



Gregory D. Grant

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As co-chair of Shulman Rogers' Employment and Business Litigation Practice Groups, Mr. Grant brings extensive experience to the Firm and his clients from over twenty years of representing all types of business entities, executives (including officers and directors) and other individuals, in all forms of business and employment-related disputes - as well as in dispute avoidance - whether in Virginia, Maryland, the District of Columbia or numerous other jurisdictions across the country where his clients regularly transact business.

Mr. Grant's primary focus is on the protection of his client's economic or personal interests, competitive advantages and legal rights whether in the commercial, or federal marketplace. His counsel is commonly relied upon by clients in dealing with their own employees, officers, directors, or independent contractors, and the joint venture partners they may affiliate with. He espouses a pragmatic, cost-benefit approach in the resolution of all business and employment related concerns through client counseling, negotiation, mediation and, if necessary, litigation or arbitration.

Emphasizing that "dispute avoidance" is just as - if not more - valuable to his clients than just his zealous advocacy, he encourages clients to review and, when warranted, revise not just their existing business contracts but their internal policies and controls, on a regular basis. Mr. Grant routinely assists his clients either in creating or with the review and revision of these documents. Thereafter, he regularly provides training and management counseling to help

PRACTICE AREAS

Employment and Labor Law
Commercial Litigation
Exempt Organizations
Intellectual Property
Bankruptcy and Creditors' Rights
Government Contracts
Business and Financial Services
Foreclosure
Antitrust and Trade Regulation

EDUCATION

Georgetown University
Law Center, Washington,
District of Columbia,
1990, J.D.

Georgetown University
Edmund A. Walsh School
of Foreign Service, 1985,
B.S.

Gregory D. Grant (Continued)

implement these policies.

As co-chair for Business Litigation, Mr. Grant identifies each client's unique interests and goals and, then, creates a strategy that reflects those unique interests while attaining the client's goals. Mr. Grant's technical experience in complex business disputes reflects the sophistication and diversity of Shulman Rogers' capabilities. Mr Grant regularly:

- Represents companies in breach of contract, fraud, negligence, breach of fiduciary duty and other business disputes;
- Represents partners/owners in negotiated or litigated "business divorces" and related separation or dissolution matters;
- Represents minority shareholders or members in prosecuting derivative (or direct) claims against majority shareholders or controlling members. Represents majority shareholders or controlling members in defending derivative or direct claim lawsuits;
- Represents companies or individuals in defending or prosecuting trade secret, trademark, copyright, patent rights as well as other intellectual property related claims;
- Represents Chapter 7 bankruptcy Trustees or creditors in adversary actions including fraudulent conveyance and preference actions and creditors in Chapter 11 proceedings pursuing their Administrative claims and objections as warranted.

As co-chair for Employment Litigation, Mr. Grant handles complex matters in Virginia, Maryland and the District of Columbia involving employee-employer, partner, fiduciary and officer /director obligations and/or disputes in commercial business operations. As a result, he regularly pursues Temporary Restraining Orders (TRO's) and Preliminary Injunctions in both state and federal courts when prosecuting restrictive covenant (non-compete and non solicitation), confidentiality (non-disclosure) and trade secret violations. Recognizing the benefit of his "plaintiff"

**BAR & COURT
ADMISSIONS**

Maryland

Virginia

District of Columbia

U.S. Supreme Court

U.S. Court of Appeals,
4th CircuitU.S. Bankruptcy Court,
District of ColumbiaU.S. Bankruptcy Court,
District of MarylandU.S. Bankruptcy Court,
District of VirginiaU.S. District Court for the
District of ColumbiaU.S. District Court for the
District of MarylandU.S. District Court for the
Eastern District of
Virginia

Gregory D. Grant (Continued)

experience and insight, Mr. Grant is also often asked to defend exiting executives or other high-level employees (or their new employers) from overbroad contract restrictions and other unfair restraints on trade.

As part of his employment practice, Mr. Grant regularly represents financial advisors and investment brokers "in transition," whether they are joining a member of the Protocol for Broker Recruitment or pursuing an independent path with a greater potential for litigation or arbitration. He counsels them regarding separation issues, including the disclosure of client information, industry-accepted client transfer practices, and any financial obligations owed to a former employer. Moreover, he has assisted several departing "teams" in establishing their own business going forward.

Representative Cases:

Successfully prosecuted minority shareholder derivative claims, securing favorable out-come, including exit-strategy, for several out-of-state investor clients;

Secured Permanent Injunctions in the Eastern District of Virginia federal court against former employees and judgments against their new employers, successfully prosecuting breach of contract, trade secret and breach of fiduciary duty claims;

Successfully protected trademark rights of Virginia-based financial advisor group in D.C. federal district court, without protracted, costly, litigation;

Secured TRO and Permanent Injunction in Maryland federal court against former employees and their new company for a large Virginia-based Government Contractor;

Currently, co-counsel defending large California-based internet communications company in patent infringement case in Maryland federal district court;

Secured favorable settlements for several California based clients, assisting their corporate counsel in several recent (large) retail bankruptcies adjudicated in Richmond Virginia;

Successfully defended departing financial advisor group from overbroad restrictive covenants and alleged trademark violation claims – allowing them to seamlessly transfer a very lucrative portfolio to an independent broker-dealer without protracted, costly litigation;

Secured TRO and Permanent Injunction in Prince William County, Virginia against a former owner/seller (and his new company) for the new owners/buyers of a Manassas, Virginia-based general contractor;

Gregory D. Grant (Continued)

Successfully narrowed existing TRO in Montgomery County, MD and negotiated favorable settlement of non-compete/trade secret dispute for the parent of the Mobile Travel Guide;

Secured TRO/Permanent Injunction against a former member of a cardiology practice in Prince George's County, Maryland.

Outside of the courtroom, Mr. Grant routinely represents clients in EEOC or locally-initiated investigations of employee or former-employee claims of discrimination, retaliation or other statutory violations. He regularly counsels clients regarding employee discipline issues and worker classification (employee v. independent contractor) and assists in properly identifying, analyzing and working through the myriad of challenges faced by office managers, HR Directors, Presidents, or business owners every day as they try to interpret and comply with the ADA, ADEA, FMLA, FLSA as well as corresponding state and local statutes.

In addition to representing "for-profit" commercial entities, Mr. Grant serves as "outside in-house counsel" to several 501(c)(3) not-for-profit associations and federations. While offering much of the same support and counsel as provided to commercial entities, Mr. Grant also counsels these clients in uniquely applicable matters including anti-trust compliance, membership (exclusion and expulsion) issues, standards setting and certification - and offers training programs to assure continued compliance.

Mr. Grant counsels government contractors in federal compliance matters and has defended them in civil prosecutions including False Claim Act cases. He also has represented contractors in civil suspension and debarment proceedings resulting from IG or DOJ investigations and prosecutions.

In between receiving two degrees from Georgetown University, Mr. Grant served as assistant to the Executive Vice President and Provost of the University, where he gained invaluable experience in academic administration and fund-raising - all while managing to spend summers "in residence" at Georgetown's Villa le Balze in Fiesole, Italy.

He was born in Milwaukee, Wisconsin and currently lives in Northern Virginia.

NEWS

FedEx Agrees to Pay \$3 Million to Settle Hiring Claims

When HR Sues

Protecting Interests, Within Legal Reason

Gregory D. Grant (Continued)

Court gives claws to 'cat's paw'

SHULMAN ROGERS ATTORNEYS RECOGNIZED AS "LEGAL ELITE"

Office policies on sexual harassment can help prevent claims -- from men or women

Recession Causes Rise In Man-On-Man Sexual Harassment Claims

More Men Make Harassment Claims

The Navigator: When travel companies sue their customers

What a Shame: Local Judge Mutes Jon Gosselin

Gosselin circus could be coming to town

EVENTS

Independent Controls Under Siege: The Employee vs. Independent Contractor Classification Dilemma
February 28, 2012

The ABC's of Employee Discipline and Termination (Non profit HR Conference)
October 11, 2011

The ABC's of Employee Discipline and Termination: A Proactive Approach for Association
Executives. (ASAE Conference)
May 13, 2011

Employment Roundtable: The ABC's of Employee Discipline and Termination
October 28, 2010

Women in Technology "Connect Series"
October 21, 2010

Employment Roundtable: The Employee v. Independent Contractor Dilemma
April 22, 2010

PROFESSIONAL & COMMUNITY AFFILIATIONS

Bar Association of Virginia, Member

Bar Association of Maryland, Member

Bar Association of the District of Columbia, Member

Bar Association of Fairfax, Virginia, Member

SHULMAN
ROGERS

GANDAL
PORDY
ECKER

Gregory D. Grant (Continued)

Bar Association of Montgomery County, Maryland, Member
John Carroll Society