

## Allan H. Neighbors IV

Shareholder

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### Focus Areas

Unfair Competition and Trade Secrets  
Litigation and Trials  
Discrimination and Harassment  
Whistleblowing and Retaliation

### Overview

Allan represents employers in all areas of labor and employment law and civil litigation matters in state and federal courts throughout Texas and the United States. In addition to his litigation practice, Allan advises, counsels, and trains employers on strategies and practices to avoid litigation, protect confidential information and trade secrets, guard against unfair competition, and comply with state and federal employment laws.

Allan's recent successes include:

- Secured a winning jury verdict for over \$10 million in a complex trade secret case.
- Successful FINRA arbitration defense in a matter where the claimant sought several million dollars in damages, as well as an ancillary state court proceeding in Texas where injunctive relief was sought against our clients. The FINRA arbitration resulted in no damages being awarded and the ancillary proceeding in state court was dismissed.
- Secured preliminary and permanent injunctions enforcing non-competition agreements against a group of departing employees who sought to establish a competing logistics business on behalf of a new employer and led teams in complex multi-jurisdictional disputes that resulted in the protection of millions of dollars of intellectual property in three consecutive cases involving quantitative analysts in the high frequency trading industry.

### Professional and Community Affiliations

- Member, Labor and Employment Section, State Bar of Texas

- Member, Labor and Employment Section, American Bar Association
- Member, Labor and Employment Section, Houston Bar Association

## Recognition

- Named, Rising Star-Employment and Labor, *Texas Monthly Magazine*, 2010, 2011, 2012, 2013 and 2014

## Education

J.D., South Texas College of Law, 2001

B.A., Texas Tech University, 1997, *With Honors*

## Bar Admissions

Texas

## Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Southern District of Texas

U.S. District Court, Northern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Eastern District of Texas

## Publications & Press

### **Workforce Q&A**

*Texas Business Report*

May 1, 2016

### **Littler Attorneys Secure Victory in Major Trade Secrets Case**

*Littler Press Release*

May 21, 2015

### **Texas May Become 48th State to Adopt the Uniform Trade Secrets Act**

*Littler ASAP*

March 13, 2013

### **Texas Supreme Court Rules Stock Options Sufficient Consideration to Support Post-Employment Restrictive Covenant**

*Littler ASAP*

June 29, 2011

**The Door Continues to Close on Light: Texas Supreme Court Holds Stock Options Award to Valuable Employee Provides Necessary "Nexus" to Protection of Company's Goodwill**

*Littler Insight*

June 28, 2011

**Speaking Engagements**

**Non-Competes and Trade Secret Protection: Strategies and Recent Developments**

2017 Littler Houston Employer Conference

August 10, 2017

**2016 Houston Employer Conference**

Houston, TX

August 11, 2016

**Shh! It's a Trade Secret!**

Corporate Counsel Institute, University of Texas School of Law CLE

April-May, 2016

**2015 Houston Employer Conference**

Houston, TX

August 13, 2015

**Noncompetes & Trade Secret Protection: An In-House Counsel's Guide to a Big Year of Change**

Houston, TX

April 8, 2015

**New Year, New Hires: Tips and Strategies for Avoiding Litigation Arising from the Hiring Process**

Houston, TX

January 29, 2015

**Prosecuting Parallel Criminal and Civil Trade Secret Theft Cases: Issues a Civil Attorney Should Consider**

27th Annual Institute on Intellectual Property Law - Houston Intellectual Property Law Association and University of Houston Law Center

October 6, 2011

**The 2011 Houston Employer Conference**

Houston, TX

August 11, 2011

**Unfair Competition in the 21st Century: Non-disclosure, Non-solicitation and Non-competition Issues Today**

Houston, TX

October 28, 2008

**Fair and Unfair Competition by Former Employees**

The Executive Council

September 2008

**Power Tools for Non-Profits**

United Way and Houston Young Lawyers Association

March 2005

**Debunking Wage & Hour Myths and Overview of New FLSA Regulations**

Association of Builders and Contractors

November 2004