



Associate, Cleveland

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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.

Practices

- Financial Services
- National Compliance and Multi-State Solutions
- Employment Litigation
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Healthcare
- Life Sciences
- Manufacturing
- Class Actions and Complex Litigation
- Trials and Appeals
- Construction
- Real Estate
- Technology

Education

- Case Western Reserve University School of Law, J.D. 2014
- Loyola University Chicago, B.A. 2011

Admitted to Practice

- 6th Circuit Court of Appeals 2019
- Michigan - E.D. Mich. 2024
- Michigan - W.D. Mich. 2024
- Ohio - N.D. Ohio 2016
- Ohio - S.D. Ohio 2019
- Wisconsin - W.D. Wis. 2025
- Ohio 2014

Honors and Recognitions

- *The Best Lawyers in America*®, "Ones to Watch: Labor and Employment Law – Management" and "Ones to Watch: Litigation – Labor and Employment" (2024-present)

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
- Immaculate Conception Catholic Church, Cleveland, OH, Finance Council Member
- AM1260 The Rock, Cleveland Catholic Radio, Board Member
- Red Oak Behavioral Health, Board Member

Published Works

- "Ohio's Employment Law Uniformity Act: What it Means for Employees and Employers," *Cleveland Metropolitan Bar Journal* (May 2022) [Co-Author]
- "Contract Terms for In-House Counsel," *Cleveland Metropolitan Bar Journal* (September 2017) [Author]

Speeches

- “Managing Litigation: From Outside Counsel’s Perspective,” Association of Corporate Counsel (Cleveland, OH, February 8, 2024)
- “Navigating the Legal Landscape: Your Essential Employment Law Update” – Legal Ethics Section, Association of Corporate Counsel (Cleveland, OH, December 4, 2023)
- “Roundtable (live webinar) – President Biden’s COVID-19 Vaccine Mandate,” Association of Corporate Counsel (Cleveland, OH, October 2021)
- "A Day in the Life of In-House Counsel," Association of Corporate Counsel (Cleveland, OH, November 2017)