David A. Skidmore, Jr.

Partner

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Industries

Manufacturing

Practice Areas

Labor & Employment

Alternative Dispute Resolution

Employment Discrimination & Wrongful Termination

Health Care

Litigation

Trade Secrets & Covenants Not to Compete

Unfair Competition Litigation

Bar Memberships

Ohio

David Skidmore practices exclusively in the area of employment law. He has spent his career advising on high-stakes employee issues and has successfully tried multi-million dollar cases before judges and juries. He recently led a trial team that won a large verdict in a trade secrets case in the United States District Court of South Carolina. The jury awarded $96.7 million and the Court then granted more than $5 million in attorneys' fees. The clients David works with range from small family businesses to Fortune 500 companies. He previously served as the head of the Labor & Employment practice group, but he has returned to the full-time practice of law.

David divides his time in three primary areas:

- David provides practical advice on how to handle difficult employment issues. These issues include such matters as potential terminations, restructurings, and employer policies. He is often asked to conduct investigations into such areas as discrimination, sexual harassment, and employee misconduct. In addition, he frequently drafts and advises on employment contracts and independent contractor agreements.
- David spends a significant amount of time every day handling non-compete, trade secret, and unfair competition issues. He regularly drafts and reviews non-compete agreements and helps establish trade secret programs. He has successfully handled numerous injunction hearings involving salespeople, executives, researchers and entrepreneurs. The issue in these cases centered on whether the departing employee could continue to work in his or her new job.

- David litigates employment cases in a variety of areas including wrongful termination, discrimination, retaliation, whistleblowing, harassment, non-compete agreements, trade secrets, and unfair competition. He has represented clients in state and federal courts, with administrative agencies, and in arbitrations throughout the country.

David believes that it is an honor to represent a client. He desires to become a partner with the client and to solve problems jointly. He listens to the client's needs, advises on practical risks, and strives to meet that particular client's goals.

David's reputation for being fair-minded is reflected in the fact that he serves as an arbitrator through the American Arbitration Association and the Cincinnati Bar Association. In addition, he is regularly hired by other lawyers to mediate their employment cases.

Other Info About David

Education

Northwestern University, J.D., 1991, *cum laude*
Associate Editor, *Northwestern Law Review*

University of Kent at Canterbury, M.A., 1988
Masters Degree in Modern Literature
Rotary Scholar

Duke University, B.A., 1987, *magna cum laude, with distinction in history*
Phi Beta Kappa
Harry S. Truman Scholar
Phi Eta Sigma (political science honorary)

Clerkships

U.S. District Court for the Southern District of Ohio, 1991-93 (Judge S. Arthur Spiegel)

Courts

United States District Court for the Southern District of Ohio

United States District Court for the Northern District of Ohio

United States Court of Appeals for the Sixth Circuit

United States Court of Appeals for the Ninth Circuit

United States District Court for the Central District of Illinois

United States Supreme Court

Recognition

Benchmark Litigation, Midwest Star in Labor & Employment

The Best Lawyers in America®: Employment – Management, 2011-2027, "Lawyer of the Year," 2018, 2027; Labor – Management, 2011-2027, "Lawyer of the Year," 2021; Litigation – Labor and Employment, 2011-2027, "Lawyer of the Year," 2016

Top 50 *Ohio Super Lawyers®* in Cincinnati for 2011-2012

Selected for inclusion in *Ohio Super Lawyers*® 2007-2022 and *Rising Stars*® 2005

40 Under 40, Cincinnati Business Courier

Arbitrator – American Arbitration Association and Cincinnati Bar Association

Professional Affiliations

Ohio Management Lawyers Association

Ohio State Bar Association, Labor and Employment Law Committee, Board of Governors

Cincinnati Bar Association, Labor and Employment Law Committee; Common Pleas Court Committee

Cincinnati Bar Association, Alternative Dispute Resolution Committee

The Federal Lawyer, Editorial Board, 1995-1999

Civic Activities

Hearing Speech + Deaf Center, Board of Trustees, (past member)

Cincinnati Nature Center, Board of Trustees (past member)

Ronald McDonald House (past member)

Bethany House, Board of Trustees (past member)

Stepping Stones, Board of Trustees (past member)

Federal Bar Association of Cincinnati, Executive Committee (past member)

Cincinnati Academy for Leadership for Lawyers, Class IV

Presentations

David is a frequent speaker on labor and employment law topics to such organizations as The Midwest Labor Law Conference, The University of Cincinnati School of Law, The Employers' Resource Association, Chase School of Law, National Business Institute, Cincinnati Bar Association, Ohio State Bar Association, Indiana Chamber of Commerce, Lorman, Ohio CLE Institute, Sterling Educational Service, The Seminar Group, and the CEO Round Table.

He has also commented on labor and employment law issues for The Cincinnati Enquirer, Fortune Magazine, WLWT-TV5, The Cincinnati Business Courier, and WXIX-Channel 19.

Finally, David has testified before the Ohio State Senate about revisions to Ohio discrimination law. He has been involved with trying to improve the Ohio statutes impacting employers and employees.

Major Publications

David has published on various employment law topics in *The Cincinnati Business Courier, The National Law Journal, The Labor Law Journal, The Federal Lawyer, The Ohio Labor Letter, Personnel Law Update,* and *The Ohio State Bar Association Labor and Employment Law News*.

Featured Articles

Biden Administration Seeks To Curtail Non-Compete Agreements

Five Major Changes to Ohio's Workplace Discrimination Laws

Court Rules Misuse of Company Data Not Actionable under CFAA

Coronavirus Guidance for Employers

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