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# What’s Ahead for Employers: Five Key Shifts in Restrictive Covenant and Trade Secrets Law

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In a new article, published in the Dow Jones Risk Journal, Proskauer attorneys Steven J. Pearlman, Jonathan Gartner and Jake Lee examine the most consequential legal and regulatory shifts shaping how companies protect trade secrets and manage restrictive covenants. They analyze evolving state legislation, emerging circuit splits over trade secret pleading standards and a series of eye-popping jury verdicts underscoring the high stakes of misappropriation claims. They also discuss the FTC’s retreat from a sweeping non-compete ban in favor of targeted enforcement. They conclude by offering practical steps employer should consider in navigating an increasingly complex and high-risk landscape.

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