

MARK T. SOTTILE

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MARK T. SOTTILE is a partner at Pietragallo Gordon Alfano Bosick & Raspanti, LLP and is a member of the Employment and Labor Practice Group. He has tried multiple cases to verdict in Pennsylvania and New Jersey state and federal courts and obtained summary judgment victories in countless high-stakes employment and commercial litigation matters.

Mr. Sottile has litigated hundreds of employment and commercial law claims under a number of federal statutes, namely Title VII, 1981, the FMLA, ADEA, and ADA, also handling matters pursuant to the FLSA and state cases under the NJLAD and PHRA for various forms of employment discrimination as well as breach of contract, tortious interference, and unjust enrichment claims. He has also litigated and advised on non-compete and restrictive covenant matters as well as commercial disputes with millions of dollars at stake.

Pre-litigation, Mr. Sottile counsels his corporate clients on a range of employment and commercial matters relating to contractual obligations, medical leaves, wage issues, ADA accommodations, hiring, discipline, resignations, and terminations. Leveraging his trial experience and vast knowledge of employment and contract law, Mr. Sottile helps his clients avoid the expensive process of litigation through effective advice and counseling. Mr. Sottile has also been called on by clients to conduct intensive and wide-ranging employment investigations into allegations of discrimination, retaliation, and harassment. He has also drafted severance packages and employment contracts for high-level executives and physicians. His clients include large corporations, as well as small and midsize businesses and individuals in Pennsylvania, New Jersey, Ohio, and Florida.

In addition to his employment and commercial law practice, Mr. Sottile handles, personal injury and premises liability cases, and other general liability matters.

Mr. Sottile is recognized in *The Best Lawyers in America: Ones to Watch*® 2024 and 2025 editions for his practice in Labor and Employment Law.

Mr. Sottile received his J.D. from the Villanova University School of Law, and his undergraduate degree, *summa cum laude*, from Union College.

Accomplishments in Litigation, Counseling, and Negotiation:

- Obtained summary judgment in FMLA retaliation and interference and Title VII discrimination and retaliation matter;
- Prevailed in Title VII sexual harassment and gender discrimination arbitration;
- Obtained summary judgment in whistleblower retaliation and Title VII gender discrimination and retaliation matter against regional treatment facility;

- Obtained 12(b)(6) dismissal of breach of contract and fraud action against hospital client;
- Prevailed in Third Circuit appeal in breach of contract and fraud action against hospital client;
- Obtained summary judgment on hostile work environment, discrimination, and retaliation claims related to alleged racial discrimination pursuant to Title VII, § 1981, and, § 1983 in lawsuit against local municipality;
- Obtained summary judgment in Americans with Disabilities Act discrimination and retaliation matter against Pennsylvania hospital;
- Obtained preliminary injunction on behalf of a prominent Pennsylvania hospital after anesthesia provider sought to pull its services following contract dispute;
- Negotiated \$400,000 severance for marketing executive with viable whistleblower claims;
- Filed for summary judgment on Age Discrimination in Employment Act (“ADEA”) matter and obtained nuisance value settlement for hospital provider with motion pending;
- Tried New Jersey CEPA matter, with case settling favorably 3 days into trial;
- Defeated preliminary injunction in Pennsylvania after physician sought to violate non-competition agreement;
- Obtained summary judgment on sexual harassment and retaliation claims under Title VII and, §1983 in lawsuit against local municipality;
- Prevailed in Third Circuit appeal on Americans with Disabilities Act discrimination and retaliation matter;
- Obtained summary judgment on retaliation claims under Title VII and §1983 in lawsuit against local municipality;
- Obtained summary judgement on religious and age discrimination and retaliation and 4th Amendment claims under Title VII in lawsuit against local municipality;
- Obtained summary judgement on race discrimination and retaliation claims under Title VII in lawsuit against transportation provider;
- Obtained summary judgement on six of seven claims in religious and disability discrimination and retaliation matter under Title VII and the Americans with Disabilities Act respectively in lawsuit against local municipality. Settled remaining claim for nuisance value;
- Obtained summary judgement on discrimination, retaliation, and failure to accommodate claims against local municipality under the Americans with Disabilities Act; and
- Obtained summary judgment dismissal of retaliation and intentional infliction of emotional distress claim.

Top Client Service

Mr. Sottile delivers extremely responsive client service and strategic direction honed by nearly 15 years of employment and commercial law experience. Poised to offer efficient and well-informed employment counseling and if necessary, tireless advocacy in litigation, Mr. Sottile has varied experience guiding human resources departments and in-house counsel on a range of employment matters and then litigating the matter in court.

Representative Matters

Edith Aponte v. Philadelphia Gas Works, U.S.D.C. (E.D. Pa.) Civil Action No.: 23-3568

*Bennett v. SEPTA, No. CV 24-1376, 2025 WL 1248815, at *1 (3d Cir. Apr. 30, 2025)*

*Thomas v. Findlay Recovery Ctr, LLC, No. CV 01935, 2025 WL 1124558, at *1 (N.D. Ohio. Apr. 16, 2025)*

*Monroe v. City of Philadelphia, No. CV 24-1358, 2025 WL 875797, at *1 (E.D. Pa. Mar. 20, 2025)*

*Wiggins v. Jefferson Einstein Hosp., No. CV 24-2095, 2024 WL 5074894, at *1 (3d Cir. Dec. 11, 2024)*

*Hall v. City of Philadelphia, No. CV 23-1381, 2024 WL 3937564, at *1 (E.D. Pa. Aug. 26, 2024)*

Wiggins v. Jefferson Einstein Hosp., No. CV 24-0051, 2024 WL 5361782 (E.D. Pa. May 16, 2024)

*Bennett v. SEPTA, No. CV 23-1271, 2024 WL 404959, at *1 (E.D. Pa. Feb. 2, 2024)*

*Frazier v. City of Philadelphia, No. CV 22-4136, 2023 WL 6119366, at *1 (E.D. Pa. Sept. 15, 2023)*

Jefferies v. City of Philadelphia, No. CV 21-3220, 2023 WL 4764674, at *1 (E.D. Pa. July 26, 2023)
Yingst v. Coatesville Hosp. Co., No. CV 20-2960, 2021 WL 2946464, at *1 (3d Cir. July 14, 2021)
Bonilla v. City of Philadelphia, No. CV 19-3725, 2021 WL 214301, at *1 (E.D. Pa. Jan. 21, 2021)
Yingst v. Coatesville Hosp. Co., No. CV 18-4558, 2020 WL 5602653, at *1 (E.D. Pa. Sept. 18, 2020)
Blango v. City of Philadelphia, 643 F.Supp.3d 535 (E.D. Pa. 2022)
Tucker v. City of Philadelphia, No. 23-cv-00427 (E.D. Pa.)
Boness v. City of Philadelphia, 2:23-cv-03450 (E.D. Pa.)
Seibold v. Wilmac, 1:18-CV-00617 (M.D. Pa.)
Tucker v. City of Philadelphia, et al., 2:24-CV-00377 (E.D. Pa.)

Bar Admissions

Pennsylvania

New Jersey

U.S. District Court – Eastern District of Pennsylvania

U.S. District Court – Middle District of Pennsylvania

U.S. District Court – New Jersey