

Podcasts | April 8, 2025

From Ideas to Ownership: Navigating IP and Employment Law ?Through the Lens of *The Social Network*

Hiring to Firing Podcast

SPEAKERS

Tracey E. Diamond | Emily E. Schifter | Christopher C. "Rusty" Close, Jr. | Austin Padgett

In this episode of *Hiring to Firing*, hosts Tracey Diamond and Emily Schifter are joined by their Troutman Pepper Locke partners, Austin Padgett and Rusty Close, who host the *No Infringement Intended* podcast. Together, they explore the intersection of intellectual property (IP) and employment law through the lens of the movie *The Social Network*. They discuss works made for hire, the impact of the Defend Trade Secrets Act, and the challenges employers of all sizes face in protecting their innovations and the inventions their employees create on their behalf. Discover the critical lessons learned from real-life IP disputes, the importance of proper documentation, and best practices for protecting your company's ideas.

Troutman Pepper Locke's [Labor + Employment Practice Group](#) provides comprehensive thought leadership through various channels. We regularly issue advisories that offer timely insights into the evolving employment law landscape, and maintain the [HiringToFiring.Law Blog](#), a resource spotlighting best practices for employers. Our [Hiring to Firing Podcast](#), hosted by Tracey Diamond and new co-host Emily Schifter, delves into pressing labor and employment law topics, drawing unique parallels from pop culture, hit shows, and movies.

RELATED INDUSTRIES + PRACTICES

- Intellectual Property
- Labor + Employment