

Brian R. Ellixson

Associate

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Brian partners with clients on a wide variety of labor and employment-related matters, including wage and hour class and collective actions, employment discrimination, and restrictive covenant and trade secret litigation.

OVERVIEW

Brian combines his labor and employment knowledge with his internal investigations experience to successfully represent clients in an array of matters, including wage and hour class and collective actions, employment discrimination, and restrictive covenant and trade secret litigation.

In addition to his litigation practice, Brian routinely counsels Massachusetts-based clients regarding compliance with various Massachusetts employment laws, including the Massachusetts Paid Family Medical Leave and Noncompetition Agreement Acts. He also counsels clients regarding trade secret protection, employee mobility, and wage and hour compliance.

Before joining the firm, Brian gained experience in internal investigations, including those concerning sexual harassment and race discrimination allegations.

REPRESENTATIVE MATTERS

- Obtained summary judgment in an Eastern District of Pennsylvania case involving discrimination and retaliation claims under the Americans with Disabilities Act (ADA) and Age Discrimination in Employment Act (ADEA).
- Settled a breach of restrictive covenant and trade secret case on terms that were favorable for an international pharmaceutical company.
- Defended dozens of administrative claims before the EEOC and state administrative agencies including the PHRC.

AWARDS

- *Best Lawyers in America®: Ones to Watch: Litigation – Labor and Employment* (2022-2024, 2026)

TOP AREAS OF FOCUS

- Employment Counseling
- Labor + Employment
- Labor + Employment Litigation + Dispute Resolution
- Noncompete + Trade Secrets

PROFESSIONAL/COMMUNITY INVOLVEMENT

- Co-president, Notre Dame Bengal Bouts Boxing Club, South Bend, IN (2014)

EDUCATION AND CERTIFICATIONS

EDUCATION

- University of Notre Dame the Law School, J.D., *cum laude*, 2014, International Academy of Trial Lawyers Award Winner, 2014
- Brown University, B.A., 2011

BAR ADMISSIONS

- Pennsylvania
- New Jersey
- Massachusetts

COURT ADMISSIONS

- U.S. District Court, District of New Jersey
- U.S. District Court, Eastern District of Pennsylvania
- U.S. District Court, Middle District of Pennsylvania
- U.S. District Court, Western District of Pennsylvania
- U.S. Court of Appeals, Third Circuit
- U.S. District Court, Eastern District of Wisconsin
- U.S. District Court, District of Massachusetts

SPEAKING ENGAGEMENTS

- Speaker, “Best Practices in the Hiring Process,” Pennsylvania Bar Institute, March 20, 2025.
- Speaker, “The Duty to Mitigate in Employment Termination Cases: Strategies for Addressing Challenges in Litigation,” myLawCLE and the Federal Bar Association, January 31, 2025.

PUBLICATIONS

- Co-author, “Philadelphia’s Expanded and Amended ‘Ban-the-Box’ Law Takes Effect,” *Troutman Pepper Locke*, January 22, 2026.
- Co-author, “Massachusetts: Finally, Some Meat on the Bones of Its Noncompete Law?” *Troutman Pepper Locke*, January 12, 2025.
- Co-author, “Massachusetts Supreme Judicial Court Holds That Retention Bonuses Are Not ‘Wages’ Under the Massachusetts Wage Act,” *Troutman Pepper Locke*, November 20, 2025.

- Co-author, "Federal Court Strikes Down DOL's 2024 Rule on Overtime Exemptions Nationwide," *Troutman Pepper*, November 20, 2024.
- Co-author, "Pennsylvania Limits Noncompete Agreements for Health Care Practitioners," *Troutman Pepper*, August 6, 2024.
- Co-author, "Inflexible Remote Work Policies Can Put Employers in a Bind," *Law360*, August 29, 2023.
- Co-author, "Requests for Remote Work Accommodations Require Individualized Assessments," *Troutman Pepper*, August 4, 2023.
- Co-author, "Addressing Sexual Harassment Claims After Ban on Mandatory Arbitration," *Troutman Pepper*, March 16, 2022.