



SCOTT A. OHNEGIAN

Practice Areas

Labor & Employment Law

Litigation

Areas of Emphasis

Employment Litigation

Employment Counseling

Commercial Litigation

Overview

Scott A. Ohnegian, Chair of the Firm's Labor & Employment Group, focuses on the representation of management in litigating federal and state employment matters including claims involving allegations of discrimination, whistleblowing, harassment, Sarbanes-Oxley retaliation, misappropriation of trade secrets and restrictive covenant claims. Scott has handled matters in state and federal courts as well as before various state and federal agencies including the Equal Employment Opportunity Commission, the United States Department of Labor, the New Jersey Division on Civil Rights, and the Occupational Safety and Health Administration.

In addition to his litigation practice, Scott regularly counsels employers of all sizes on an ongoing basis on labor and employment law matters including negotiation and preparation of employment agreements, separation agreements and employee handbooks, counseling regarding



Partner

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employee discharge and discipline, training on other personnel matters including diversity, harassment and family and medical leave issues.

Scott also represents high level executives in connection with reviewing, negotiating and preparing employment contracts.

Scott's client base is made up of companies ranging from small family-owned operations to internationally prominent organizations. As the son of a solo practitioner engaged in the practice of law for more than 40 years, Scott grew up with the law. Despite the fact that he is a partner in a major New Jersey law firm, his practice is guided by the principles he learned making his first "court appearance" as a six year old tagging along with his father to a municipal court appearance. This background and dedication has helped to engender client loyalty as Scott advocates for his clients' interests in all matters as if he and his clients are part of one team.

Included in *Chambers USA: America's Leading Lawyers for Business* Client's Guides for Labor and Employment Law since 2017, market sources assert that "he is very good - he knows what he's doing," and he "knows how to protect corporate clients by knowing when to push." Chambers notes his "magisterial expertise overseeing employment cases," and is described by clients as knowing "when and when not to litigate," and "a very talented employment lawyer." In earlier Chambers editions, he is described as "very talented" and noted for his "intelligence, practical experience and knowledge" across the full spectrum of contentious employment matters." Scott is "clearly respected as the rare attorney who will give objective advice, and can express firm opinions." He is "sure to be Riker's big star." Thomson Reuters has included Scott on the New Jersey "Super Lawyers" list for Employment Law since 2006. *Best Lawyers in America*®, a peer review of U.S. lawyers, has included Scott on its Best Lawyers list in the fields of Employment Law and Employment Litigation since 2007. See [Awards and Honors Methodology](#).

No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

Education

Rutgers University School of Law-Newark, J.D., 1991

Amherst College, A.B., 1988

Bar Admissions

New Jersey

United States District Court, District of New Jersey

United States District Court, Eastern District of New York

United States District Court, Southern District of New York

Professional Activities

Armenian Bar Association Board of Governors, Secretary

NY/NJ/CT Chapter of the Armenian Bar Association, Co-Chair

Executive Committee of Labor & Employment Section of New Jersey

State Bar Association

Academy of New Jersey Management Attorneys

DRI Labor & Employment Committee

Author of employment-law articles in state and national publications

Conducts seminars on employment-law issues

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