



## Brian J. Frederick

Associate

[bfrederick@foxrothschild.com](mailto:bfrederick@foxrothschild.com)



Morristown, NJ

Tel: 973.548.3398

Fax: 973.992.9125

Brian, a member of the firm's Labor & Employment Department, provides legal counsel to employers in a wide variety of industries.

He focuses his practice on defending employers in state and federal courts, and before federal and state administrative agencies, in actions alleging discrimination, harassment, retaliation, wrongful termination, breach of contract, trade secret violations, unequal pay and other workplace-related litigation.

In addition, Brian provides proactive guidance and counseling to employers regarding employee handbooks, policies, contracts and restrictive covenants – such as noncompete and nonsolicitation agreements.

### Services

- Labor & Employment
- Employment Litigation
- Trade Secrets & Restrictive Covenants

### Before Fox Rothschild

Prior to joining Fox Rothschild, Brian was an associate in the labor and employment group of a national law firm. Before entering private practice, Brian served as a law clerk to the Honorable Alan G. Lesnewich of the Superior Court of New Jersey, Union County, and was a judicial intern to the Honorable Mary Gibbons Whipple, J.S.C., Morris County.

While earning his law degree, Brian served as an executive editor of the *Syracuse Law Review*, and was a student attorney in the Securities Arbitration and Consumer Law Clinic, a research assistant and a member of the Justinian Honorary Law Society.

### Bar Admissions

- New Jersey
- New York

### Court Admissions

- U.S. District Court, District of New Jersey

- U.S. District Court, Southern District of New York

## Education

- Syracuse University College of Law (J.D., *magna cum laude*, 2015)
  - Order of the Coif
  - Syracuse Law Review
- Rutgers University (B.A., *cum laude*, 2008)

## Honors & Awards

- **Selected to the "Super Lawyers - Rising Stars" list in New Jersey (2021)**  
*This award is conferred by Thomson Reuters. A description of the selection methodology is [available here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*

## Publications

October 2025

### **Regulating the Use of AI in the Hiring Process**

*New Jersey Business Magazine*

June 10, 2025

### **Noncompete Agreements Once Again Under Attack in New Jersey**

May 15, 2024

### **New Jersey Considers Restricting Use of Artificial Intelligence in the Hiring Process**

October 6, 2023

### **EEOC Employee Demographic Data Collection Starts Soon: What Employers Should Know**

August 21, 2023

### **Labor Day Blues Come Early in New Jersey – Amendments to State's Unemployment Compensation Law Impose New Reporting Requirements**