



ROBERT K. RADCLIFF
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Rob advises businesses and individuals in commercial, construction, and employment disputes and dispute avoidance. He has tried cases throughout the state and federal courts of Texas as well as arbitration hearings. Rob has also appeared in proceedings in Texas appellate courts and has argued in front of the Fifth Circuit Court of Appeals in New Orleans. Rob frequently speaks and writes about employment transition issues including non-compete agreements at www.smoothtransitionslawblog.com.

REPRESENTATIVE EXPERIENCE

- Successfully represented mobile phone service provider in defense of trade secrets lawsuit where attorneys' fees were awarded to client under Texas Uniform Trade Secrets Act and all claims were resolved in client's favor
- Representation of energy provider in Section 1983 dispute where arbitrator found in favor of energy provider
- Representation of recruiting companies, broker dealer, energy provider, document services companies, health care providers and other employers in non-compete and theft of trade secret cases
- Representation of owners, developers, contractors, and sureties in construction disputes including commercial, residential, and heavy highway work
- Represented employer in dispute with former employee over compensation agreements
- Represented company in dispute with former shareholder/employee in shareholder oppression and compensation dispute case

- Represented land owner in easement/right of way dispute regarding natural gas pipeline
- Represented major restaurant chain in dispute over various development projects
- Represented retail energy provider in trade secrets dispute
- Represented and plaintiffs and defendants in personal injury litigation

LABOR/EMPLOYMENT LITIGATION

- Prosecute and defend claims involving non-compete and non-solicitation agreements
- Prosecute and defend claims involving breach of employment agreements
- Defend employers in Title VII, ADA, FMLA, and Section 1983 claims
- Prepare employment agreements, severance agreements, employee handbooks and other employment related agreements

COMMERCIAL LITIGATION

- Prosecute and defend claims involving shareholder disputes
- Prosecute and defend breach of contract cases
- Prosecute and defend trade secret cases
- Prosecute and defend breach of fiduciary duty, fraud and tortious interference cases

CONSTRUCTION

- Representation of sureties in payment and performance bond disputes
- Construction defect disputes
- Representation of contractors and subcontractors in construction disputes

HONORS AND AWARDS

- Texas Super Lawyer 2014-Present
- Texas Rising Star 2006-2013
- Associate, Patrick E. Higginbotham American Inn of Court
- Dallas Bar Association

- Former Treasurer, Trial Skills Section
- Business Litigation Section
- Dallas Association of Young Lawyers

ADMITTED TO PRACTICE

- State Bar of Texas 2000
- U.S. District Courts for the Northern, Eastern, Southern and Western Districts of Texas
- Fifth Circuit Court of Appeals

PRESENTATIONS AND PUBLICATIONS

- Quoted in Law 360's "Texas Trade Secrets Law Gets 1st Test In Schlumberger Fight" (January 12, 2016)
- Texas Non-Compete Camp (September 3, 2015)
- Dallas Recruiter's Network – Placement Professional Update (June 3, 2015)
- Texas Lawyer – Making Non-Compete Agreements Stick (July 7, 2014)
- Expert Witnesses – The View from the Trenches – Dallas Trial Skills Section (September 13, 2013)
- Executive Search Owners Association – Lunch and Learn on Non-Compete Agreements (August 2013)
- Dallas Recruiter's Network – Lunch and Learn on Employment Agreements (May 22, 2013)
- Protecting Your Employer From an Employee Departure (May 1, 2013)
- Your First Trial – Trial Skills Section (October 12, 2012)
- Smooth Employee Departures – The Proactive Employer Podcast (March 2, 2012)
- Think Before You Click: Managing Social Media in the Workplace, contributing author on "Post Employment Covenants and Trade Secret Claims" (Thomson Publishing, 2011)
- Social Media – A Legal Perspective (DFW AMA Marketing January-October 2010)
- Getting the TRO Your Client Wants (Presented in the 134th Judicial District, Judge James Stanton Presiding – July 2010)

- The Legal Implications of Social Media in Recruiting (Talent Net Live – August 2010)
- FINRA Regulations and Social Media (Dallas Ft. Worth Financial Planners' Association – July 2010)
- Employment Torts Update (University of Houston Law Center, Advanced Employment Law Seminar – May 2009)
- Smooth Transitions Blog – www.smoothtransitionslawblog.com
- Business Torts Chapter, Annual Review of Developments in Business & Corporate Litigation (2003 and 2004)

EDUCATION

- Southern Methodist University School of Law, J.D. 2000
- Order of the Barristers
- The University of Utah, B.S. 1997