

Partner  
Head of Restrictive Covenant Practice Group



Kirsten McCaw Grossman leads our Restrictive Covenant practice group and is an employment litigator with 20 years of experience. Kirsten represents management clients exclusively in disputes before state and federal courts, FINRA (formerly NASD) and AAA arbitration proceedings, and administrative agencies (including state and federal EEO agencies and the Department of Labor). Additionally, she regularly counsels clients on various employment law and benefits issues, including employee discipline and termination, harassment, family and medical leave issues, disability accommodation requests, reductions in force, protection of confidential information, wage and hour compliance, restrictive covenant enforcement, and unfair competition. Kirsten prepares and reviews employment policies and procedures, negotiates and drafts employment contracts, confidentiality, restrictive covenants and separation agreements, conducts internal investigations of workplace issues and training for corporate employees and management.

In addition to her employment experience, Kirsten also has substantial complex commercial litigation and trial experience in both state and federal courts in New York and New Jersey. Her commercial cases include intellectual property/copyright, contract, insurance defense, banking and securities practices and toxic tort.

**AWARDS & HONORS:**

- Selected to the New Jersey Super Lawyers List (2012 - Present)
  - "Top 50 Women" Lawyers in New Jersey, Super Lawyers (2017)

**PROFESSIONAL EXPERIENCE:**

- Bressler, Amery & Ross, Florham Park, NJ
  - Associate (September 2000 - November 2008)
- Hardin, Kundla, McKeon, Poletto & Polifroni, Springfield, NJ
  - Associate (September 1998 - September 2000)

**PROFESSIONAL ACTIVITIES:**

- Labor & Employment Law Section, New Jersey State Bar Association
- Sidney Reitman Labor & Employment Law Inn of Court
- Volunteer Lawyers for Justice

**JUDICIAL CLERKSHIP:**

- Honorable Kenith D. Bloom (1997 - 1998)
  - New Jersey Superior Court, Essex County

**EDUCATION:**

- Seton Hall University School of Law (J.D., 1997)
- Wright State University (B.A., Magna Cum Laude, Political Science, 1994)

### **BAR ADMISSIONS:**

- State of New Jersey (1998)
- State of New York (2000)
- United States District Court, District of New Jersey (2000)
- United States District Court, Eastern District of New York (2002)
- United States District Court, Southern District of New York (2002)
- United States District Court, Northern District of New York (2021)
- United States Court of Appeals, Second Circuit (2018)
- United States Court of Appeals, Third Circuit (2011)

### **REPORTED OPINIONS:**

- Dean Witter Reynolds v. Kevin Blackburn, 2002 WL 31233219 (N.A.S.D. Aug. 29, 2002)
- RBC Dain Rauscher v. Nowacki and Pryka, 2004 WL 1908044 (N.A.S.D. August 11, 2004)
- Tucker Anthony v. Angelo Roman, 2005 WL 773905 (N.A.S.D. March 10, 2005)
- Katchen v. Smith Barney, 2005 WL 1863669 (D.N.J. Aug. 3, 2005)
- Mannion v. Coors Brewing Co., 2007 WL 3340925 (S.D.N.Y. Nov. 7, 2007)
- Raia v. Illinois Tool Works, Inc., 2007 WL 4565139 (E.D.N.Y. Dec. 21, 2007)
- Mannion v. Coors Brewing Co., 530 F. Supp.2d 543 (S.D.N.Y. 2008)
- Gilbert L. West v. Prudential Insurance Company of America, 462 Fed. Appx. 170 (3rd Cir. November 18, 2011)

### **PUBLICATIONS:**

- California Federal Court Rejects Tesla's Request for TRO Alleging Trade Secret Theft, L&E Blog (July 1, 2022) <https://nfclegal.com/california-federal-court-rejects-teslas-request-for-tro-alleging-trade-secret-theft/>
- *Employer Arbitration Agreement Pointers from 2 Rulings*, Law360 guest article (October 2020)
- Co-author, "Protected Activity" Continues to Broaden Under Sox, Corporate Counsel

### **RECENT SPEAKING ENGAGEMENTS:**

- Managing Risk Around Non-Competes & Non-Solicits: A Brief Learning Lab, Nukk-Freeman & Cerra P.C., Hot Topics in Employment Law Seminar (November 2025)
- Essential Updates on the FTC Final Rule on Non-competition Clauses, Nukk-Freeman & Cerra P.C., Hot Topics in Employment Law Seminar (November 2024)
- Non-Competes and Non-Solicits in the Wake of the FTC Final Rule and Ryan, Lawline (October 2024)
- Pulling the curtain back on Non-Competes and Non-Solicits, Nukk-Freeman & Cerra P.C., Webinar (May 2024)
- Employment Laws the Pandemic Forgot, Nukk-Freeman & Cerra P.C., Hot Topics in Employment Law Seminar (November 2022)
- So, Your Ideal Employee Candidate Has a Restrictive Covenant. Now what should you do?, Nukk-Freeman & Cerra P.C., Webinar (September 2022)

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