



Rory O. Connaughton

Shareholder and Co-Chair, Business Litigation and Strategic Solutions

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Services and Industries

- Business Litigation and Strategic Solutions
- Labor and Employment

Education

- University of Pittsburgh School of Law, J.D., 1996
- Washington and Jefferson, B.A., 1992

Admissions

- Pennsylvania
- U.S. Supreme Court
- Supreme Court of Pennsylvania
- U.S. District Court for the Middle District of Pennsylvania
- U.S. District Court for the Eastern District Pennsylvania

- U.S. Court of Appeals for the Third Circuit

Rory O. Connaughton is a seasoned trial attorney and trusted advisor to businesses in the Lancaster region and beyond. He serves as a Co-Chair of the firm's [Business Litigation and Strategic Solutions](#) Group and a member of the [Labor and Employment](#) Group where he brings three decades of experience representing publicly traded corporations, closely held businesses, and financial institutions.

His practice focuses on commercial disputes, including contract enforcement, business torts and fraud, partnership and corporate governance litigation, and injunction proceedings. He also handles employment matters, such as the enforcement of restrictive covenants, trade secret litigation, and defending against discrimination claims. When not actively litigating, Rory counsels clients on structuring relationships for litigation avoidance and the resolution of disputes.

Before joining Saxton & Stump, Rory was a founding and managing partner of a respected Lancaster County law firm, where he played a pivotal role in its growth and success. Recognized for his excellence in litigation, he has been named to the Pennsylvania Super Lawyers list every year since 2014.

Beyond his legal practice, Rory was instrumental in bringing the U.S. Women's Open to his home course, Lancaster Country Club. A key leader on the event's executive committee in 2015 and 2024, Rory served as vice chair in 2024. The 2015 and 2024 Women's Opens were generating over \$50 million in economic impact for the region.

Rory is a graduate of the University of Pittsburgh School of Law and Washington & Jefferson College.

Representative Experience

- Obtained summary judgment, prevailed at the U.S. Court of Appeals for the Third Circuit and successfully opposed a Petition for Certiorari in the U.S. Supreme Court on behalf of an international manufacturer in the defense of a Title VII claim in which senior management was falsely accused of sexual misconduct and discrimination.
- Successfully tried a case to verdict on behalf of a mezzanine lender resulting in the recovery of over \$1.95 million.
- Obtained a permanent injunction on behalf of a closely held business resulting in the cessation of operations by a competitor and the recovery of damages in the U.S. District Court for the Eastern District of Pennsylvania in a case involving the systematic theft of trade secrets and attempt to usurp the business of the client.
- Successfully defended a fledgling business and negotiated a favorable resolution in "bet the company litigation" in the U.S. District Court for the Eastern District of Pennsylvania in a case involving the alleged theft of intellectual property.
- Obtained summary judgment and succeeded in arguing for the adoption of a new defense by the Third Circuit on behalf of an employer accused of employment discrimination.
- Represented the parishes and schools of the Diocese of Harrisburg in bankruptcy proceedings involving the resolution of sex abuse claims.
- [Boyer v. Clearfield County Industrial Development Authority](#), 2021 Hostetter et al v. Heller Capital Group, LLC, CI-24-06517 (Lancaster County)
- [Quarry View v. Hall](#), 5:23-CV-04381 (E.D. Pa. 2023)

- [Funayama v. Nichia America Corp.](#), 2013
- [Detz v. Greiner Industries](#), 3d Cir. 2003
- [Lititz Mutual Insurance Co. v. Steely](#), 2001

Recognitions

- Pennsylvania Super Lawyers, Business Litigation and Business & Corporate (2014-2026)

Community Involvement

- North Museum of Nature and Science, former board member
- Women's USGA Open Executive Committee (2015, 2024)

Professional Affiliations

- Pennsylvania Bar Association
- Lancaster Bar Association