



David J. Sprong

Counsel

Morristown, NJ

Tel: 973.548.3362

Fax: 973.992.9125

dsprong@foxrothschild.com

David is an experienced employment attorney and trusted business adviser who represents clients in employment litigation and guides companies with practical, real-world advice aimed at avoiding litigation and mitigating risk. .

His practice includes the defense of discrimination, whistleblower, retaliation, sexual harassment and wage and hour claims, as well as compliance with ever-changing federal, state and local employment laws and regulations. He also advises on the formulation and implementation of best practices and policies designed to improve the workplace experience, promote diversity and inclusion, prevent liability and enhance the bottom line.

David is also well-versed in preparation and enforcement of restrictive covenants and the negotiation of employment, compensation and separation agreements.

Commercial Litigation

David has extensive experience in complex commercial litigation in the state and federal courts of New Jersey, New York and nationwide, including:

- breach of contract
- shareholder oppression suits
- business and technology disputes
- estate contests
- trademark, patent and copyright infringement

He litigates with an aggressive, but transparent and cost-effective, approach designed to achieve positive results consistent with client goals. Where appropriate, he leverages his experience to create and recognize opportunities for favorable settlements. David's knowledge of the law, coupled with his comprehensive grasp of rules and procedure, offers clients value in realm that is often seen as a costly drain on resources.

David's role as a litigator also allows him to offer clients a critical perspective as to their contracts, policies, procedures and compliance issues. Routinely having to address these matters in court and with government agencies, he strives to build on those experiences to provide practical, real-world advice aimed at avoiding litigation and mitigating risk.

David also has considerable experience in the staffing industry. Clients in this sector rely on his long-standing industry experience and informed business advice in areas such as talent retention, best practices and policies, joint employer



liability, independent contractor classification, real estate, and employment-related due diligence. He has served on the Board of Directors of the New Jersey Staffing Association and speaks frequently on staffing industry topics.

Representative Clients

- ExxonMobil
- Asics Corporation
- KPMG
- Wal-Mart Stores, Inc.
- Danka Office Imaging Company,
- Middlesex County Joint Health Insurance Fund
- Toys 'R' Us, Inc.
- Foster Wheeler Corporation
- Essex County Prosecutor's Office
- University of Medicine and Dentistry of New Jersey

Before Fox Rothschild

Prior to joining Fox Rothschild, David was a partner at a national boutique law firm. Before graduating from law school, he worked as a human resources professional.

Practice Areas

- Labor & Employment
- Employment Litigation
- Employee Benefits & Compensation
- Staffing Law
- Litigation

Bar Admissions

- New Jersey
- New York

Court Admissions

- U.S. District Court, District of New Jersey
- U.S. District Court, Eastern District of New York
- U.S. District Court, Southern District of New York

Education

- Seton Hall University School of Law (J.D.)
- Rutgers University (B.A.)

Memberships

- American Bar Association



- Litigation Section
- Labor and Employment Law Section
- Essex County Bar Association
- Mid-Atlantic Staffing Association
- New Jersey State Bar Association
- New Jersey Staffing Association
- New York Staffing Association