



# ROBERT S. GILMORE

## Partner

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Rob Gilmore serves as Chair of the Labor & Employment Law practice group and leads the firm's Employment & Severance Negotiations group, bringing leadership and strategic direction to the attorneys working in these areas of practice.

In his own practice, Rob counsels employers both large and small in the full range of labor and employment matters, including workplace terminations, reductions in force, employee handbooks and policies, non-compete agreements, trade secrets, shareholder disputes, unfair labor practice allegations, union negotiations and general business litigation. He represents employers in state and federal courts, arbitration and before state and federal administrative agencies in defense of employment discrimination, wrongful discharge claims and in non-compete litigation.

Within KJK's Employment & Severance Negotiations group, Rob and his team assist executives and professionals in the negotiation of employment and severance agreements. Rob works with his clients to deliver the best possible results depending on their individual needs and goals.

From his background as an assistant general counsel for Verizon Communications, Rob brings a broad understanding of both sides of labor and employment disputes and takes a proactive approach to help clients deal with issues before they occur. He's valued by his clients not only for his depth of experience but also his ability to communicate important concepts related to their cases.

An avid tennis player, Rob applies the same strategic thinking on the tennis court as he does in his legal work. He earned his bachelor's degree in history and remains a history buff, believing in the value of understanding history to take action for the future.

Rob is frequently called upon as a speaker for local and national conferences, and has been recognized nationally for his accomplishments by being selected as a fellow to both The College of Labor and Employment Lawyers and the Litigation Counsel of America.

## PRACTICE GROUPS

- Employment & Severance Negotiations
- Health Care
- Labor & Employment
- Litigation & Arbitration

## EDUCATION

- The Ohio State University Moritz College of Law, J.D., 1986
- University of Cincinnati, B.A., History, 1983, *summa cum laude*, Phi Beta Kappa

## BAR/COURT ADMISSIONS

- Ohio
- U.S. District Court, Northern District of Ohio
- U.S. District Court, Southern District of Ohio
- U.S. Court of Appeals, Sixth Circuit
- U.S. Supreme Court

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## REPRESENTATIVE EXPERIENCE

- Successfully defended a client sued for disability discrimination by a terminated employee
- Provided advice to numerous companies on such issues as workforce reduction, executive severance agreements and non-compete arrangements.
- Obtained favorable determinations from the Equal Employment Opportunity Commission in response to charges of sex discrimination filed against our client by various employees.
- Negotiated many employment and severance agreements for executive and professional clients.
- Defended clients against claims of patent infringement, warranty issues, lease agreement breaches, trade secret claims and other matters
- Represented numerous employers in defense of charges before the National Labor Relations Board
- Served as lead counsel in labor arbitrations on behalf of employers
- Conducted union elections and collective bargaining negotiations on behalf of manufacturing companies

## PRESENTATIONS & PUBLICATIONS

- "The High Cost of Employee Turnover," HR Academy, May 17, 2018
- "Adviser: Save Local Businesses Act proposes answers to employment uncertainties," Crain's Cleveland Business, Nov. 27, 2017
- "Hot Topics in Employment Law 2018," HR Academy, Oct. 11, 2017
- "Adviser: Save Local Businesses Act proposes answers to employment uncertainties," Crain's Cleveland Business, Nov. 27, 2017
- "Hot Topics in Employment Law 2018," HR Academy, Oct. 11, 2017
- "You've Been Sued for Discrimination! Now What?," Ohio Chamber of Commerce's HR Academy, Aug. 2, 2017
- "Strategic Legal Update: How Far Will the Pendulum Swing," HR Leadership Group, Jan. 19, 2017
- "A Woman's Cost to Live, Work, and Learn," John Carroll University, Oct. 18, 2016
- "Do Performance Reviews have a Future?" The University of Akron Leadership & Human Resources Management Advisory Board, Oct. 6, 2016
- "Non-Profit Board Member Education Program," Vantage Point 360, Oct. 6, 2016
- "Top 5 Employment Issues Facing Businesses," Carnegie Investment Counsel, Sept. 14, 2016
- "Ignoring problem employees can lead to legal action later," Crain's Cleveland Business, Sept. 11,

## AWARDS

- Crain's Cleveland Business, Notable Leaders in Labor & Employment Law, 2023
- The Best Lawyers in America®, Employment Law – Management, 2018 – 2023
- Selected to Ohio Super Lawyers, 2005 – 2006, 2008 – 2023
- Martindale-Hubbell AV® Preeminent Attorney – Judicial Edition 2017 – 2022
- America's Most Honored Lawyers – Top 1% 2016 – 2022
- The College of Labor and Employment Lawyers, Fellow
- Litigation Counsel of America, Fellow
- Martindale-Hubbell AV® Preeminent™ Peer Review Rated Attorney for Highest Level of Professional Excellence
- Martindale-Hubbell Top Rated Lawyers in Litigation

## PROFESSIONAL AFFILIATIONS

- American Bar Association, Section of Labor & Employment
  - Technology Committee, Charter Member
  - Employment Rights and Responsibilities Committee, Member
- Central Ohio Labor and Employment Relations Association (COLERA)
- Cleveland Metropolitan Bar Association
- Litigation Counsel of America
  - Trial Law Institute, Member
  - Diversity Law Institute, Member
- Ohio State Bar Association
- William K. Thomas American Inn of Court, Barrister, Former Member

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## CIVIC INVOLVEMENT

- Cleveland State University Foundation
  - Board of Directors
- AJC Cleveland
  - Board of Directors
- Volunteers of America of Greater Ohio and Indiana
  - Board of Directors, Chair
- Greater Cleveland Film Commission
  - Board of Directors
- John Carroll Entrepreneurs Association
  - Program Committee, Former Chair
- Leadership Cleveland, Class of 2014
- HR Leadership Group (formerly NOHRPS)
  - Past President
- The Club at Key Center
  - Board of Governors, Past Chair
- The Union Club
  - Membership Committee
- University of Cincinnati Alumni Association
  - Board of Governors, Former Member

## MEDIA MENTIONS

- “Save Local Businesses Act proposes answers to employment uncertainties,” Crain's Cleveland Business, Nov. 27, 2017