



Adam C. Gutmann

Associate

Houston

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Adam represents and advises employers in disputes involving wage and hour issues, non-compete and non-solicitation covenants, unfair competition, misappropriation of trade secrets, claims of age, sex, disability, and race discrimination and retaliation, wrongful termination, and breach of employment contracts. Adam serves clients in both federal and state trial courts and various federal and state agencies including the U.S. Equal Employment Opportunity Commission, Department of Labor, and the National Labor Relations Board. Adam is frequently called upon to advise clients on labor and employment issues that arise in the ordinary course of business and counsels clients on how to strategically plan to protect company trade secrets and how to hire in an increasingly competitive and litigious environment.

Adam earned his J.D. from the University of Houston Law Center, where he served as an editor of the Houston Journal of International Law. During law school, Adam served as an intern for the Honorable Gray H. Miller in the United States District Court for the Southern District of Texas. He received his B.A., *magna cum laude*, from the University of Arizona.

Experience

Secured a complete defense verdict, after a three-day jury trial, on behalf of a turbine repair company and three individual owners in a lawsuit filed against them by a former salesman who claimed breach of contract and fraud, and sought more than one million dollars in damages.

In multimillion dollar dispute involving an alleged breach of executive employment and compensation agreements, obtained final summary judgment on all claims.

Obtained temporary restraining order and permanent injunction enforcing terms of the employment agreement, preventing dissemination of trade secrets and enjoining former employee and new employer from soliciting customers.

Successfully obtained verdict for defendant subcontractor after month-long jury trial that resulted in \$17 million in damages assessed against co-defendant.

Obtained partial summary judgment for an environmental waste company in complex, multi-party breach of contract action, leading to favorable resolution.

Defended intrastate oil and gas pipeline operator in a matter involving claimed environmental damage resulting from an unscheduled release of hydrocarbons.

Practice Areas

- Labor & Employment
- Trade Secrets & Unfair Competition
- Employment Litigation

Education

- University of Houston Law Center, J.D., 2010
- University of Arizona, B.A., *magna cum laude*, 2006

Bar Admissions

- Texas

Affiliations

Houston Bar Association – Habitat for Humanity and Special Olympics Committees

The Center – Young Professionals Group

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