Littler Secures Injunction for CyberCoders in Restrictive Covenant Case

A legal team from Littler secures an injunction for CyberCoders, a permanent placement recruiting firm. Litter is the world's largest management-side employment and labor law firm. The preliminary injunction aims to stop two former employees from violating their restrictive covenants and fiduciary duties.

The lawsuit centers on allegations that the two former employees, referred to as the defendants, unlawfully solicited CyberCoders' clients, candidates, and staff after suddenly resigning on February 17, 2025. Within 48 hours of their departure, ten additional employees from the recruiting division also quit, allegedly due to the defendants' solicitation in violation of their confidentiality, non-compete, and nonsolicitation agreements. CyberCoders reacted swiftly by filing a lawsuit on March 6, 2025.

Following a full-day evidentiary hearing on March 24, U.S. District Judge Aileen Cannon of the Southern District of Florida gave CyberCoders' motion for an initial injunction on April 15, 2025. The ruling enforces the restrictive covenants, forbidding the defendants for 12 months from engaging in certain competitive or solicitation activities within specified geographic and industry boundaries.

The Court concluded that CyberCoders is likely to succeed in its breach of contract claims and would face irreparable harm without the injunction while the case proceeds.