

Eric A. Savage

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

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Focus Areas

Litigation and Trials
Discrimination and Harassment
Whistleblowing, Compliance and Investigations
International Employment Law
Unfair Competition and Trade Secrets
Hiring, Performance Management and Termination
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

Education

J.D., New York University School of Law, 1978

B.A., Princeton University, 1975

Bar Admissions

New York

New Jersey

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

U.S. District Court, Eastern District of Arkansas

Languages

French

Spanish

Publications & Press

Employment Law Implications of the New Anti-Money Laundering Act

Littler Insight

January 26, 2021

Littler's Eric A. Savage Honored with 2018 Client Choice Award

Littler 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 Insight

February 19, 2014

New Case Demonstrates the Importance of Forum Selection Clauses

Littler Insight

November 13, 2013

Lawyers' Ethics Committee Deems New York Lawyers Ineligible for Dodd-Frank Whistleblower Bounties

Littler Insight

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 Insight

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 Insight

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 Insight

December 9, 2010

Blindsided? Franchise Successor Liability in the Hospitality Industry

Littler Insight

December 6, 2010

New York Federal Court Rejects Attempt to Litigate Alleged Human Rights Abuses in the U.S.

Littler Insight

December 1, 2010

Cementing a Trend: Financial Reform Act Dramatically Expands Whistleblower Protections

Littler Insight

August 2, 2010

International Legal Developments in Review: 2009 Israel Chapter

The International Lawyer

Spring 2010

New Jersey Supreme Court Rules that E-Mails Exchanged Between Employee and Her Attorney Using Company's Computer Remain Privileged

Littler Insight

April 1, 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 Insight

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 Insight

August 5, 2009

Employer's Electronic Communications Policy Did Not Allow Company to Review Employee's E-mail Exchange with Her Attorney

Littler Insight

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 Insight

January 28, 2009

International Legal Trends for Encouraging Employee Whistleblowing

Littler Insight

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 Insight

July 29, 2008

The European Union's Second-Highest Court Highlights the Importance of Hiring Outside Counsel

Littler Insight

September 25, 2007

Corporate Liability for Human Rights Abuses Goes on Trial

Littler Insight

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 Insight

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 Insight

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

Littler 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 Insight

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

Speaking Engagements

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

Barnea & Co, Law Offices Electra City Tower 58 HaRakevet Street Tel Aviv 6777016 Israel

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