

## Kevin E. Griffith

Shareholder  
Co-Chair, Whistleblowing, Compliance and  
Investigations Practice Group

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## Focus Areas

Whistleblowing, Compliance and Investigations  
Investigations  
Unfair Competition and Trade Secrets  
Litigation and Trials  
Arbitration  
Hiring, Performance Management and Termination

## Overview

Kevin E. Griffith practices primarily in the areas of whistleblower law, business competition litigation, and employment litigation. He has extensive litigation experience in cases involving whistleblower retaliation, corporate raiding, enforcing or defending covenants-not-to-compete, trade secrets and employment contracts, and interference with contract claims. He has assisted employers defend against hundreds of employment discrimination, whistleblower retaliation, and wrongful termination cases, including several seminal cases before the Ohio Supreme Court.

In addition, Kevin counsels corporate clients concerning internal investigations, assists with drafting their codes of conduct, employment agreements and arbitration agreements, and provides advice and counsel regarding executive officer terminations, protecting business information, mass layoffs, and compliance with federal and state employment-related laws, such as:

- Sarbanes-Oxley Act and Dodd-Frank Act's whistleblower provisions
- Federal whistleblower laws administered by OSHA
- Economic Espionage Act
- Defend Trade Secrets Act

- Sexual harassment laws
- Americans with Disabilities Act
- Age Discrimination in Employment Act
- State wrongful termination laws

Kevin also has over 30 years of experience assisting companies throughout the United States develop and implement workplace substance abuse policies and testing protocols, including to address the new legalized marijuana laws. His law practice also is enhanced by the legal project management training he received from a former senior director of Microsoft's legal technology and operations department.

## Professional and Community Affiliations

- Member, Federal Bar Association
- Member, Ohio State Bar Association
- Member, Columbus Bar Association
- Member, Defense Research Institute

## Recognition

- Named, The Best Lawyers in America®, 2015-2025
- Named, Lawyer of the Year, Employment Law, Columbus, *The Best Lawyers in America*®, 2016, 2019
- Ranked, Labor & Employment, *Chambers USA*, 2010-2024
- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*
- Named, Best Lawyers, Alternative Dispute Resolution, Labor and Employment, *Columbus CEO*, 2022
- Named, Super Lawyer, Ohio, *Super Lawyers*
- Named, Ohio Leading Lawyer, *Ohio Business Magazine*, 2024

## Education

J.D., Notre Dame Law School, 1986

B.A., University of Notre Dame, 1982

## Bar Admissions

Ohio

## Courts

U.S. Court of Appeals, 6th Circuit  
Ohio Supreme Court  
U.S. District Court, Northern District of Ohio  
U.S. District Court, Southern District of Ohio  
U.S. District Court, Central District of California  
U.S. District Court, Middle District of Pennsylvania  
U.S. District Court, Western District of Wisconsin

## Publications & Press

### **Littler Ranked in 2024 Chambers USA Guide**

*Littler Press Release*

June 6, 2024

### **SEC Continues to Attack Non-Disclosure Agreements and Personnel Policy Provisions that Could Impede Employees from Reporting Potential Violations of U.S. Securities Law**

*Littler Insight*

October 17, 2023

### **Littler Recognized in 2023 Chambers USA Guide**

*Littler Press Release*

June 6, 2023

### **When is a whistleblower's theft of confidential business information legal?**

*Thomson Reuters Westlaw*

June 17, 2022

### **Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 2022

### **When Rights Collide: How to Respond — Legally, Ethically and Rationally — to Whistleblower Demands**

*Corporate Compliance Insights*

April 20, 2022

### **Conflicting Vaccination Laws: Employers Caught in the Middle**

*Columbus Bar Association Legal Connections*

January 4, 2022

**Compliance Culture: The Cure to Whistleblowing Incidents**

*WorldatWork*

October 1, 2021

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Littler Joins Expansion of Summer Work Experience in Law Program to Support Next Generation of Diverse Talent**

*Littler Press Release*

August 5, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

**Shareholder Lisa Kathumbi Rejoins Littler in Columbus**

*Littler Press Release*

April 12, 2021

**Finally! Ohio Restores its Employment Discrimination Statute**

*Littler Insight*

January 19, 2021

**Protection for Criminal Antitrust Whistleblowers Signed into Law**

*Littler ASAP*

January 14, 2021

**SEC Amends Whistleblower Award Program Rules**

*Littler Insight*

September 25, 2020

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Navigating the return of employees to the workplace**

*Compliance Week*

May 18, 2020

**Ohio's "Stay Safe" Order Effective May 1, 2020—What it Means for Employers**

*Littler Insight*

May 4, 2020

**Ohio's Amended Stay At Home Order, Effective April 6 – What It Means for Employers**

*Littler ASAP*

March 23, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

**Medical marijuana is now available for use in Ohio**

*The Sunbury Sun*

March 18, 2019

**Law You Can Use: Medical marijuana now available**

*The Clermont Sun*

March 15, 2019

**Medical Marijuana in Ohio: What You Need to Know**

*News-Herald*

March 11, 2019

**About Face: OSHA Clarifies that Safety-Incentive Programs and Post-Incident Drug/Alcohol Testing ARE Permissible**

*Littler Insight*

October 19, 2018

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Taking Company Documents to Support Whistleblowing - When Is 'Self Help' Unlawful?**

*Corporate Counsel*

June 5, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**"Purloined Letters": Management Options When a Departing Employee Puts a Business Entity at Risk by Collecting Confidential Business or Personnel Information for Use in the Employee's Personal Litigation**

*Littler Report*

May 14, 2018

**Two Hot Topics for Ohio Employers in 2018**

*Columbus CEO*

December 28, 2017

**Revisiting Your Sexual Harassment Policy During the #MeToo Uprising**

*Littler Insight*

November 29, 2017

**Employment & HR: Keep Quiet to Keep Working**

*Columbus CEO*

October 23, 2017

**Drug Use Adds to Recruitment Woes for Manufacturers**

*Crain's Cleveland Business*

October 14, 2017

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Littler Press Release*

May 26, 2017

**SEC Determined to Maintain Open Lines of Communications for Whistleblowers**

*Corporate Counsel Connect*

December 12, 2016

**SEC Blasts Employee Confidentiality Agreements**

*Agenda*

November 7, 2016

**Restoring Decades-Old Precedent, the DOL Blows the Whistle on Fordham's "Fundamental Error"**

*Littler Insight*

October 13, 2016

**Marijuana at the Polls and in the Workplace**

*SHRM Online*

October 12, 2016

**OSHA Joins the SEC in Attacking Confidentiality and Other Provisions in Private Settlement Agreements**

*Littler ASAP*

September 19, 2016

**The Best Lawyers in America® Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**SEC Issues Cease-and-Desist Order Against Severance Agreement Clause Limiting Whistleblowers' Rights to Recover Bounty Awards**

*Littler Insight*

August 12, 2016

**Ohio Marijuana Law Won't Change Zero-Tolerance Policies**

*SHRM Online*

August 3, 2016

**Ohio Becomes the Latest State to Legalize Marijuana for Certain Medical Uses While Avoiding Constitutional Ballot Initiatives**

*Littler Insight*

June 13, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Littler Press Release*

May 27, 2016

**Littler's Kevin E. Griffith Named Office Managing Shareholder of the Columbus and Lexington Offices**

*Littler Press Release*

May 2, 2016

**OSHA Continues to Turn Up the Volume on Whistleblowing**

*Littler Insight*

April 4, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**SEC Continues its Efforts to Make Dodd-Frank Whistleblowing Easier**

*Littler Insight*

August 14, 2015

**8 Steps for Addressing Bullying in the Workplace**

*Corporate Counsel*

August 11, 2015

**Guest blog: Employers should vocalize opinions on legalized marijuana**

*Columbus CEO*

July 29, 2015

**Sixth Circuit Changes Course on Proof Required to Show Protected Whistleblower Activity Under SOX**

*Littler Insight*

June 12, 2015

**Chambers USA Recognizes Littler and Its Attorneys**

*Littler Press Release*

May 20, 2015

**SEC's Attack on Confidentiality Agreements**

*Littler Insight*

April 6, 2015

**Seminal Decision Could Make it Harder for Publicly Traded Employers to Defeat Sarbanes-Oxley Whistleblower Claims**

*Littler Insight*

October 27, 2014

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Littler and Its Attorneys Ranked In 2014 Chambers USA Guide**

*Littler Press Release*

May 23, 2014



**Warning to Rainmakers in Private Law Firms and Accounting Firms: SOX Now Says, ‘Don’t Shoot the Messenger’**

*Bloomberg BNA Corporate Law & Accountability Report*

May 9, 2014

**Littler’s Columbus Office Adds Veteran Employment Lawyer and Business Competition Litigator Kevin E. Griffith**

*Littler Press Release*

March 3, 2014

## **Speaking Engagements**

**Defending Whistleblower Claims Against Highly Motivated Plaintiffs: A Case Study**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2024

**2023 Update on False Claims Act Risks for Healthcare Employers**

November 14, 2023

**It’s Coming and Going from Inside the House: When Whistleblowers Help Themselves to Sensitive Company Information**

Littler Executive Employer Conference

May 5, 2022

**Challenges Created by Remote Work and Employee Relocation**

CO-ACC & Littler Sponsorship Program

May 26, 2021

**The Present – and Future – of Working Remotely**

November 12, 2020

**A COVID-19 Storm Is Brewing: How Employers Respond Mandates When Whistleblowers Threaten**

June 18, 2020

**2020 Hot Topics in Employment and Labor Law**

Columbus, OH

February 26, 2020

**2019 Developments in Federal and State Whistleblower Retaliation Law Webinar**

October 17, 2019

**Pushing Beyond "Severe" or "Pervasive" -- Can or Should Employers Strive for a "Sex-Free" Workplace?**

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2019

**Ask the Experts: Practical Hints For Developing and Administering a Best-Practice, Effective and Hassle-Free Drug-Free Workplace Program**

2019 Ohio Safety Congress and Expo

March 6, 2019

**2019 Hot Topics in Employment and Labor Law**

Columbus, OH

February 21, 2019

**The Purloined Letter: An Employer's Rights and Remedies When a Whistleblower Steals Confidential Information**

Littler Executive Employer, Phoenix, AZ

May 4, 2018

**2018 Hot Topics in Employment and Labor Law**

Columbus, OH

February 1, 2018

**Testimony on the Employment Law Uniformity Act**

Ohio House Economic Development, Commerce, and Labor Committee

February 21, 2017

**2017 Hot Topics in Employment & Labor Law**

Columbus, OH

February 2, 2017

**Financial Services and Corporate Compliance**

New York, NY

November 30, 2016

**Legalized Marijuana and the Future of the Drug-Free Workplace**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 5, 2016

**The Impact of Technology on Workplace Privacy, Information Security and Your Company's IP Assets**

May 4, 2016

**2016 Whistleblowing Update**

April 7, 2016

**2015 Whistleblower Update "Speaking Up" Gets Louder**

May 19, 2015

