



## Peter A. Steinmeyer

Member of the Firm

### Chicago

227 W. Monroe Street  
Suite 3250  
Chicago, Illinois 60606  
Tel: 312-499-1417  
Fax: 312-845-1998

[psteinmeyer@ebglaw.com](mailto:psteinmeyer@ebglaw.com)

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**PETER A. STEINMEYER** is a Member of the Firm in the Employment, Labor & Workforce Management practice at Epstein Becker Green. Practicing in all aspects of labor and employment law, he co-leads the firm's Trade Secrets & Employee Mobility strategic initiative. He also serves as the Managing Shareholder of the firm's Chicago office.

Mr. Steinmeyer:

- Advises clients on the enforcement and drafting of non-compete, non-solicitation, and employment agreements, and on the movement of employees between competitors
- Litigates trade secret, non-compete, non-solicitation, raiding, and other restrictive covenant matters in numerous industries, including health care, financial services, insurance, energy, education, real estate, and retail
- Represents clients in employment-related litigation on a broad array of issues pertaining to the Americans with Disabilities Act, the Family and Medical Leave Act, Title VII, and related statutes and regulations
- Counsels clients on workplace discipline and discharge, policies and procedures, and accommodation issues under the Americans with Disabilities Act and the Family and Medical Leave Act
- Conducts investigations of alleged workplace misconduct, including alleged harassment and retaliation
- Negotiates separation agreements for executives

Mr. Steinmeyer's notable cases include the following:

- *Grant Park Commodities LLC et al. v. GFI Group Inc. et al.*, Case No. 10 L 4474 (Circuit Court of Cook County Nov. 2, 2015), affirmed 2017 IL App (1st) 161277-U (after two-and-a-half week jury/bench trial, court entered directed finding or directed verdict in favor of defendants on all remaining counts of the case—breach of contract, breach of fiduciary duty, fraudulent concealment, and tortious interference)

- *Intertek USA Inc. v. AmSpec, LLC, James Graca, et al.*, Case No. 14 CV 6160, 2014 WL 4477933 (N.D. IL Sept. 11, 2014) (after four-day preliminary injunction hearing, court declined to enjoin three individuals represented by Epstein Becker Green from working for co-defendant AmSpec)
- *Canon Solutions America, Inc. v. Joseph Biegler*, Case No. 12 CH 33531 (Circuit of Cook County, IL July 16, 2014) (granting default judgment in trade secret misappropriation case as a sanction for evidence spoliation and lying under oath, and awarding Canon \$297,981.04 in attorney's fees and costs)
- *Gallagher Bassett Services, Inc. v. York Risk Services Group, Inc. et al.*, 2012 IL App. (2d), slip op. (August 29, 2012) (affirming the dismissal of a five-count complaint against two former employees and their new employer for alleged violations of restrictive covenants, alleged tortious interference, and alleged trade secret misappropriation)
- *Contempo Design, Inc. v. Chicago & N.E. IL Dist. Council of Carpenters*, 226 F.3d 535 (7th Cir. 2000) (*en banc*) (affirming an award of \$445,000 against the carpenters' union for an illegal strike and declaring a collective bargaining agreement signed in order to end the illegal strike null and void)

Mr. Steinmeyer has received an "AV Preeminent" Peer Review Rating by Martindale-Hubbell, signifying the highest level of professional excellence. He was named to the *Illinois Super Lawyers* list (2006 to 2020) in the area of Employment & Labor: Employer; selected by his peers for inclusion in *The Best Lawyers in America*® (2016 to 2021) in the fields of Employment Law – Management and Labor Law – Management; and selected by *Leading Lawyers* in the areas of Employment Law: Management and Trade Secrets/Unfair Competition Law (2013 to 2020). Mr. Steinmeyer was also listed in *Chicago's Top Rated Lawyers* by *The American Lawyer* and Martindale-Hubbell (2014, 2015). In 2012 and 2013, he was "Recommended" in the Labor and Employment Litigation category by *The Legal 500 United States*. A former law clerk to The Honorable Brian Barnett Duff (U.S. District Court, North District of Illinois), Mr. Steinmeyer is a past president of the Chicago Council of Lawyers.

Mr. Steinmeyer's publications include the following:

- "Garden Leave Provisions in Employment Agreements" (coauthor), *Thomson Reuters Practical Law* (Oct. 2020)
- "Non-Compete Laws: Illinois" (coauthor), *Thomson Reuters Practical Law* (Aug. 2020)
- "Hiring from a Competitor: Practical Tips to Minimize Litigation Risk" (coauthor), *Thomson Reuters Practical Law* (May 2020)
- "The Future of Force Majeure in Employment Contracts" (coauthor), *Law360* (April 2020)
- "Preparing for Non-Compete Litigation" (coauthor), *Thomson Reuters Practical Law* (Nov. 2019)
- "Trade Secrets Litigation" (coauthor), *Thomson Reuters Practical Law* (Oct. 2019)
- "Expert Q&A on Biometrics in the Workplace: Recent Developments and Trends" (coauthor), *Thomson Reuters Practical Law* (Feb. 2018)
- "Developing a Plan for Employee Departures in California," *IPWatchdog* (June 27, 2017)

- "Re-Examining Fair Consideration for Restrictive Covenants," *Law360* (October 20, 2016)
- "Expert Q&A on the Defend Trade Secrets Act and Its Impact on Employers," Practical Law Company (May 11, 2016)
- "A Primer on Illinois Law Regarding Noncompetes," *Law360* (Nov. 2015)
- "Restrictive Covenants in Employment Contracts" (coauthor), Practical Law Company, *The Journal – Litigation* (July/Aug. 2013)
- "10 Steps to Take When Hiring from a Competitor," *Law360* (Feb. 2013)
- "True HR Leadership: Standing Firmly in the Right Place," *Illinois Society of Human Resource Management Magazine* (Aug. 25, 2011)
- "Beware of the Newly Enacted Illinois Employee Credit Privacy Act" (coauthor), *Bloomberg Law Reports - Labor & Employment*, Vol. 4, No. 39 (Oct. 11, 2010)
- "Drafting Enforceable Non-Competition Agreements in Illinois," *Illinois Bar Journal* (May 18, 2010)

Mr. Steinmeyer also regularly teaches seminars and gives speeches on a broad range of issues involving the workplace, and has been quoted in *The Wall Street Journal*, *The National Law Journal*, *The Chicago Tribune*, and other publications. He is an editor of the *Trade Secrets & Employee Mobility Blog*.

## Education

- University of Chicago Law School (J.D., 1990)
- University of Virginia (B.A., 1987)

## Court Admissions

- Supreme Court of the United States
- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court, Central District of Illinois
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Northern District of Illinois
- U.S. District Court, Northern District of Indiana
- U.S. District Court, Southern District of Indiana
- U.S. District Court, Western District of Michigan
- U.S. District Court, Western District of Texas

## Bar Admissions

- Illinois
- Missouri

## **Practice Areas**

- ADA and Public Accommodations
- Employment Litigation
- Trade Secrets & Employee Mobility
- Social Media and the Workplace

## **Industries**

- Financial Services
- Retail
- Health Care and Life Sciences Industry

## **Memberships**

- American Bar Association
- Chicago Council of Lawyers (President, 2009 - 2010)
- Illinois Attorney Registration and Disciplinary Commission Hearing Board
- Illinois Chamber of Commerce Employment Law & Litigation Committee
- Illinois State Bar Association