

Spilling Secrets Podcast Series

Tune in to *Spilling Secrets*, a podcast series on the future of trade secrets and non-compete law.

Each episode features an all-star panel of attorneys talking about real-life problems, developments, and strategies when dealing with trade secrets, non-competes, and other types of restrictive covenants.

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Restrictive Covenants Around the World: Challenges for Multinational Employers

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

Restrictive covenants, such as non-compete and non-solicitation agreements, are regulated differently worldwide. In this episode of *Spilling Secrets*, Epstein Becker Green attorneys [Peter A. Steinmeyer](#), [A. Millie Warner](#), and [Susan Gross Sholinsky](#) take a trip around the world with **Andrew Lilley**, Head of Employment Law at Deloitte Legal, to highlight some of these unique distinctions and discuss how global employers can navigate these differences.

Watch a video summary of this edition, "Restrictive Covenants Around the World: Challenges for Multinational Employers," on #WorkforceWednesday.

Non-Compete Agreements in 2023: What Employers Need to Know

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

Restrictions on non-competes have dominated the headlines this year. The Federal Trade Commission has proposed a rule banning non-compete agreements nationwide, Minnesota became the first state to ban non-competes since the 1890s, and the General Counsel of the National Labor Relations Board instructed regional offices to evaluate non-competes for potential violations of the National Labor Relations Act.

In this special live episode of *Spilling Secrets*, Epstein Becker Green attorneys [Peter A. Steinmeyer](#) and [Erik W. Weibust](#) sat down with guests **Gina Sarracino**, Chief Counsel of Employment and Labor at Thomson Reuters, and **Evan Michael**, Executive Vice President and General Counsel at NFP, to discuss the hectic state of non-competes in 2023.

Watch a video summary of this edition, "Non-Compete Agreements in 2023: What Employers Need to Know," on #WorkforceWednesday.

Attention Employers: How to Protect Trade Secrets in California

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

California has some of the [strongest regulations](#) on restrictive covenants. How can employers in the state protect trade secrets and remain in compliance? Epstein Becker Green attorneys [Katherine G. Rigby](#), [David Jacobs](#), and [Phillip K. Antablin](#) detail some best practices for California employers.

Watch a video summary of this edition, "Attention Employers: How to Protect Trade Secrets in California," on #WorkforceWednesday.

When a Restrictive Covenant Dispute Goes Beyond the Injunction Phase

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

Most restrictive covenant disputes are resolved out of court. However, what about the restrictive covenant disputes that lead not only to litigation but also to litigation beyond the injunction phase?

Our all-star panel of attorneys—Peter A. Steinmeyer, Katherine G. Rigby, A. Millie Warner, and Erik W. Weibust—discuss more.

Watch a video summary of this edition, “When a Restrictive Covenant Dispute Goes Beyond the Injunction Phase,” on #WorkforceWednesday.

NLRB General Counsel Issues Memo on Non-Competes

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

On May 31, 2023, National Labor Relations Board (NLRB) General Counsel Jennifer Abruzzo issued a memo stating her position that non-compete agreements violate the National Labor Relations Act. So, what does this mean for employers?

Epstein Becker Green attorneys and *Spilling Secrets* hosts Peter A. Steinmeyer and Erik W. Weibust are joined by featured guest attorneys Steven M. Swirsky and Erin E. Schaefer to forecast the impact employers may face in the wake of this memo.

Watch a video summary of this edition, “NLRB General Counsel Issues Memo on Non-Competes,” on #WorkforceWednesday.

How to Pursue Damages in Trade Secrets Litigation

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

Trade secret and non-compete litigation can result in massive damage awards, but those cases can also be unpredictable. Many viable trade secret claims go unexplored due to financial limitations or a lack of willingness to invest in litigation.

Attorney and *Spilling Secrets* host Erik W. Weibust and three special guests—Epstein Becker Green’s Managing Partner, James P. Flynn; Stephanie Southwick of Omni Bridgeway; and Mary Guzman of Crown Jewel Insurance—discuss the monetization of trade secrets litigation.

Watch a video summary of this edition, “How to Pursue Damages in Trade Secrets Litigation,” on #WorkforceWednesday.

How to Secure Key Employees in Health Care M &A Transactions

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

Human capital often drives the value of merger and acquisition (M &A) deals in the health care industry. Buyers involved in these deals must retain key employees to secure that value.

Epstein Becker Green’s *Spilling Secrets* hosts Erik W. Weibust and Katherine G. Rigby join forces with the *Diagnosing Health Care* podcast hosts Daniel L. Fahey and Timothy J. Murphy to talk about strategies to retain these employees.

Watch a video summary of this edition, “How to Secure Key Employees in Health Care M &A Transactions,” on #WorkforceWednesday.

Inside the Most Famous Trade Secrets Case of All Time

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

The inevitable disclosure doctrine, expected to be a widely used tool to protect trade secrets after the famous *PepsiCo, Inc. v. Redmond* case in 1995, has not been as commonly employed as anticipated. But is the legal landscape about to change?

Epstein Becker Green's all-star panel of attorneys – Peter A. Steinmeyer, Katherine G. Rigby, A. Millie Warner, and special guest James J. Oh – delve into the most famous trade secrets case of all time.

Watch a video summary of this edition, "Inside the Most Famous Trade Secrets Case of All Time," on #WorkforceWednesday.

Trade Secrets on Film and TV

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

The 2023 Academy Awards are over, but we're keeping the awards season alive with our very own Trade Secrets Fail Awards, highlighting Hollywood's biggest missteps in depicting trade secret issues on-screen.

Panelists Peter A. Steinmeyer, Katherine G. Rigby, A. Millie Warner, and Daniel R. Levy discuss their picks for the worst trade secret theft and misappropriation in the movies and on television.

Watch a video summary of this edition, "Trade Secrets on Film and TV," on #WorkforceWednesday.

FTC Proposes Ban on Non-Competes

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

On January 5, 2023, the Federal Trade Commission (FTC) announced a proposed rule that would ban employers from using non-compete clauses.

Panelists Peter A. Steinmeyer and Erik W. Weibust and featured guest attorney Stuart M. Gerson discuss the proposed rule and next steps for employers.

Watch a video summary of this edition, "FTC Proposes Ban on Non-Competes," on #WorkforceWednesday.

What to Do When a Star Employee Decamps to a Competitor

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

The holidays are over, and year-end bonuses are being paid, making January and the first quarter a common time for employees to jump ship to work for a competitor.

Our all-star panel of attorneys – Pete Steinmeyer, Kate Rigby, Millie Warner, and Erik Weibust – discuss what an employer should do in this situation.

Watch a video summary of this edition, "What to Do When a Star Employee Decamps to a Competitor," on #WorkforceWednesday.

Top Trade Secret and Non-Compete Developments of 2022

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

The year is coming to a close, and it was a big one in the world of trade secrets and non-competes. In this episode, we're running down the key trends of 2022.

Our all-star panel of attorneys – Pete Steinmeyer, Kate Rigby, Millie Warner, and Erik Weibust – discuss more.

Watch a video summary of this edition, "Top Trade Secret and Non-Compete Developments of 2022," on #WorkforceWednesday.

When Trade Secret Misappropriation Goes Criminal

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

When faced with trade secret misappropriation, employers must decide how to proceed. In this episode, hear some tips on how and why employers might choose to refer the matter for criminal investigation.

Our panelists Pete Steinmeyer and Millie Warner and our featured guest attorney—Dan Levy—discuss more.

Watch a video summary of this edition, "When Trade Secret Misappropriation Goes Criminal," on #WorkforceWednesday.

Non-Compete Agreements for In-House and Outside Lawyers

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

Non-compete agreements are generally unenforceable against lawyers, but there are some exceptions. In this episode, hear about employer options for restrictive covenants, including non-competes, non-solicits, and confidentiality agreements, for both in-house and outside lawyers.

Our all-star panel of attorneys – Pete Steinmeyer, Kate Rigby, Millie Warner, and Erik Weibust – discuss more.

Watch a video summary of this edition, “Non-Compete Agreements for In-House and Outside Lawyers,” on #WorkforceWednesday.

Employers: Train on Trade Secrets

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

An employer often overlooks training employees on what their restrictive covenant means and how to honor their confidentiality, non-competition, and non-solicitation obligations. But this type of training can be critical for employers in protecting trade secrets and avoiding litigation in the future.

Our all-star panel of attorneys – Pete Steinmeyer, Kate Rigby, Millie Warner, and Erik Weibust – discuss more.

Watch a video summary of this edition, “Employers: Train on Trade Secrets,” on #WorkforceWednesday.

Restrictive Covenants in the Remote Work Boom

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

Two and a half years into the pandemic, it appears that remote work is here to stay, to varying degrees, in virtually all industries. How do restrictive covenants work in this remote work era? In this episode of our special *Spilling Secrets* podcast series, hear how employers are addressing restrictive covenant concerns now that employees may be located anywhere.

Our all-star panel of attorneys – Pete Steinmeyer, Kate Rigby, Millie Warner, and Erik Weibust – discuss more.

Watch a video summary of this edition, “Restrictive Covenants in the Remote Work Boom,” on #WorkforceWednesday.

Hiring from a Competitor? Don’t Get Sued.

Podcast: Amazon Music / Audible, Apple Podcasts, Audacy, Deezer, Google Podcasts, iHeartRadio, Overcast, Pandora, Player FM, Spotify.

If you’re hiring from a competitor amid the Great Resignation, one of your top priorities is not getting sued. In our first *Spilling Secrets* episode, hear about the steps and tactics employers can use to mitigate non-compete and trade secrets litigation risks when hiring from a competitor.

Our all-star panel of attorneys – Pete Steinmeyer, Kate Rigby, Millie Warner, and Erik Weibust – discuss more.

Watch a video summary of this edition, “Hiring from a Competitor? Don’t Get Sued,” on #WorkforceWednesday.

Meet the *Spilling Secrets* Podcasters

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Spilling Secrets is our podcast series about the future of non-compete and trade secrets law. In this overview episode, learn more about what listeners can expect to hear in this series. And meet our all-star panel of trade secrets, non-compete, and employee mobility attorneys who will be featured – [Pete Steinmeyer](#), [Kate Rigby](#), [Millie Warner](#), and [Erik Weibust](#) .