



Brian S. Cousin

Partner

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Brian is a seasoned counselor and trial lawyer who represents companies, partnerships and executives in a broad range of employment, contract, commercial litigation and arbitration matters. Brian is Co-Chair of the firm's Life, Health, Disability & ERISA Litigation Practice and an active member of the firm's International Practice.

Well versed in international legal matters, Brian works with multinational companies on setting up, maintaining and coordinating international law firm networks to address a variety of cross-border legal issues. In addition to his work on behalf of companies and partnerships, Brian regularly represents C-level and other senior executives in connection with various executive contract matters. Brian's primary focuses include:

- employment litigation and counseling
- ERISA and benefits litigation
- executive contract negotiations
- restrictive covenant, trade secret and unfair competition litigation
- complex commercial litigation
- international counseling and arbitration
- helping his corporate and individual clients achieve their goals

Services

- ERISA Litigation
- Employee Benefits & Compensation
- Labor & Employment
- Litigation
- Cannabis Law
- Employment Class Actions
- Employment Counseling, Policy Development & Audits
- Employment Litigation
- Employee Privacy & Background Checks
- Workplace Training
- Fiduciary Litigation
- Financial Services Industry
- Financial Services Litigation
- International

- Life, Health & Disability Litigation
- Life Sciences
- Technology
- Trade Secrets & Restrictive Covenants
- Wage & Hour Compliance
- Workplace Safety & Health
- Directors' & Officers' Liability & Corporate Governance

Before Fox Rothschild

Prior to joining Fox, Brian led the world's largest global employment and labor practice and the Chambers and Legal 500-rated ERISA and Benefits Litigation Practice at another AmLaw 100 firm.

During law school, Brian was a member and symposium editor of the *Rutgers Law Review*.

Beyond Fox Rothschild

Brian co-authors and regularly updates two chapters in the Lexis Nexis treatise *Corporate Compliance Practice Guide, The Next Generation*:

- "Specific Corporate Compliance Challenges by Practice Area: ERISA"
- "Background Checks and Their Importance for the Compliance Program"

He also co-authors and regularly updates a chapter in the Practising Law Institute's treatise *International Corporate Practice: International Law Firm Network*.

Bar Admissions

- New York
- New Jersey

Court Admissions

- U.S. Court of Appeals, Second Circuit
- U.S. Court of Appeals, Third Circuit
- U.S. Court of Appeals, Fourth Circuit
- U.S. Court of Appeals, Tenth Circuit
- U.S. District Court, District of Connecticut
- U.S. District Court, District of New Jersey
- U.S. District Court, Eastern District of New York
- U.S. District Court, Northern District of New York
- U.S. District Court, Southern District of New York

Education

- Rutgers Law School (J.D., 1988)
- Columbia University (B.A., 1985)

Memberships

- American Bar Association
 - Labor and Employment Section
- The Society of Columbia Graduates
- New York State Bar Association
 - Attorney Well-Being Task Force, Working Group on Attorney Physical Fitness and Health

Board of Directors

- Bloomberg Law Labor & Employment Technology & Innovation Board (2015 - 2019)
- Lawyers Alliance for New York (2012 - 2018)

Honors & Awards

- **Selected to "The Legal 500" list for United States: ERISA Litigation, Labor and Employment Disputes: Defense (2014 - 2021)**
This award is conferred by The Legal 500. A description of the selection methodology is [available here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.
- **Selected to the "Super Lawyers" list for Employment & Labor in New York (2013 - 2025)**
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.
- **Selected to the "Labor & Employment Stars" list in New York by Benchmark Litigation (2020-2024)**
This award is conferred by Euromoney Institutional Investor PLC. A description of the selection methodology is [available here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.
- **Selected to the "AV Preeminent" list of rated lawyers (1998-present)**
This award is conferred by Martindale-Hubbell. A description of the selection methodology is [available here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.