



Scott F. Cooper

Partner

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Cooper@BlankRome.com

Bar Admissions

Pennsylvania

New Jersey

Supreme Court of the United States

United States Court of Appeals for the Third Circuit

United States Court of Appeals for the Eleventh Circuit

United States Court of Appeals for the Ninth Circuit

U.S. District Court - Central District of Illinois

U.S. District Court - Colorado

U.S. District Court - Eastern District of Pennsylvania

U.S. District Court - Nebraska

U.S. District Court - New Jersey

U.S. District Court - Northern District of Texas

U.S. District Court - Western District of New York

Memberships

Member, American Bar Association

Member, Moorestown Soccer Club

Member, Philadelphia Bar Association

Member, Republican

CHAIR, LABOR AND EMPLOYMENT PRACTICE GROUP

Scott Cooper's practices involve litigation and counseling businesses and government entities. He leads the Firm's Labor and Employment group and is a founder of the Trade Secret and Non-Compete Litigation group. He draws upon a unique blend of courtroom experience, work for members of the judiciary, and political and civic involvement in advising clients.

Mr. Cooper is a Member of the Board of Trustees of Temple University, President of the Temple University Alumni Association, and former President/Chancellor of the Philadelphia Bar Association, an elected official in his township and Chair of his Municipal Ethics Board. He is a member of the Firm's Partner Board and a former hiring partner. He has presented at conferences throughout the world and has appeared numerous times in print and on television.

Practice Overview and Recognition

Mr. Cooper focuses his practice on complex disputes in federal and state courts and before various government agencies throughout the country. He has appeared in more than two dozen state and federal courts, and is a member of the Bar of numerous courts, including the Supreme Court of the United States. He also has negotiated business agreements and collective bargaining agreements. He has a diverse client base, representing large publicly traded corporations, start-ups, partnerships, and government entities. He has represented clients in many areas, including:

- restrictive covenants and trade secrets litigation
- defending race, disability, age and gender discrimination matters
- overtime and wage payment issues
- family, medical leave and disability claims
- police and firefighter matters
- labor relations including negotiations and arbitrations
- electronic surveillance, technology policies and privacy issues

Municipal Committee
of Burlington County
Board Member,
Temple University
Alumni Association

- funding public housing
- state takeover legislation
- public education
- professional sports
- reductions in force in many industries

Education

Temple University
Beasley School of Law,
JD, cum laude
Vassar College, BA

Clients commend his 'strong strategic vision and analytical prowess, bolstered by a practical business approach.'
—*Chambers USA*

Mr. Cooper is recognized by *Chambers USA* as a leader in labor and employment law. In a recent *Chambers* edition, a client stated, "*His ability to understand and peel apart complex issues is like nothing I have ever seen.*" *Chambers* has also noted that he is described as "*one of the best oral advocates...his persuasion was incredible, well rounded and had a lot of perspective. His communication skills are superb and he looks at all the possible angles and finds the most advantageous approach.*" Clients commend his "*strong strategic vision and analytical prowess, bolstered by a practical business approach*" and his "*attention to detail and preparation.*"

Mr. Cooper is a member of Blank Rome's Partner Board, a leader of the Firm's Trade Secret and Non-Compete Litigation Group and a member of the Firm's E-Discovery Task Force. He previously served as the Firm's Philadelphia-based hiring partner and co-chair of its summer hiring program.

Prior Experience with the Judiciary, Organizations and Education

Prior to joining Blank Rome, Mr. Cooper was a judicial law clerk to the Honorable Herbert J. Hutton of the United States District Court for the Eastern District of Pennsylvania and an academic intern for the Chief Judge of the United States Court of Appeals for the Third Circuit. Mr. Cooper is a certified court arbitrator.

Mr. Cooper has worked for members of Congress and a state legislator. In 2000, Mr. Cooper went to Florida to assist on the Presidential election re-count.

Mr. Cooper has been an adjunct professor at Temple University School Law, a lecturer in the Philadelphia Hotel Association School and a frequent presenter in Continuing Legal Education and Bench-Bar Conferences.

At Temple Law School, Mr. Cooper was the first student to serve as Managing Editor of the Law Review, be a member of the Moot Court Honor Society (National Champion in Constitutional Law), a starting member of the National Trial Team (Runner-up in the National Championships) and graduate with honors.

Mr. Cooper has degrees in economics and political science from Vassar College.

Representative Matters

Some of the many matters Mr. Cooper has handled recently include:

- International medical implant manufacturer and supplier as counsel defending violations of non-compete agreements and misappropriation of trade secrets
- Major automotive and truck components manufacturer as lead counsel defending multi-employee race-discrimination suit
- Philadelphia professional sports team in settling public access policies
- Language services industry
- International and domestic financial institutions in litigation of age and disability discrimination
- Major healthcare institution as counsel on numerous labor arbitrations and court proceedings
- Major municipality as counsel on labor, police, and firefighter labor and employment relations
- Large metropolitan school district on employment and labor issues
- Major lender in theft of trade secrets and confidential data
- Represented company in the language services industry in case involving allegations of theft of trade secrets, improper hiring and violations of the Federal Lanham Act. Case involved sweeping injunction, expert witnesses on valuation of trade secrets and interlocutory appeals to the United States Court of Appeals.
- Represented company in alleged improper hiring of personnel in the surgical support industry. Matter involved state and federal claims.
- Represented company seeking to stop top level executive in fashion industry from moving to competitor and starting competitive line using protected materials about the product and customer buying patterns. Matter involved overlapping court and arbitration proceedings.
- Negotiated separation agreement with high-level executive in which modifications to employment contract's non-compete and intellectual property provisions became key points.

Community Service & Affiliations

Bar Association Leadership

In addition to his busy legal practice, Mr. Cooper has a long history of leadership with local and national bar associations. Notably, in 2010, he served as President/Chancellor of the 13,500-member Philadelphia Bar Association.

Philadelphia Bar Association

President/Chancellor. Led association and served as spokesperson for membership on issues affecting the profession, client service, ethics, relations with city government, delivery of legal service for the indigent and an independent

judiciary. During his term of office Mr. Cooper supported efforts for attorneys and the community within Philadelphia, the region and internationally. He helped the Association pioneer its efforts with social media and enhanced communications. Three times he represented Philadelphia at the World City Bar Leaders Conference as a delegate and presenter.

Other offices included:

- Chancellor-Elect
- Vice Chancellor
- Treasurer
- Assistant Treasurer
- Member of Cabinet (seven years)
- Member Board of Governors (twelve years)
- Founder Philadelphia Bar Association Bar Academy
- Founder Philadelphia Bar Association Historical Society
- Co-Chair Labor and Employment Law Committee (two terms)
- Special Task Force on Education
- Special Task Force on Long-Range Planning
- Chair, Elections Committee
- Board Member Jenkins Law Library
- Board Member Volunteers for the Indigent Program
- Member World City Bar Leaders Conference Planning Committee (Montreal, 2011)
- Member, Judicial Selection and Retention Commission

American Bar Association

National Conference of Bar Presidents Executive Council

- Elected, 2010-13
- Chair Communications Committee 2011-13
- Member Programming Committee 2011-13
- Sponsorship Committee 2010-11
- Membership Committee 2010-11
- Budget Committee 2010
- Former Member, Labor and Employment Law Section

Metropolitan Bar Caucus

- Executive Committee Member 2011-2014

Pennsylvania Bar Association

- Member, House of Delegates, 2010

Political and Community Service

Local Civic Involvement

- Board of Directors of the Philadelphia Police Athletic League
- Elected official in county political organization
- Chair Township's Ethical Standards Review Board
- Former Chair of Township's Recreation Advisory Committee. In this position, Mr. Cooper worked on programming and capital expenditure projects.
- Vice President Township Soccer Club and Licensed Head Soccer Coach

Temple University

- Member of Board of Trustees
- Executive Committee
- Athletics Committee
- Facilities Committee
- Alumni Relations and Development Committee
- Temple University Alumni Association
- President
- Chair, Executive Committee

Television, News and Published Decisions

Mr. Cooper has appeared in more than 25 published legal decisions. He lectures across the country, internationally and presents on television on numerous legal matters.

March 27, 2015: Scott Cooper addressed an international delegation from the U.S. - India Investment Forum on top labor and employment law issues affecting Indian and Turkish companies seeking to do business in the United States.



Janet O. Lee

Associate

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Bar Admissions

New Jersey

New York

Pennsylvania

*U.S. District Court -
Eastern District of
Pennsylvania*

*U.S. District Court -
Middle District of
Pennsylvania*

*United States Court of
Appeals for the Third
Circuit*

Janet O. Lee concentrates her practice on labor and employment matters, including wage and hour, discrimination, retaliation, harassment, whistleblower, and ERISA claims, as well as all aspects of litigation, including pleadings, discovery, depositions, motion practice, court conferences, trial preparation, and settlement agreements.

During law school, Ms. Lee served as supervising editor of the *Cardozo Arts and Entertainment Law Journal*, and executive board member of the Asian Pacific American Law Students Association.

She is published in the *New Jersey Labor and Employment Law Quarterly* and *MD News*, and has lectured on the Family and Medical Leave Act and Fair Labor Standards Act on behalf of Lorman Education Services.

Education

Benjamin N. Cardozo
School of Law, Yeshiva
University, JD

Stevens Institute of
Technology, BS, cum
laude