



## Emory Moore, Jr.

Partner

Chicago  
312 580 2331 direct  
312 580 2201 fax  
emoore@thompsoncoburn.com

### PRACTICES

- Human Resources

### EDUCATION

- Washington University School of Law, J.D., Dean's List, Excellence in Oral Advocacy Award, Excellence in ADR Award, Scholar in Law Award, President — Black Law Students Association
- Michigan State University, B.A., Finance

### ADMISSIONS

- Illinois
- Michigan
- Colorado USDC
- Illinois USDC, Central District
- Illinois USDC, Northern District
- Michigan USDC, Eastern District
- Michigan USDC, Western District
- US Ct Appeals, 2nd Circuit (CT, NY, VT)
- US Ct Appeals, 7th Circuit (IL, IN, WI)
- Wisconsin USDC, Eastern District

Emory Moore is a distinguished labor and employment attorney with experience representing employers in high-stakes litigation and guiding them through day-to-day employment law matters. Known for successfully managing a range of employment issues, clients routinely entrust Emory with cases involving risks from thousands to hundreds of millions of dollars.

Emory's strategic approach has garnered praise from clients ranging from Fortune 500 companies to promising start-ups. One client remarked, "Your expertise, dedication, and unwavering support throughout this process have been invaluable. I truly appreciate the time and effort you put into ensuring a favorable outcome."

Committed to understanding each client's unique needs, Emory offers tailored solutions that address immediate concerns and long-term objectives. He is well-versed in advising organizations on critical issues such as restrictive covenants, trade secrets, and executive agreements. Additionally, he collaborates with cross-functional teams to align employment solutions with clients' overall business goals. Emory also provides invaluable support in daily HR operations, empowering businesses to maintain effective practices and comply with ever-changing laws.

With a practice that spans coast to coast, Emory has established himself as a trusted partner for companies of all sizes. His reputation for excellence is underscored by recognition in prestigious legal rankings, frequent engagement as an expert author and speaker, and a strong record of retention and referrals from a diverse array of clients.

In every engagement, Emory combines deep legal knowledge with a genuine understanding of the business environment, making him a valuable asset to any organization seeking to navigate the complexities of labor and employment law.

### Experience

- During the merger and acquisition process, guided numerous clients in retaining employees, negotiating deal terms, and engaging in pre- and post-acquisition correction of employment practices.
- Guided multiple international companies in the development and implementation of global restrictive covenant strategies.
- Defended a health care entity against trade secret misappropriation and breach of restrictive covenant claim before the U.S. District Court for the Central District of Illinois, obtaining denial of the plaintiff's motion for temporary restraining order and preliminary injunction.
- Represented a transportation firm before the New York Court of Appeals and the U.S. Court of Appeals for the Second Circuit, which affirmed the dismissal of a wage and hour lawsuit based on res judicata; *Simmons v. Trans Express Inc.*, 19-438 (2d Cir. Oct. 26, 2021).
- Defended a food services company against wage and hour claims before the U.S. District Court for the Eastern District of North Carolina, obtaining favorable settlement.
- Defended a health care entity against a breach of employment agreement claim by a physician before the U.S. District Court for the Middle District of Tennessee, obtaining dismissal with prejudice.
- Defended a staffing agency against a breach of employment agreement claim in Michigan state court, obtaining dismissal with prejudice.
- Represented a company in the Illinois Department of Human Rights' investigation into multiple charges of discrimination, obtaining written decision finding no cause and dismissing all charges.
- Successfully defended a company against a North Carolina Department of Labor investigation into alleged workplace retaliation.

#### **Recognitions**

- Listed in The Best Lawyers in America, Ones to Watch, 2023-2025, Labor and Employment Law – Management; Litigation - Labor and Employment
- Super Lawyers, Rising Star, 2018, 2020-2024
- The National Black Lawyers Top 40 Under 40, 2020

#### **Affiliations**

- American Bar Association, Labor and Employment Committee member

#### **Community**

- Better Business Bureau, volunteer mediator
- Northwest Academy of Law High School, volunteer teacher

#### **Publications**

- "Best Employer Practices Under Whistleblower Protection Act," *Law360*,

January 30, 2024