



Richard L. Hilbrich

Associate
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Practices

Advice and Counsel
Litigation
Restrictive Covenants,
Trade Secrets and Unfair
Competition

Education

Case Western Reserve
University School of Law
J.D., 2014

Loyola University of
Chicago
B.A., 2011
cum laude

Admitted to Practice

- 6th Circuit Court of Appeals, 2019
- Ohio - N.D. Ohio, 2016
- Ohio - S.D. Ohio, 2019
- Ohio, 2014

Languages

German

Richard L. Hilbrich is an associate in the Cleveland, Ohio, office of Jackson Lewis P.C. His practice focuses on representing employers in workplace law matters, including litigation and preventive advice and counseling.

After graduating law school, Richard began his career as in-house counsel to large non-profits and healthcare institutions in Northeast Ohio, focusing on employment law. In these roles, he developed a passion for employment defense litigation and came to understand effective litigation strategies from a client's perspective.

Richard's practice involves defending employers in litigation in state and federal courts and agencies. Richard focuses his advice to employers on creating effective personnel policies and complying with a wide array of state and federal employment laws. He also has specific experience in the areas of non-compete agreements and other restrictive employment clauses, including how state law impacts such arrangements. Richard also has unique experience advising clients in the fields of healthcare, non-profit organizations, manufacturing, restaurants, and other national and local businesses.

Richard is an active member of the Board of Red Oak Behavioral Health, an organization which provides behavioral and mental health counseling in elementary schools throughout Ohio. He also serves as a mentor to current law students through mentorship programs at Case Western Reserve University School of Law and has served as a judge of the Dean Dunmore Moot Court Competition.

Professional Associations and Activities

- American Bar Association
- Cleveland Metropolitan Bar Association
- Federal Bar Association
- Lawyers Guild of the Catholic Diocese of Cleveland
- Ohio State Bar Association

Pro Bono and Community Involvement

- Case Western Reserve University School of Law Dunmore Moot Court Competition, Judge
- Case Western Reserve University School of Law Mentoring Alumni Program, Mentor
- Red Oak Behavioral Health, Board Member

Published Works

- "Contract Terms for In-House Counsel," *Cleveland Metropolitan Bar Journal* (September 2017) [Author]

Speeches

- "A Day in the Life of In-House Counsel," Association of Corporate Counsel (Cleveland, OH, November 2017)