BERGER SINGERMAN
FLORIDA'S BUSINESS LAW FIRM



LEONARD K. SAMUELS

Partner

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As a partner at Berger Singerman, Leonard Samuels handles complex business litigation matters often arising out of employment-related or ownership-related disputes. Practicing since 1985, Lenny has decades of experience representing companies, executives, and business owners in significant business and employment disputes, including jury and bench trials, multi-state litigation, and class and collective actions.

Lenny's litigation experience includes handling non-compete litigation throughout the United States, as well as Florida-based and multi-state matters involving theft of trade secrets, computer theft and abuse, tortious interference with business relationships and contracts, and unfair competition. He has also represented companies and executives in a wide variety of matters ranging from claims involving breach of contract, fraud, and breach of fiduciary duty to various types of alleged discriminatory conduct.

Drawing on decades of trial experience, Lenny combines strategic litigation with practical problem-solving, identifying opportunities for efficient resolution when doing so serves his clients' business objectives.

Lenny has been consistently recognized by clients and leading legal industry publications, including Chambers USA for General Commercial Litigation. He is a Fellow of the Litigation Counsel of America and has been recognized by The Best Lawyers in America and Florida Super Lawyers, including multiple Best Lawyers "Lawyer of the Year" recognitions in Fort Lauderdale across employment and labor law categories.

Education

J.D., *magna cum laude*, Florida State University College of Law
B.A., University of Florida

Bar Admissions

Florida
U.S. Court of Appeals, Eleventh Circuit
U.S. Court of Appeals, Federal Circuit
U.S. Court of Federal Claims
U.S. District Court, Northern, Middle and Southern Districts of Florida
U.S. Supreme Court

Practice Teams

Dispute Resolution

Practice Areas

Complex Commercial Litigation
Healthcare
Intellectual Property
Labor & Employment
Latin America & Caribbean Practice

Representative Matters

- Obtained an emergency trade secret injunction on behalf of a real estate developer against an AI software engineer.
- Obtained two injunctions enforcing non-compete and non-solicitation covenants on behalf of a research and development company.
- Defeated an attempt to obtain nationwide class certification on behalf of a military contractor.
- Defeated efforts by a healthcare staffing company to obtain injunctive relief against a recruiter.
- Routinely represents companies and executives in the negotiation of separation and severance agreements.
- Represented insurance brokerage company in enforcing restrictive covenants precluding competition and the use of trade secrets.
- Obtained a defense verdict following a three week trial on behalf of four executives of an insurance company against claims that they violated restrictive covenants, misappropriated trade secrets and engaged in unfair competition.

- Represented a real estate developer and obtained directed verdict in jury trial on a claim brought under The Americans With Disabilities Act. The Judge excused the Jury after the presentation of Plaintiff's case.
- Represented an international cruise line against its former head of US operations alleging violations of the Florida Trade Secrets Act and Computer Fraud and Abuse Act.
- Lead trial counsel for a body armor manufacturer in a matter involving claims and counterclaims for breach of military supply agreement valued in excess of $100 million.
- Represented a timeshare company in defense of class action asserting that employees were improperly classified as independent contractors.
- Represented company with facilities in 48 states in defense of a Fair Labor Standards Act case with 2,900 plaintiffs.
- Represented a large utility in the defense of a $130 million multi-count complaint involving tax credits and contracts.
- Represented a Florida company in pursuing claims for theft of trade secrets and tortuous interference following the resignations of 4 top executives who left to work for a competing company.
- Represented fuel additive manufacturer in claims and counterclaims involving false advertising and unfair competition.
- Represented former hospital executive in whistleblower action against a hospital chain that resulted in a settlement of $90 million.
- Represented a hedge fund in claims for theft of trade secrets and breach of contract against former executives.
- Represented 50% owner of internet marketing company in claims and counterclaims involving activities of other 50% owner. Litigation of the case was in Florida and related arbitration proceeded in the Bahamas.
- Represented Finnish ship manufacturer in defense of tortuous interference and patent infringement claims.
- Lead counsel in Broward County for Gore-Lieberman recount efforts.
- Successfully obtained Final Summary Judgment representing a significant defense contractor in claims arising under the Defend Trade Secrets Act, the Florida Trade Secrets Act and the Computer Fraud and Abuse Act claims in the Southern District of Florida.
- Defended a fuel additive manufacturer in a False Adverting and Unfair and Deceptive Trade Practices Claim in the Southern District of Florida. Obtained a defense verdict following a three week jury trial.
- Represented a hair care distributor in Broward County Circuit Court and obtained Final Summary Judgments on claims totaling approximately $20M.
- Represented a former executive and board member of a large national health care company, as well as his newly formed company, in a jury trial. After all of the evidence was presented to the jury in a one week trial, the trial court entered a directed verdict in favor of our clients, and invalidated numerous covenants not to

compete and solicit employees or customers contained within three different agreements entered into over an eight year period.

Awards & Honors

- Fellow, *Litigation Counsel of America (LCA)*, Proven Trial Lawyers, 2026
- *Chambers & Partners USA, America's Leading Business Lawyers*, Litigation: General Commercial, 2021-2026
- **The Best Lawyers in America®**, 2008–2027
- Best Lawyers, Employment Law “Lawyer of the Year” (Fort Lauderdale), 2018, 2022, 2024
    - Best Lawyers, Litigation – Labor and Employment “Lawyer of the Year” (Fort Lauderdale), 2019–2020, 2024
    - Best Lawyers, Labor Law – Management “Lawyer of the Year” (Fort Lauderdale), 2025
- *Florida Super Lawyers,* 2007-2025
- *Las Olas Lifestyle*, 2022 'Man of Influence'
- *The South Florida Legal Guide*, Top Lawyer, 2004-2014, 2016-2019
- *Florida Trend,* Legal Elite, 2007, 2010
- Jack & Lilyan Mandel Human Resource Development Award, Jewish Federation of Broward County
- Featured in the National Law Journal in article entitled Florida's Chad Bar
- Martindale-Hubbell, AV® Preeminent™ rated

Community Activities / Associations

- Litigation Counsel of America (LCA), Proven Trial Lawyers
- The Florida Bar Business Law Section, subcommittee reviewing Florida law on Restrictive Covenants, 2020-present
- Member, Commercial Panel for the American Arbitration Association
- Co-Chair, Business and Professions Division, Jewish Federation of Broward County
- Chair, Jewish Federation of Broward County Judicial Reception, 2013-present
- Board, Jewish Federation
- Finance Co-Chair, Fair Districts of Florida
- Board Member, Broward Business for the Arts
- Former Chair, Jewish Federation, Finance and Administration Committee
- Former Member, Regional Board of Directors for the Anti-Defamation League
- Former Steering Committee Member, Education Excellence of Florida
- Former Member, Board of Directors of Federal Bar Association, Broward County, Florida
- Former Board Member, United Way of Broward County
- Former Member, Florida Hemp Advisory Committee
- Former Member of the Board of Directors and the Executive

In the News

Berger Singerman Attorneys Recognized in the 33rd Edition of Best Lawyers In America
August 20, 2026

Berger Singerman Recognized by Chambers USA for 23rd Consecutive Year
June 4, 2026

Leonard Samuels Selected as Fellow of Litigation Counsel of America, Proven Trial Lawyers 2026
April 9, 2026

Twenty-Three Berger Singerman Attorneys Recognized in 2025 Edition of Florida Super Lawyers
June 26, 2025

Fifty-Six Berger Singerman Attorneys Recognized in the 2025 Edition of Best Lawyers In America
August 15, 2024

Investopedia Features Lenny Samuels in, "Biden Administration Expands Push to Shift Workplace Rules in Favor of Workers"
April 28, 2024

Law360 Quotes Lenny Samuels in, "4 Benefits Issues That May Trip Up Worker Reclassification"
January 16, 2024

Sun-Sentinel Quotes Lenny Samuels in, "Gregory Haile Ends His Tenure as Broward College President"
September 26, 2023

Saints & Sinners CEO Michael Wilson Vindicated: It's a 10 Haircare and Carolyn Aronson Lose Appeal
August 21, 2023

Berger Singerman Recognized by Chambers USA for Twentieth Consecutive Year
June 1, 2023

SHRM Quotes Leonard Samuels in, "HR Can Help Prevent Misappropriation of Trade Secrets"
February 14, 2023

Talent Management & HR Featured Leonard Samuels in, "No more non-compete clauses? What you need to know"
January 24, 2023

Berger Singerman Represents Charles Lydecker, Alan Florez and Ben Barbieri as founding partners of Foundation Risk Partners in Stunning Court Victory over Brown & Brown Insurance
December 6, 2022

Forty-Three Berger Singerman Attorneys Recognized in the 2023 Edition of Best Lawyers In America
August 18, 2022

South Central Florida Life Quotes Leonard K. Samuels in "Businesses included in the new 'WOKE Act'"
July 20, 2022

Twenty-three Berger Singerman Attorneys Recognized in 2022 Edition of Florida Super Lawyers
June 27, 2022

Berger Singerman Recognized by Chambers USA for Nineteenth Consecutive Year
June 1, 2022

South Florida Sun-Sentinel Quotes Lenny Samuels in, "State ‘anti-woke’ law rattles employer diversity programs: Are they on the way out?"
April 4, 2022

Compliance Week Quotes Leonard Samuels in, "Without OSHA vaccine policy, companies at risk of undercutting corporate culture"
January 21, 2022

Thirty-Nine Berger Singerman Attorneys Recognized in the 2022 Edition of Best Lawyers In America
August 19, 2021

Human Resource Executive Quotes Leonard Samuels in, "Will noncompete agreements become a thing of the past?"
July 16, 2021

Nineteen Berger Singerman Attorneys Recognized in 2021 Edition of Florida Super Lawyers
June 24, 2021

Thirty-Five Berger Singerman Attorneys Recognized in the 2021 Edition of Best Lawyers In America
August 19, 2020

Twenty-Seven Berger Singerman Attorneys Recognized in 2020 Edition of Florida Super Lawyers
June 8, 2020

Daytona Beach News-Journal Features Berger Singerman in "Legal War Escalates Between Daytona's Brown & Brown, Crosstown Upstart Foundation Risk"
December 1, 2019

Twenty-one Berger Singerman Attorneys Listed in South Florida Legal Guide as Top Attorneys
October 31, 2019

Thirty Berger Singerman Attorneys Recognized in the 2020 Edition of Best Lawyers In America
August 14, 2019

Growing Produce Features Leonard Samuels in "Advisory Committee Selected to Help Hemp Flourish in Florida"
August 5, 2019

Berger Singerman's Leonard K. Samuels to Serve on Florida Hemp Advisory Committee
July 25, 2019

Twenty-Eight Berger Singerman Attorneys Recognized in 2019 Edition of Florida Super Lawyers
May 29, 2019

South Florida Legal Guide Names 21 Berger Singerman Attorneys as Top Lawyers
March 7, 2019

Daily Business Review mentions Lenny Samuels in, "Dodging a Bullet for a High-Powered Client: Point Blank Enterprise"
November 1, 2018

Thirty Berger Singerman Attorneys Recognized in the 2019 Edition of Best Lawyers In America
August 14, 2018

Thirty-One Berger Singerman Attorneys Recognized in 2018 Edition of Florida Super Lawyers
June 17, 2018

South Florida Legal Guide Names 23 Berger Singerman Attorneys as Top Lawyers
January 9, 2018

Home Health Care News quotes Lenny Samuels in, "Home Health Referral Sources are Protected in Florida"
September 19, 2017

Thirty Berger Singerman Attorneys Recognized in the 2018 Edition of Best Lawyers In America
August 14, 2017

Thirty-Two Berger Singerman Attorneys Recognized in the 2017 Super Lawyers Florida Edition
June 8, 2017

Sun Sentinel quotes Leonard Samuels in, "Pembroke Pines loses detention center case on appeal, may face huge damages claims"
April 12, 2017

Law360 quotes Leonard Samuels in, "Fla. City Ordered To Provide Water Service To Private Prison"
April 12, 2017

Twenty-Eight Berger Singerman Attorneys Recognized in the 2017 Edition of Best Lawyers In America
August 14, 2016

Thirty-Six Berger Singerman Attorneys Recognized in the 2016 Super Lawyers Florida Edition
June 13, 2016

Daily Business Review quotes Leonard Samuels on "Latin American Companies Back New US Trade Secrets Law"
May 2, 2016

Daily Business Review quotes Leonard Samuels on "Trade Secrets Bill Likes Quiet Whistleblowers, Not News Hogs."
April 11, 2016

Berger Singerman Secures a Verdict in Favor of Client Involving an Intellectual Property Dispute
March 1, 2016

Publications

Law360, "The Wary Employer's Guide To Key Coronavirus Concerns"
March 16, 2020

Law360, "Trump's NDA Use Raises 1st Amendment Questions"
March 18, 2019

The Hill, "Are corporate whistleblowers protected under federal law?"
February 23, 2018

Law360, "Insights On Protecting Referral Sources With Noncompetes"
October 11, 2017

Becker's Hospital Review, "Florida protects healthcare referral sources"
October 1, 2017

Florida Bar Journal "Winning Trade Secrets Claims: When and How the Preemption Provision of Florida’s Uniform Trade Secrets Act Applies"

Events & Speaking Engagements

Lenny Samuels, Speaker, "2017 Labor and Employment Law Section Summit," Broward County Bar Association
June 1, 2017

Doing Business in Florida Blog

Client Alert: Florida’s New CHOICE Act Takes Immediate Effect
July 3, 2025

Client Alert - Supreme Court Strikes Down Heightened Standard in Reverse Discrimination Case
June 6, 2025

Client Alert: Federal Court in Texas Blocks Implementation of the FTC's Rule Banning Non-Competes
August 21, 2024

Client Alert: Texas Federal Court Grants Limited Injunction of FTC's Rule Banning Noncompete Clauses
July 8, 2024

Breaking News: FTC Approves Nationwide Ban on Noncompete Clauses – What It Means for Your Business
April 23, 2024

Client Alert: Federal Trade Commission Proposes New Rule for Nationwide Ban on Noncompete Clauses in Labor Contracts
January 9, 2023

Certain Physician Non-Competes Are Now Void and Unenforceable in Florida
June 30, 2019

Employees or Contractors? A Potential Shift in Policy & Its Consequences
April 30, 2019

U.S. Supreme Court Upholds Employment Agreements Forbidding Class Actions and Requiring Individual Arbitration of Employment Disputes
May 21, 2018

Is Your Competitor Making False Comparative Advertising Claims?
November 30, 2016

Prior Affiliations

- Morgan Lewis & Bockius
- Intern and Law Clerk for Justice James C. Adkins of the Florida Supreme Court