



Christopher A. Pickett

Partner

cpickett@ubglaw.com

St. Louis - 314.516.2654

An experienced trial lawyer, Chris has handled a broad range of complex business litigation matters in Courts and before arbitration panels throughout the United States. In addition, he has deep expertise in employee mobility law, advising and representing clients in matters involving non-compete and non-solicitation agreements, trade secret misappropriation, breach of fiduciary duty, and all related post-employment issues. He regularly advises both employers and executives on these issues, from successfully managing employee transitions to enforcing post-employment obligations and safeguarding confidential and proprietary business interests through the strategic use of employment agreements, policies, and litigation, when necessary.

Chris rejoined the firm after serving as Senior Corporate Counsel at Amazon, where, among other things, he was responsible for providing strategic legal guidance to the company's worldwide business units regarding all employment mobility issues. He provided advice for all senior competitive transitions and executive departures, while also developing onboarding and offboarding processes and best practices to protect the company's confidential information. Combining his extensive background representing companies within the financial services industry with his most recent role, Chris leverages decades of experience and expertise to offer practical, business solutions to high stakes disputes.

In addition to his legal practice, Chris has maintained a long-standing commitment to advancing inclusion in the legal profession. During his previous tenure with the firm, he also served as its first Chief Diversity Officer, leading initiatives to cultivate a more equitable and inclusive workplace. He continues to be a strong advocate for building diverse, equitable workplaces that allow all legal professionals to achieve outcomes that match their potential.

Chris is also an active and engaged member of his community, committed to making a meaningful impact through civic involvement and support for causes he cares about. Since 2014, he has served on the Board of Directors of Habitat for Neighborhood Business and has previously held board positions with Discovery School and Arch City Defenders. Additionally, he is a graduate of Leadership St. Louis, an immersive program for civic leadership development.

With a distinguished legal career spanning multiple practice areas and industries, Chris is

Practices & Industries

- Litigation & Dispute Resolution
- Complex Business Litigation
- Employee Mobility
- Employment Contracts & Agreements
- Executive Compensation
- Restrictive Covenants
- Trade Secret Protection & Enforcement
- Financial Services Industry

widely recognized as a leader in his field. He regularly shares his insights through speaking engagements, seminars, and published articles, and has been honored with numerous awards for his legal acumen, leadership, commitment to diversity, equity, and inclusion, and dedication to both community and professional service.

Education

- Saint Louis University (B.A., 1996)
- Saint Louis University School of Law (J.D., 2001)

Bar Admissions

- Missouri
- Illinois
- U.S. District Court, Eastern District of Missouri
- U.S. District Court of Appeals, Eighth Circuit

Professional Affiliations

- American Bar Association
- Bar Association of Metropolitan St. Louis
- DRI
- St. Louis County Bar Association
- Mound City Bar Association
- Leadership Council on Legal Diversity (*Fellows Alumni Conference Committee, 2014; Strategy & Innovation Committee, 2014; Fellows Program, 2014*)

Community Involvement

- Habitat for Neighborhood Business (*Board of Directors, 2014-present*)
- Meritas Black Lawyers Forum (Leadership Council, 2021-2022)
- Discovery School (*Board of Directors, 2011-2015*)
- Arch City Defenders (*Board of Directors, 2010-2015*)
- Leadership St. Louis Class of 2012-2013

Awards & Honors

- Law Firm Leader Award, *Missouri Lawyers Media* (2021)
- Education Law Power List, *Missouri Lawyers Media* (2021)
- Diversity & Inclusion Award, *Missouri Lawyers Media* (2018)
- 100 St. Louisans You Should Know, *St. Louis Small Business Monthly* (2017)
- Excellence in Business Performance Award, *St. Louis American Foundation* (2017)
- Diverse Business Leaders Award, *St. Louis Business Journal* (2016)
- Who's Who Diversity in Color List, St. Louis (2015)
- "40 Under 40," *St. Louis Business Journal* (2014)

Experience

- Representation of national and regional broker-dealers and wealth management companies in litigation involving non-competition/non-solicitation agreements, trade secrets, and employee raiding.
- Representation of national and regional companies in employment tort, commercial, and unfair competition litigation.
- Counseling of global companies regarding non-compete/non-solicit provisions, garden leave provisions, trade secret policies, and related strategies to protect company confidential information.
- Served as lead counsel in an internal investigation of a university client involving the embezzlement of nearly \$1,000,000, resulting in the criminal prosecution of the responsible employee and recovery of a substantial portion of the embezzled funds.
- Defended a national company in a trade secret misappropriation lawsuit brought by a competitor involving multiple former employees. Successfully opposed motions for a Temporary Restraining Order and Preliminary Injunction following briefing, an evidentiary hearing, and oral argument.
- Acted as nationwide lead counsel in enforcing restrictive covenants and protecting trade secrets through the successful pursuit of Temporary Restraining Orders and Preliminary Injunctions.
- Served as lead counsel for a Fortune 50 client in a trade secret misappropriation case brought by a competitor. Defeated motions for a TRO and Preliminary Injunction after briefing and oral argument, leading to a favorable settlement.

News & Media

August 5, 2026

FTC's Warning Letter to Mortgage Connect Signals Continued Enforcement Risk for Non-Compete Agreements

April 16, 2026

What the Rollins Enforcement Action Really Means for Multistate Employers

April 13, 2026

Business Cease and Desist Letters: Protecting Company Assets and Reputation

April 9, 2026

Do You Need a Lawyer to Send a Cease and Desist Letter?

April 8, 2026

Pending Non-Compete Bans and Wage Thresholds: 2026 Legislative Developments

March 26, 2026

Drafting a Cease and Desist Letter: What to Include and Avoid

March 25, 2026

Washington Enacts Sweeping Ban on Non-competition Agreements

March 9, 2026

Cease and Desist Letters vs. Injunctions: Choosing the Right Tool for Employers

February 24, 2026

Why Vague Trade Secret Claims Fail in Court

February 12, 2026

FTC Workshop Highlights Heightened Risks for Employers: Chairman Ferguson Signals Stricter Scrutiny of Non-competes

January 26, 2026

Warning Signs an Employee Is Taking Confidential Information

January 22, 2026

What Employers Should Do in the First 48 Hours After a Key Employee Resigns

January 16, 2026

Eighth Circuit Vacates Preliminary Injunction in Choreo v. Compound Planning, Emphasizing Irreparable Harm Standard

January 16, 2026

Eighth Circuit Decision Highlights High Bar for Injunctive Relief in Restrictive Covenant Cases

January 14, 2026

FTC Enforcement and State-Level Reforms Signal a New Era for Non-Compete Agreements

January 13, 2026

Preparing to Compete: Legal Limits Before Resigning

December 23, 2025

The Right Time to Audit Your Agreements and Workplace Policies

December 19, 2025

Using Emergency Injunctions to Protect Trade Secrets

December 9, 2025

What Businesses Should Know About Protecting Trade Secrets Under the Defend Trade Secrets Act

November 25, 2025

Using Cease and Desist Letters to Address Post-Employment Obligations

November 25, 2025

What Businesses Should Know About the Cost of Cease and Desist Letters

November 13, 2025

Near-Permanent Customer Relationships: Legal Considerations

November 3, 2025

Injunctive Relief in Employment Litigation: Protecting Your Business When Time Is Critical

October 27, 2025

When Speed Matters: Understanding TROs and Injunctions in Employment Law

October 23, 2025

Yes, Non-Competes Are Still Enforceable in Illinois—What You Need to Know

October 22, 2025

Yes, Non-Competes Are Still Enforceable in Missouri—What You Need to Know

October 10, 2025

Exit Interviews: They Matter More Than You Think

October 7, 2025

NDAs and Contracts: How to Structure an Enforceable Non-Disclosure Agreement

September 26, 2025

The FTC Continues Non-Compete Pivot: From Blanket Bans to Targeted Enforcement

September 22, 2025

Non-Competes Under Fire: Five Alternative Contractual Provisions to Protect Your Business Now

September 12, 2025

FTC Escalates Crackdown on Non-Compete Agreements: From Pet Cremation to Health Care

September 5, 2025

FTC Moves to Protect Workers from Anticompetitive Agreements by Issuing Action Against Gateway Services

June 26, 2025

Amazon Counsel and Veteran Trial Attorney Chris Pickett Rejoins UB Greensfelder

Publications & Presentations

PUBLICATIONS

- "Employer Considerations After FTC's Noncompete Warning," *Law360* (April 2026)
- "Keys to Empowering Success in the Role of Chief Diversity Officer," *PLI Chronicle* (April 2022)
- "A holistic approach to true law firm diversity," *Westlaw Journal* (December 2017)
- "Restrictive covenants in a social media world," *Association of Corporate Counsel St. Louis* (October 2017)
- "The Power of Accountability to Achieve Diversity and Inclusion," *Today's General Counsel* (October/November 2017)
- "Brilliance Exists Everywhere, and We Intend to Find It," *St. Louis Lawyer* (February 2017)
- "What Can You Legally Protect in the Social Media Age?," *Financial Advisor* (July 2015)

- "Who owns employee social media profiles," *St. Louis Lawyer* (May 2015)

PRESENTATIONS

- Dismantling Assimilation in the Legal Profession, MERITAS™ Litigation and Labor and Employment Group Conference, Las Vegas (October 2022)
- "Restrictive Covenants and Trade Secret Considerations for a Remote Workforce" webinar, Association of Corporate Counsel, St. Louis (February 2021)
- "Dismantling Assimilation in the Legal Profession," Association for Corporate Counsel, St. Louis (July 2020)
- "Dismantling Assimilation in the Legal Profession," Association for Corporate Counsel, St. Louis (December 2019)
- "Increasing Diversity within the Legal Profession," Illinois State Bar Association webinar (December 2019)
- "Diversity and Inclusion on Wall Street: Problem Solved?," Panelist, NBA Annual Convention, New York (July 2019)
- Litigation Panel, SIFMA C&L Regional Seminar, St. Louis (June 2017)
- "Makes Me Want To Holler: More Law and Less Diversity in Financial Services," National Bar Association's 91st Convention, St. Louis (July 2016)
- 2016 Implicit Bias Program, University of Missouri School of Law (March 2016)
- 2014 Securities Symposium (November 2014)

In the News

- *St. Louis Business Journal*, "[Christopher Pickett, Hired at UB Greensfelder LLP](#)" (July 10, 2025)
- *Law360*, "[Ex-Amazon Counsel Rejoins UB Greensfelder In St. Louis](#)" (June 30, 2025)
- *St. Louis Business Journal*, "[New partner at big St. Louis law firm delivered from Amazon](#)" (June 26, 2025)
- *Missouri In-House Counsel*, "[Law firm diversity is ongoing goal](#)" (March 21, 2022)
- *Missouri Lawyers Media*, "[The POWER List for Education Law 2021](#)" (December 27, 2021)
- *Missouri Lawyers Media*, "[Missouri Lawyers Awards 2021: Christopher A. Pickett](#)" (February 8, 2021)
- *Missouri Lawyers Media*, "[Law Firm Leadership Awards](#)" (December 4, 2020)
- *Law360*, "[4 Ways GCs Can Help Law Firms Become More Diverse In 2018](#)" (January 1, 2018)
- *The St. Louis American*, "[Christopher Pickett: Advancing diversity and inclusion](#)" (November 17, 2017)
- *Wealth Management*, "[Questions Abound After Morgan Stanley Leaves Broker Protocol](#)" (October 30, 2017)
- *St. Louis Small Business Monthly*, "Heroes in Diversity" (February 2017)

- *St. Louis Business Journal*, "[Diverse Business Leaders 2016](#)" (September 9, 2016)
- *INSIGHT Into Diversity*, "The Role of Diversity, Inclusion, and Social Justice in Law" (July/August 2016)
- *Fox2News*, "Who owns your LinkedIn profile when you leave a job?" (February 2, 2015)
- *The St. Louis American*, "Greensfelder partner Chris Pickett specializes in employment law" (May 2, 2013)