



Richard T. Kienzler

Shareholder

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Practice Areas

Litigation and Trials
Unfair Competition and Trade Secrets
Investigations

Overview

Richard T. Kienzler advises companies based both in Chicago and nationwide on the full spectrum of employment issues and has acted as lead counsel in numerous trials in state and federal courts across the country as well as in matters resolved through arbitration.

Rick has developed deep knowledge and substantial experience representing companies involved in disputes concerning non-competition, non-solicitation and other post-employment provisions in employment agreements, as well as those involving claims of trade secret misappropriation. Clients seek his advice and experience when emergencies arise, and he regularly handles fast-paced cases involving requests for immediate injunctive relief. He has represented clients across multiple industries in such matters, including insurance brokerage companies, financial services companies, and healthcare/pharmaceutical consulting companies.

Rick's additional litigation experience is substantial, both in scope and substance. He has represented companies and boards of directors against large-scale claims of wrongful termination and executive mismanagement; companies facing class-action claims; and companies charged with violating wage and hour and workplace discrimination statutes.

At the outset of his career, Rick gained invaluable experience with the litigation process as a chambers law clerk to Magistrate Judge Maria Valdez in the United States District Court for the Northern District of Illinois.

Recognition

- Named, Rising Star, *Super Lawyers*, 2012-present
- Named, Illinois Leading Lawyers, *Emerging Lawyers*, 2020

- Named, 40 Illinois Attorneys Under 40 to Watch, *Chicago Daily Law Bulletin*, 2019

Education

J.D., Loyola University Chicago School of Law, 2008, *magna cum laude*

B.B.A., University of Iowa, 2005

Bar Admissions

Illinois

Courts

U.S. Court of Appeals, 7th Circuit

U.S. District Court, Northern District of Illinois

U.S. District Court, Central District of Illinois

U.S. District Court, Central District of Illinois

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, Northern District of Texas

U.S. District Court, Western District of Michigan

Publications & Press

Shareholder Richard Kienzler Rejoins Littler's Unfair Competition and Trade Secrets Practice

Press Release

May 5, 2025

Delaware Supreme Court Upholds Forfeiture for Competition Provisions, Holding Departed Partners Bargained Away Their Right to Have Their Cake and Eat It, Too

Littler ASAP

February 6, 2024