



## Andrew J. Horowitz

PARTNER

412.288.2461

[Andrew.Horowitz@obermayer.com](mailto:Andrew.Horowitz@obermayer.com)

LOCATED IN

Pittsburgh, PA

### MEET ANDREW

*"I put my clients first, solving problems and removing obstacles so they can accomplish their objectives."*

— Andrew J. Horowitz

Andrew is a strategic and pragmatic attorney who focuses his practice on complex commercial litigation and employment law matters.

Andrew serves as a trusted advisor to his clients. He enjoys taking a problem-solving approach with clients to find tactics that work for their entire business, not just the particular legal problem they are currently facing. To do this, Andrew invests his time in getting to know his clients and their respective businesses. Due to his strategic nature, he enjoys minimizing risk and excels at preventing problems before they happen.

Andrew has developed a particular expertise in representing nonprofit organizations in crisis. Whether an organization is facing litigation concerning board governance issues, disputes over the ownership of key programs and assets, or the separation of a key employee, Andrew is skilled in addressing these issues with an eye towards the unique needs of nonprofits.

Andrew is an approved mediator for the United States District Court for the Western District of Pennsylvania and has completed a comprehensive program of mediation training offered by The Alternative Group. Since Andrew has represented parties ranging from individuals to small businesses to the largest of corporations, he understands how parties of all shapes and sizes approach employment disputes and is well-suited to facilitate settlements, particularly in employment and commercial disputes.

When he's not working, Andrew enjoys spending time with his wife and three dogs, woodworking and woodturning, hiking, and learning about wine (with an emphasis on France).

## EXPERIENCE

Andrew handles a variety of matters including:

- General business litigation: Andrew litigates business disputes of all kinds, including contract disputes, debt collection, breach of warranty claims, disputes over the ownership and/or sale of businesses, claims by consumers, and insurance coverage disputes.
- Employment: Andrew advises employers on risk management and compliance issues, including reductions in force, individual employee discipline and termination, personnel policies and handbooks, compliance with wage and hour laws, and independent contractor classification. He also drafts and negotiates employment contracts, including non-compete, non-solicitation, no-raid, and confidentiality agreements. This also includes handling the litigation that results when these agreements are breached. He also conducts severance negotiations and litigates employment discrimination, harassment, and wage and hour claims, including class and collective actions.
- Transportation: Andrew represents household goods moving and trucking companies in securing operating authority and navigating compliance issues with the Pennsylvania Public Utilities Commission and Federal Motor Carrier Safety Administration. He also regularly handles the business and employment legal needs of clients in the household goods moving and trucking industry.
- Professional errors and omissions (E&O) claims: Andrew litigates professional negligence claims in a variety of industries, including software and web development, hardware design, construction, surveying, engineering and architectural design, and real estate sales.
- Copyright, trademark, and trade secret infringement claims: Andrew handles disputes over the ownership of creative works and other proprietary information critical to his clients' businesses.
- Real Estate: Andrew litigates claims to real estate, including working out residential and commercial mortgages and title disputes. Andrew also represents clients before municipal zoning boards.

Some of Andrew's more notable cases include:

- Securing operating authority for household goods moving companies;
- Advising clients on individual employee terminations, successfully reducing exposure to potential litigation;
- Securing favorable settlements against former employees who attempt to form competing ventures utilizing their former companies' trade secrets;
- Successfully defending discrimination claims by employees before the EEOC;
- Successfully negotiating executive severance packages;
- Successfully negotiating business divorces; Successfully litigating disputes over the ownership of a business.

Andrew completed an advanced trial skills course at the National Trial Advocacy College at the University

of Virginia School of Law. In law school, he served as a Judicial Intern for the Honorable Joy Flowers Conti of the U.S. District Court for the Western District of Pennsylvania and as Articles Editor for the Journal of Law and Commerce.

## NEWS & INSIGHTS

### **Andrew Horowitz Discusses Common Mis-steps That Parties Make at Mediation in The Legal Intelligencer**

January 16, 2025 by Andrew J. Horowitz

### **Bruce Fox Weighs in on Third Circuit Decision Reviving Home Care Overtime Lawsuit in Law360**

September 12, 2024 by Andrew J. Horowitz, Bruce C. Fox

### **Obermayer Attorneys Recognized in Best Lawyers 2025**

July 17, 2024 by Trisha R. Hudkins, Darwin R. Beauvais, Rebecca A. Berger, Stephanie Steckclair Tarantino, Shaun Staller, Amanda C. Frett, Nathan D. Fox, Kellie A. McGowan, Matthew S. Olesh, Michael A. Thom, Marcelina R. Policicchio, Mathieu J. Shapiro, Stephanie H. Winegrad, Shari B. Veisblatt, Adam H. Tanker, Alina Chuklin, Tara K. Burns, Michael D. Vagnoni, Nina B. Stryker, Leslie B. Spoltore, Michelle L. Ringel, Nicholas Poduslenko, Hillary J. Moonay, Thomas A. Leonard III, David L. Ladov, Andrew J. Horowitz, Paul C. Heintz, Samantha J. Evian, Julie R. Colton, Michael E. Bertin

### **Obermayer Attorneys Recognized in Pennsylvania 2024 Super Lawyers® and Rising Stars Lists®**

May 17, 2024 by Hayley N. Purcell Sinkler, Stephanie Steckclair Tarantino, Shaun Staller, Kellie A. McGowan, Michael A. Thom, Marcelina R. Policicchio, Mathieu J. Shapiro, William J. Leonard, Stephanie H. Winegrad, Adam H. Tanker, Alina Chuklin, Tara K. Burns, Nina B. Stryker, Nicholas Poduslenko, Michael S. Pepperman, Nicole E. Norcross, Hillary J. Moonay, Thomas A. Leonard III, David L. Ladov, Samantha J. Koopman, Andrew J. Horowitz, Paul C. Heintz, Edmond M. George, Julie R. Colton

### **Obermayer Sponsors the Pennsylvania Moving & Storage Associates 16th Annual Conference**

October 26, 2023 by Andrew J. Horowitz

### **28 Obermayer Attorneys Named to Pennsylvania 2023 Super Lawyers® and Rising Stars Lists®**

May 23, 2023 by Melissa M. Blanco, Shaun Staller, Amanda C. Frett, Kellie A. McGowan, Michael A. Thom, Charles L. Shute Jr., Marcelina R. Policicchio, Mathieu J. Shapiro, William J. Leonard, Stephanie H. Winegrad, Adam H. Tanker, Alina Chuklin, Nina B. Stryker, Nicholas Poduslenko, Nicole E. Norcross, Hillary J. Moonay, Thomas A. Leonard III, David L. Ladov, Samantha J. Koopman, Andrew J. Horowitz, Paul C. Heintz, Edmond M. George, Julie R. Colton, Michael E. Bertin

## ACTIVITIES & HONORS

Andrew is a member of the Mediation Council of Western Pennsylvania and of Pennsylvania Moving and Storage Associates, where he has twice been recognized as its Associate Member of the Year. He also serves on the Zoning Board of Appeals for the Borough of Swissvale. He is Peer Review Rated AV Preeminent by Martindale Hubbell (2018).

Andrew was recognized by Best Lawyers: Ones To Watch from 2021 to 2025. He has also been selected for Pennsylvania's Rising Stars in 2019 – 2024.

### Awards Won\*





\*[Click here](#) for a description of the standard or methodology on which the awards and honors are based. No aspect of this advertisement is approved by the Supreme Court of New Jersey.

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## EDUCATION

- University of Pittsburgh School of Law, JD, *cum laude*
- Trinity College, BA

## ADMISSIONS

- Pennsylvania
- Ohio
- United States District Court for the Western District of Pennsylvania
- United States District Court for the Northern District of Ohio
- United States Court of Appeals for the Third Circuit

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## CAPABILITIES

### Litigation

- Commercial Litigation
- Construction Litigation
- Cyber Liability Defense
- Trade Secrets

### Labor & Employment

- Counseling, Compliance & Training
- Employment Litigation
- Employment-Related Agreements
- Executive Compensation & Employee Benefits
- Labor Arbitration
- Wage & Hour

### Industry Focus

- Financial Services
- Health Care
- Individuals & Private Clients
- International Businesses
- Local Governments & Municipal Authorities
- Nonprofit Organizations
- Real Estate & Construction
- Universities & Secondary Schools