



## Rachel Fendell Satinsky

Shareholder

Co-Chair, Contractors, Staffing and Contingent Workers Practice Group

Three Parkway

1601 Cherry Street, Suite 1400

Philadelphia, PA 19102

main: +1 (267) 402-3000

direct: (267) 402-3071

fax: +1 (267) 402-3131

rsatinsky@littler.com



---

## Practice Areas

Unfair Competition and Trade Secrets

Contractors, Staffing and Contingent Workers

Litigation and Trials

Handbooks and Policies

Discrimination and Harassment

## Overview

Rachel Fendell Satinsky is a seasoned attorney concentrating in employment litigation and counseling. Rachel has successfully represented a range of clients, from Fortune 50 companies to start-ups, in federal and state courts and before administrative agencies. She has experience with all aspects of litigation including obtaining successful resolutions on summary judgment, at trial, and on appeal. Her litigation and counseling experience spans various industries, including retail, financial services, and healthcare. Rachel also has a focus on the camp industry and is recognized as a leading authority in that field.

Known for her commitment to creating long-term relationships with clients, Rachel gets the importance of deeply comprehending their business. She prides herself on building relationships based on trust, ensuring that her legal advice is not only legally sound but also aligned with the unique needs and goals of each client. She collaborates closely with clients to develop policies, procedures, and processes that align with their business needs and workforce dynamics. In her practice, Rachel proactively advises clients on a broad spectrum of employment issues:

- Independent contractors, temporary workers, and staffing agencies
- Policies and procedures
- Hiring and terminations
- Leaves of absence and accommodations
- Internal investigations

Rachel also has significant experience drafting and litigating restrictive covenant agreements and related issues, including:

- Enforcing covenants not to compete and not to solicit, as well as covenants protecting confidential information and trade secrets, in jurisdictions across the country
- Obtaining temporary restraining orders (TRO) and chairing preliminary injunction hearings in restrictive covenant litigation
- Drafting multistate restrictive covenant agreements and advising clients on the implementation of agreements and ongoing compliance

Beyond her active employment law practice, Rachel has been a volunteer attorney for the Pennsylvania Innocence Project since 2011.

During law school, Rachel participated in the University of Pennsylvania's Supreme Court Clinic, served as a senior editor of the *Journal of Business Law*, and held the position of spring chair of the Moot Court Board.

## Professional and Community Affiliations

- Chair, Commodore Recruitment Program (CoRPs), Vanderbilt Alumni Association, Philadelphia Chapter
- 2006 Class Agent, Vanderbilt University

## Events & Speaking Engagements

### Self-Harm at Camp

American Camp Association, New England  
January 27, 2025

### Staff Management and Legal Compliance in Camp Operations

The Staffing Summit, American Camp Association  
October 30, 2024

### Lessons Learned from 2024

Camp Collab  
October 29, 2024

### Camp Collab

October 28, 2024

### Creating Safe Camp Environments: Harassment Prevention, Policy, Training, and Investigations

2024 American Camp Association Tri-State CAMP Conference  
March 2024

### Crafting Inclusive and Legal Job Descriptions

2024 American Camp Association Tri-State CAMP Conference

March 2024

**Creating Safe Camp Environments: Harassment Prevention, Policy, Training and Investigations**

American Camp Association, Business of Camp Conference

February 28, 2024

**Looking Ahead to Summer 2024: Employment Law Considerations**

Camp Collab

November 7, 2023

**Ask An Attorney**

Camp Collab

November 6, 2023

**Fostering Diversity and Innovation: Embracing Neurodiverse Talent in the Camp Industry**

ACA 2023 Staffing Summit

October 30, 2023

**From the Provider Perspective: Updates on Contingent Workforce Laws**

September 19, 2023

**The Rise and Risks of Leveraging Contingent Workers**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**The Risks and Rise of Contingent Workers**

April 25, 2023

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic

November 10, 2022

**Best Practices for Recruiting and Interviewing Camp Staff**

American Camp Association, Staffing Summit

October 2022

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic

March 17, 2022

**The Staffing Morning Show: Coffee with an Attorney and a Consultant**

Tri-State Camp Conference

March 16, 2022

**Take This Job and Shove It**

Tri-State Camp Conference

March 15, 2022

**Wellness Priorities for the Camp Workforce – The 2022 Outlook**

American Camp Association, Staffing Summit

November 16, 2021

**Cocktails with a Lawyer and a Consultant**

American Camp Association, Staffing Summit

November 16, 2021

**COVID Vaccination from Incentives to Mandates**

October 27, 2021

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic

July 26, 2021

**New Administration, CW Risk Policy Guidance & Expectations**

Staffing Industry Analysts Risk Management & Compliance Workshop

April 13, 2021

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic

April 1, 2021

**Legal Pandemic - COVID-19 Legal Issues for 2021**

American Camp Association-Northeast CAMP Conference

March 11, 2021

**Preparing the Groundwork to Enforce Non-Competes**

ACC Webinar - Employment & Labor CLE Institute

February 23, 2021

**Protecting Innovations and Strengthening Human Capital in a World of Employee and Corporate Data Mobility**

February 8, 2021

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic

November 11, 2020

**Business and Financial Strategies in the Age of COVID-19- Nonprofit Camps**

American Camp Association Webinar

October 7, 2020

**Business and Financial Strategies in the Age of COVID-19 -For Profit Camps**

American Camp Association Webinar

October 6, 2020

**Furloughs, Layoffs, Quarantines, and Exposures, Oh My! – Employment Law Perspectives You Need to Know**

American Camp Association Webinar

June 2, 2020

**We're (Almost) Open: Obligations Employers Will Need to Consider as Businesses Prepare to Resume**

May 27, 2020

**Between a Rock and a Hard Shelter-in-Place | Challenges Employers Will Face When Returning to Work**

May 12, 2020

**COVID-19 Texoma Camp Directors Forum**

American Camp Association Webinar

April 2, 2020

**COVID-19 Cascadia Camp Directors Forum**

American Camp Association Webinar

April 2, 2020

**COVID-19 Southeastern Camp Director Forum**

American Camp Association Webinar

April 1, 2020

**COVID-19 Northeastern Camp Directors Forum**

American Camp Association Webinar

April 1, 2020

**The Business of Camp in Uncertain Times**

American Camp Association Webinar

March 27, 2020

**COVID-19 California Camp Directors Forum Webinar**

American Camp Association

March 20, 2020

**Wage and Hour Compliance Woes - Is Your Camp Compliant?**

American Camp Association, 2020 Tri-State CAMP Conference

March 11, 2020

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic

March 11, 2020

**Employment Law ABCs**

Drexel University, Laurence A. Baiada Institute for Entrepreneurship

February 13, 2020

**Professional Service Providers Advice for Success**

AVF Education Day 2020

February 7, 2020

**Keep a Lid on It - Hot Topics to Consider Before the Next Camp Season**

Camp Collab ATX

November 18, 2019

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic

October 30, 2019

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic

July 10, 2019

**Red Flag Employment Issue-Spotting for Busy Businesses**

Philadelphia Industrial Development Corporation

June 13, 2019

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic

March 13, 2019

**#NotMeToo**

American Camp Association ACA Virginias Conference

January 8, 2019

**#NotMeToo**

American Camp Association ACA Keystone Regional Retreat  
November 9, 2018

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic  
October 30, 2018

**Employment Law 101**

Drexel University, Laurence A. Baiada Institute for Entrepreneurship  
October 25, 2018

**Conducting Effective Workplace Investigations**

Association of Corporate Counsel (ACC)  
October 10, 2018

**Employment Law and 21st Century HR Strategies**

Philadelphia Industrial Development Corporation  
September 25, 2018

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic  
July 10, 2018

**Time's Up, #MeToo, and Diversity in the Entertainment Industry**

University of Pennsylvania Law School, Philadelphia, PA  
March 14, 2018

**Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic  
March 14, 2018

**Red Flag Employment Issue-Spotting for Busy Businesses**

Philadelphia Industrial Development Corporation  
October 24, 2017

**Conducting Internal Investigations of Executives for Workplace Misconduct: Legal and Ethical Considerations**

Strafford Webinar  
July 13, 2017

### **Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic

July 11, 2017

### **Human Resources and Employment Matters Review**

Goldman Sachs' 10,000 Small Businesses Legal Clinic

March 29, 2017

### **Fair Labor Standards Act Seminar**

Lorman Education Services

February 2013

## **Books & Book Chapters**

Restrictive Covenant and Trade Secret chapter, *An Introduction to Health Law Litigation Based On Contract and Government Claims*, co-authored with Kristine Grady Derewicz, 2016

## **Recognition**

- Recipient, Hedley S. Dimock Award *American Camp Association® (ACA)*, 2023
- Named, Lawyer on the Rise *Philadelphia Business Journal*, 2017
- Fellow, Leadership Philadelphia *Keepers*, 2019
- Volunteer *Two-Ten Footwear Foundation*

## **Education**

J.D., University of Pennsylvania, 2010

B.A., Vanderbilt University, 2006, *magna cum laude*

## **Bar Admissions**

Pennsylvania

New Jersey

## **Courts**

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, Middle District of Pennsylvania

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Western District of Pennsylvania

U.S. District Court, District of New Jersey

U.S. District Court, Eastern District of Michigan

## **Publications & Press**



**Rescission of NLRB General Counsel memos on non-compete agreements indicates shift in enforcement priorities**

*External Publication*

February 24, 2025

**Rescission of NLRB General Counsel Memos on Non-Compete Agreements Indicates Shift in Enforcement Priorities**

*Littler ASAP*

February 19, 2025

**Noncompetes: The Top Guest Articles Of 2024**

*In the News*

December 23, 2024

**Pro Bono Week Podcast – Pennsylvania Innocence Project**

*Littler Podcast*

October 25, 2024

**What's Next After NLRB Ruling On Overbroad Noncompetes**

*External Publication*

July 29, 2024

**Pennsylvania Enacts Law Banning Certain Non-Compete Agreements with Healthcare Providers**

*Littler ASAP*

July 26, 2024

**Pennsylvania Federal Court Declines to Block FTC's Non-Compete Rule**

*Littler ASAP*

July 24, 2024

**Federal and State Authorities Bring Antitrust Enforcement to the Contingent Workforce Sector**

*Littler ASAP*

January 3, 2024

**Lawfully Recruiting and Hiring the Best Candidates**

*External Publication*

February 13, 2023

**City of Philadelphia Announces Food Establishment Vaccine Mandate**

*Littler ASAP*

December 14, 2021

**Hospitality Employers and the new OSHA ETS**

*Littler Podcast*

November 5, 2021

**Supreme Court Narrows the Scope of Claims Available Under the Computer Fraud and Abuse Act**

*Littler ASAP*

June 8, 2021

**DOL Provides Enforcement Reprieve for Certain Seasonal Establishments Coping with COVID-19**

*Littler ASAP*

September 22, 2020

**Avoid becoming #notmetoo: How to establish anti-harassment policies and enforce them**

*External Publication*

May 6, 2020

**How to maintain critical continuity amid furloughs, layoffs**

*External Publication*

April 21, 2020

**What Employment Issues did the Supreme Court Address this Term, and What's in Store for 2019-2020?**

*Littler ASAP*

July 1, 2019

**Supreme Court Holds Independent Contractor Truck Drivers Fall Under Federal Arbitration Act's Transportation Worker Exemption**

*Littler ASAP*

January 23, 2019

**Littler Elevates 28 Attorneys**

*Press Release*

January 2, 2019

**Hey Startups: Take Some Time to Get to Know Employment Law**

*External Publication*

November 15, 2018

**Federal Overtime Rule Injunction Calls for State-Level Attention**

*Littler ASAP*

December 20, 2016

**Teamwork, Patience and Commitment for a Deserving Man**

*External Publication*

August 31, 2016

**Pennsylvania Supreme Court Holds Uniform Written Obligations Act Does Not Allow Employer To Enforce Noncompete Unsupported By Consideration**

*Littler ASAP*

November 23, 2015

**Baker's Trade Secret Lawsuit Does Not Lead to 'Sweet' Dreams**

*Littler ASAP*

August 14, 2015

**Dropbox and the Impact of Personal Cloud Storage on ESI**

*The Legal Intelligencer*

January 29, 2013