



ROBERT S. GILMORE

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.

CONTACT

- 216.736.7240
- RSG@kjk.com

PRACTICE AREAS

- Employment & Severance Negotiations
- Litigation
- Labor & Employment

PROFESSIONAL AFFILIATIONS

- American Bar Association, Section of Labor & Employment
 - Technology Committee, charter member
 - Employment Rights and Responsibilities Committee, member
- 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

CLEVELAND OFFICE
1375 East Ninth Street
One Cleveland Center + 29th Floor
Cleveland, OH 44114

216.696.8700

COLUMBUS OFFICE
10 West Broad Street
One Columbus Center + Suite 1900
Columbus, OH 43125

614.427.5731

KJK.com

CIVIC INVOLVEMENT

- Cleveland State University Foundation Board of Directors
- AJC Cleveland, Board of Directors, member
- Volunteers of America of Greater Ohio and Indiana, Board of Directors, Chair
- Greater Cleveland Film Commission, Board of Directors, member
- 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, member
- University of Cincinnati Alumni Association, Board of Governors, former member

AWARDS

- The College of Labor and Employment Lawyers, Fellow
- Litigation Counsel of America, Fellow
- Martindale-Hubbell AV® Preeminent™ Rating for Highest Level of Professional Excellence
- Selected to Ohio Super Lawyers, 2005-2006, 2008-2021
- The Best Lawyers in America, Employment Law – Management, 2018, 2019

MEDIA MENTIONS

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

REPRESENTATIVE EXPERIENCE

- Successfully defended a client sued for disability discrimination by a terminated employee
- Worked with numerous clients on such issues as workforce reduction, executive severance agreements, non-compete arrangements and other matters
- Obtained a favorable determination from the Equal Employment Opportunity Commission in response to a charge of sex discrimination filed against our client by an employee
- 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



Rob has a calm demeanor that perfectly translates his excellent advice on hiring, personnel and employer/employee relations. I recommend his advice and ability to help employers consider their options when engaging with employees in all aspect of staffing situations.



ROB FELBER

PRESIDENT | FELBER PR & MARKETING

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