

Richard L. Hilbrich

Associate

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Practice Areas

Discrimination and Harassment
HR Advice and Counsel
Unfair Competition and Trade Secrets
International Employment Law
Wage and Hour
Healthcare
Construction
Energy
Hospitality

Overview

Richard L. Hilbrich focuses his practice on representing management in workplace employment disputes, including complex and single plaintiff litigation and preventive human resources advice and counseling.

Richard's experience involves defending employers against single and multiple plaintiff 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, including in the areas of:

- Employee hiring, discipline, and separations
- Crafting new employment policies
- Disputes with current and former employees

He also has specific experience in the areas of noncompete agreements, and other restrictive employment clauses, including how state law impacts such arrangements.

Richard uses his experience advising clients in the fields of healthcare, nonprofit organizations, manufacturing, construction, and restaurants to craft employment solutions tailored to his clients' specific needs.

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

Professional and Community Affiliations

- Member, American Bar Association
- Member, Cleveland Metropolitan Bar Association
- Member, Lawyers Guild of the Catholic Diocese of Cleveland
- Member, Cleveland Employment American Inn of Court, 2023-present
- Board of Trustees, AM1260 The Rock: Cleveland's Catholic Radio Station, 2024-present
- Finance Council, Immaculate Conception Catholic Church, Cleveland, OH, 2022-present
- Third-Degree Knight, Knights of Columbus, 2025-present
- Mentor, Mentoring Alumni Program, Case Western Reserve University School of Law, 2016-present
- Former Board of Trustees, Red Oak Behavioral Health, Akron, OH, 2019-2024

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024-2026

Education

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

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

Bar Admissions

Ohio

Languages

German

Courts

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Northern District of Ohio

U.S. District Court, Southern District of Ohio

U.S. District Court, Eastern District of Michigan

U.S. District Court, Western District of Michigan

U.S. District Court, Western District of Wisconsin

Publications & Press

Ohio's Employment Law Uniformity Act: What it Means for Employees And Employers

Cleveland Metropolitan Bar Journal

May 2022

Contract Terms for In-House Counsel

Cleveland Metropolitan Bar Journal

September 2017

Events & Speaking Engagements

Cannabis Considerations, The Workplace Impact of Laws Budding in Ohio and Throughout The Nation

NW Ohio ACI, Toledo, OH

March 13, 2024

When Litigation Calls, Do You Know How to Answer?

Association of Corporate Counsel, Independence, OH

February 8, 2024

Ethical Considerations for In-House Counsel

Association of Corporate Counsel, Independence, OH

December 4, 2023

Roundtable (live webinar) – President Biden's COVID-19 Vaccine Mandate

Association of Corporate Counsel, Cleveland, OH

October 7, 2021

A Day in The Life of In-House Counsel

Association of Corporate Counsel, Cleveland, OH

November 2017