Matthew V. DelDuca

Partner

Princeton Philadelphia

matthew.delduca@troutman.com

D 609.951.4187



With a strong track record of litigating hundreds of cases in state and federal courts, Matt is known for his responsiveness and his high degree of technical ability. He has tried dozens of cases to verdict.

OVERVIEW

Matt's trial experience includes individual and class employment cases, noncompetition and trade secret litigation, complex business litigation, shareholder litigation, product liability, and mass tort litigation.

Matt has been highly rated by *Chambers USA*, which noted that he "stands out as a massively experienced litigator with a strong track record in cases connected to the health care and life sciences arenas," that his strengths are his "quickly expedient responses to client queries and technical ability to deal with tricky contract negotiations," and that he is "a very effective litigator and has great insights into the issues of a case."

Matt represents employers in state and federal labor and employment litigation involving claims of discrimination, wrongful discharge and defamation, as well as other related disputes. He also represents employers in litigation to protect confidential information and trade secrets and to enforce restrictive covenants. Matt is also a trusted advisor to clients on complex termination and discipline decisions, the evaluation of risks associated with employment disputes, and likely outcomes in employment, restrictive covenant, and trade secret disputes.

Matt regularly conducts internal investigations on behalf of clients on employee relations matters, including assertions of discrimination, retaliation, and violation of company policy or government regulations affecting the client's business. He also advises clients on actions to take in light of the outcome of internal investigations.

Matt frequently speaks and presents articles on trial advocacy and a wide variety of labor and employment matters.

REPRESENTATIVE MATTERS

- Obtained a defense jury verdict in a race and national origin action in the U.S. District Court for the District of New Jersey on behalf of an investment fund management firm.
- Obtained a defense verdict in a disability discrimination action in the U.S. District Court for the Eastern District of PA on behalf of a large public utility company.
- Conducted internal investigations for major pharmaceutical company into allegations of violation of company

©2026 Troutman Pepper Locke

policy by C-suite executive and discrimination by senior in-house attorney.

- Conducted multiple investigations for insurance services client into allegations of sex discrimination and harassment by senior sales executive.
- Conducted investigations for multi-national, public manufacturing company into allegations against executives of violation of company policy and regulations governing the industry and allegations of discrimination by an in-house attorney.
- Defended a New Jersey hospital in an alleged disability discrimination class action in New Jersey federal court.
- Defended an international specialty software and consulting firm in tortious interference and noncompetition litigation in the U.S. District Court for the Eastern District of Pennsylvania.
- Defended a mortgage services company against wage and hour class actions in the U.S. District Court for the Southern District of Florida and in multistate arbitration.
- Defended a privately owned pharmaceutical company against shareholder and employment claims brought by its founder.
- Defended a chemical manufacturer and its private pension plan in two separate class actions in the U.S. District Court, District of New Jersey, and in the Western District of Kentucky.
- Defended employers, such as an acclaimed supermarket chain voted among the “Best Places to Work in America,” an international electronics company, a medical device manufacturer and service provider, and a worldwide food manufacturer, in employment litigation throughout New Jersey.
- Obtained defense verdicts in employment discrimination and retaliation jury trials in Burlington, Mercer, Essex, Middlesex, Gloucester, and Essex Counties.
- Obtained a defense verdict in a race discrimination class action trial in federal court against the EEOC and private counsel.
- Resolved numerous complex actions brought by the EEOC against employers.
- Obtained summary judgment, dismissing employment discrimination claims in New Jersey state and federal court.
- Tried noncompetition lawsuits to verdict and resolved many others on motions.
- Tried a complex case involving claims for more than $100 million against the alleged owner of an international hedge fund manager.
- Obtained a $13.6 million verdict for a landowner against a national REIT in a trial in the U.S. District Court in New Jersey.

AWARDS

- *Benchmark Litigation:* Labor & Employment Star (2018, 2019, 2021, 2023)
- Highly ranked in *Chambers USA: America’s Leading Lawyers for Business*, for labor and employment matters (2015)

TOP AREAS OF FOCUS

- Class Action
- Governmental Audits, Benefit Claims + ERISA Litigation
- Labor + Employment

ALL AREAS OF FOCUS

- Class Action
- Corporate Espionage Response Team

- Employment Counseling
- Employment Practices Liability
- Food + Beverage
- Government Claims + Investigations
- Governmental Audits, Benefit Claims + ERISA Litigation
- Independent Contractor Misclassification + Compliance
- International
- International Arbitration
- Labor + Employment
- Labor + Employment Litigation + Dispute Resolution
- Litigation + Trial
- Noncompete + Trade Secrets

EDUCATION AND CERTIFICATIONS

EDUCATION

- Rutgers Law School, J.D., *cum laude*, 1986
- Ursinus College, B.A., 1983

BAR ADMISSIONS

- New Jersey
- Pennsylvania

PUBLICATIONS

- Co-author, "Texas Court Issues National Injunction Barring Enforcement of the FTC's Noncompete Ban," *Troutman Pepper*, August 21, 2024.
- Co-author, "Pennsylvania Limits Noncompete Agreements for Health Care Practitioners," *Troutman Pepper*, August 6, 2024.
- Co-author, "Pennsylvania Court Denies Injunction Against FTC's Noncompete Ban," *Troutman Pepper*, July 25, 2024.
- Co-author, "Texas Court Temporarily Enjoins FTC Noncompete Ban Rule," *Troutman Pepper*, July 5, 2024.
- Co-author, "FTC Bans Employee Noncompete Clauses," *Troutman Pepper*, April 24, 2024. Republished on *EACCNY*, April 25, 2024.
- Co-author, "Noncompete Covenants in Deferred Compensation Plans: Proceed with Caution," *Troutman Pepper*, March 29, 2024.
- Co-author, "Wide-Ranging New York Noncompete Law Awaits Governor's Signature," *Troutman Pepper*, June 30, 2023.
- Co-author, "FTC Extends Comment Period on Proposed Ban of Noncompete Agreements," *Business Law Today*, April 12, 2023.
- Co-author, "FTC Extends Comment Period on Proposed Ban of Noncompete Agreements," *Troutman Pepper*, March 21, 2023.

MEDIA COMMENTARY

- Quoted, “Alts Industry Welcomes a Texas Court’s Block of FTC Non-Compete Rule,” *Alternatives Watch*, August 22, 2024.