activities
Personnel Legal Alert
February 20, 2006

New Jersey Confirms That General Managers of Chain Restaurants Are Executive Employees Who Are Exempt From Overtime
Littler ASAP
September 13, 2005

The New FLSA: What HR Managers Need to Know
HR Now
Spring/Summer 2005

Sarbanes-Oxley: A New Law with Teeth that Can Bite
HR Now
Spring/Summer 2005

Littler Attorneys Obtain Favorable Ruling in NJ Wage-Hour Litigation
Press Release
June 1, 2004

The Sarbanes-Oxley Act: Implications for U.S. Employers
Benefits & Compensation International

May 2003

The Critical Role of Trust Between Employees and Employers in the Development of Workplace Law
Littler Report
April 4, 2003

Employment Law Implications of Corporate Responsibility Legislation
Littler ASAP
August 1, 2002

At Home Abroad - Americans working outside the country often benefit from the extraterritorial application of U.S. anti-discrimination laws
New Jersey Law Journal
June 3, 2002

U.S. Anti-Discrimination Laws, Benefits & Compensation International, Parts 1 and 2
November and December 2001

Events & Speaking Engagements

PEOs, EORs, and Contingent Staffing Considerations for Startups and Emerging Companies
May 28, 2026

California's Venture Capital Diversity Reporting Law: What's Next?
January 13, 2026

Conducting Compassionate and Lawful Reductions-in-Force (RIFs) and other Workforce Restructurings
November 6, 2025

We Have Too Many People, Now What? Terminations in the Tech Field
September 17, 2025

Navigating U.S. Immigration Law for Tech (and Other) Startups
June 4, 2025

Recruiting and Managing U.S. Employees at U.S. Subsidiaries of Israeli Companies
Webinar
January 21, 2025

Expanding Your Israeli Business in the U.S.
CLA Connect, New York
September 10, 2024

Opening and Managing U.S. Subsidiaries of Israeli Companies
Webinar
July 2, 2024

How to Structure Employment Relationships with Staff in Countries Where a Tech Employer Is Not Licensed to Operate
March 6, 2024

Can They Really Play for the Other Team? The Changing Landscape of Restrictive Covenants for Emerging Companies and Startups
August 16, 2023

2023 Tri-State Regional Employer Conference
New York, NY
June 20, 2023

Mental Health/Accommodation of Mental Health Disabilities
Panelist, New York City Bar Association, 2023 Employment Law Institute
March 3, 2023

Executive Compensation Considerations for Emerging Companies
November 5, 2019

Tumultuous Times in Restrictive Covenant Law
October 21, 2019

International Employment Law Roundtable
New York, NY
June 26, 2018

What Start-Ups Need to Know About Employment Law
SPRKNYC Conference, New York, NY
June 20, 2017

What Israeli Companies Need to Know About U.S. Employment Law
SOSA, Tel Aviv
June 12, 2017

Employment Law Update for Companies Doing Business in France & Germany
March 28, 2017

Corporate Compliance & Financial Services Update
New York, NY

November 19, 2015

2015 Tri-State Employer Conference
New York, NY
November 5, 2015

Relocation of Israeli Employees to the USA: How to Do It Right
July 13, 2015

A Whistleblowing Whistle-Stop Tour: The Hottest Trends and Topics in Whistleblowing & Retaliation
New York, NY
March 31, 2015

They're Not Your Employees, But it's Still Complicated: New Developments in the Field of Contingent Workers and Independent Contractors
Littler Mendelson, Washington D.C.
November 8, 2012

Email, Social Media, Investigations and Ethics
New York, NY
October 24, 2012

Managing Sensitive Internal Investigations — How to Get the Facts / Assess Risk / Minimize Damage to Your Organization
New York, NY
September 15, 2011

Whistleblower Protection under the Dodd-Frank Act
December 17, 2010