



Jeffrey S. Dunlap

Partner | Vice Chair, Litigation Department

jdunlap@ubglaw.com

Cleveland - 216.583.7026

As Vice Chair of the Litigation Department, Jeff helps lead the firm's team of accomplished litigators and trial lawyers as they represent clients nationwide in complex litigation and arbitration matters. Clients turn to Jeff for his more than 30 years of legal experience representing businesses in a wide range of commercial and employment disputes. Jeff's practice involves complex business, securities, employment discrimination, and unfair competition matters. He has successfully tried many cases before juries, judges, and arbitrators. Jeff also helps clients avoid litigation, counseling a range of businesses on designing and implementing sound employment policies and procedures.

Jeff has received numerous accolades throughout his career. He has been ranked in Labor & Employment by Chambers USA since 2021. Jeff was named the *Best Lawyers*® 2024 Litigation – Labor and Employment “Lawyer of the Year” in Cleveland, and he has been named to *The Best Lawyers in America*® for Labor and Employment Law every year since 2010. He also has been named to the Ohio Super Lawyers list since 2007, and has been recognized by Super Lawyers as one of the top 100 lawyers in the State of Ohio and as one of the top 50 lawyers in the city of Cleveland.

Education

- Cornell University (B.S., *with distinction*, 1986)
- Harvard Law School (J.D., 1989)

Bar Admissions

- Ohio
- Illinois
- U.S. Supreme Court
- U.S. Court of Appeals, Second Circuit
- U.S. Court of Appeals, Sixth Circuit
- U.S. District Court, Northern District of Ohio
- U.S. District Court, Southern District of Ohio

Practices & Industries

- Employment & Labor
- Employment & Labor Litigation
- Intellectual Property Litigation
- Appellate Litigation
- Class Actions
- Complex Business Litigation
- Litigation & Dispute Resolution
- Financial Services
- Broker-Dealer & Investment Litigation
- Manufacturing
- Software & Information Technology
- Trade Secret Protection & Enforcement
- Restrictive Covenants

- U.S. District Court, Central District of Illinois
- U.S. District Court, Northern District of Illinois
- Arizona
- U.S. District Court, Colorado
- U.S. District Court, Northern District of Florida
- U.S. District Court, Eastern District of Michigan

Professional Affiliations

- American Bar Association (*Labor and Employment Law Section*)
- Ohio State Bar Association (*Labor and Employment Law Section*)
- Cleveland Metropolitan Bar Association
- American Inns of Court (*William K. Thomas Chapter*) (*Master of the Bench, President 2010-2011*)
- Cleveland Employment American Inn of Court (*Member*)
- 8th District Judicial Conference (*Life Member*)
- The Lawyers Guild

Community Involvement

- Cleveland Metropolitan Bar Association The 3Rs – Rights, Responsibilities, and Realities Program (*High School Classroom Volunteer 2017-present*)
- Laurel Lake Retirement Community, Inc. (*Member, Board of Directors 2024 - 2026*)
- United Way of Greater Cleveland (*Campaign Cabinet, 2015*)
- Country Club of Hudson (*Member, Board of Trustees 2005-2011, 2017-present; President 2009-2010*)
- American Cancer Society – Cuyahoga Area (*Member, Board of Trustees 2005-2008*)

Firm Involvement

- Co-Chair, Litigation Department
- Member, Governing Board

Awards & Honors

- Ranked as one of Ohio's "Leaders in Their Field" in Labor & Employment by Chambers USA: America's Leading Lawyers for Business (2021-2026)
- *Crain's Cleveland Business* Notable Litigators & Trial Attorneys (2025)
- Named to *The Best Lawyers in America*®, Litigation – Labor and Employment; Commercial Litigation; Employment Law – Management (2010-2026)
- Named *Best Lawyers*® Litigation – Labor and Employment "Lawyer of the Year" in Cleveland (2024)
- Named a Litigation Star in Ohio by *Benchmark Litigation* (2016-2026)
- Named *Ohio Business Magazine's* Ohio Leading Lawyers (2024; 2025)
- Named a "Labor & Employment Star" by *Benchmark Litigation* (2019-2024)

- AV Preeminent® Peer Review Rated™ – Martindale-Hubbell®
- Named to the Ohio Super Lawyers list (2007-2026)
- Recognized as one of the top 100 lawyers in the state of Ohio by Super Lawyers (2011, 2019-2024)
- Recognized as one of the top 50 lawyers in the city of Cleveland by Super Lawyers (2012, 2019-2024)

Experience

- Representation of national and regional companies in non-competition/non-solicitation, trade secrets and employee raiding litigation.
- Representation of national and regional companies in employment discrimination and wrongful termination litigation.
- Representation of national and regional companies in employment tort, commercial and unfair competition litigation.
- Counseling of numerous clients with respect to employment agreements, employment policies, termination decisions, and compliance with federal and state discrimination laws.

Reported Cases

- *O'Donnell v. Genzyme Corp.*, 2016 WL 430015 (6th Cir. 1991) (affirming grant of summary judgment)
- *O'Donnell v. Genzyme Corp.*, 2015 WL 11109719 (N. Dist. Ohio 2015) (summary judgment granted in wrongful termination/retaliation case)
- *Magnum Steel & Trading, LLC, et al. v. Gerald Mink, et al.*, 2013-Ohio-2431 (9th Dist. 2013) (affirming judgments rendered by the court and the jury in a tortious interference and trade secret misappropriation case)
- *In Re: Kenneth W. Bryant, Debtor*, No. 11-30834-LMK, United States District Court for the Northern District of Florida, Pensacola Division, 2012 WL 2935365, July 3, 2012 (dismissal of Chapter 7 bankruptcy case)
- *Century Business Services, et al. v. Thomas L. Barton, et al.*, 2011-Ohio-5917 (8th Dist. 2011) (affirming judgments rendered by the court and the jury in restrictive covenant case)
- *Century Business Services v. Bryant*, No. 1:01-CV-02166, United States District Court for the Northern District of Ohio, Eastern Division, 2010 U.S. Dist. LEXIS 30899, March 31, 2010 (breach of contract, Lanham Act)
- *Sollitt v. KeyCorp*, No. 1:09-CV-43, United States District Court for the Northern District of Ohio, 2009 U.S. Dist. LEXIS 74217, August 21, 2009 (public policy tort claim)
- *Schemmer v. Chartone, Inc.*, No. 1:05CV2923, United States District Court for the Northern District of Ohio, Eastern Division, 2008 U.S. Dist. LEXIS 35020, April 29, 2008
- *Dobbins v. NASD*, No. 5:06CV2968, United States District Court for the Northern District of Ohio, Eastern Division, 2007 U. S. Dist. LEXIS 61767, August 22, 2007

- *Hilliard v. Saul*, No. 3:06-0454, United States District Court for the Middle District of Tennessee, Nashville Division, 2007 U. S. Dist. LEXIS 12456, February 2, 2007
- *Kaz Co. v. Esselte Corp.*, No. 5:05CV814, United States District Court for the Northern District of Ohio, Eastern Division, 2005 U.S. Dist. LEXIS 28299, November 17, 2005
- *Sullivan v. Kodsi*, No. 1-04-1508, Appellate Court of Illinois, First District, Fourth Division, 359 Ill. App. 3d 1005; 836 N.E. 2d 125; 2005 Ill. App. LEXIS 901; 296 Ill. Dec. 710, September 8, 2005
- *Century Business Services v. William Urban*, 179 Ohio App. 3d 111, 2008-Ohio-5744 (8th Dist. 2008) (enforceability of restrictive covenants)
- *Margulies v. Guardian Life Insurance Company of America*, 2007-Ohio-1601 (class certification)
- *Rucker v. Everen Securities, Inc.*, 102 Ohio St.3d 1247, 2004-Ohio-3719 (promissory estoppel)
- *Rucker v. Everen Securities, Inc.*, 2003-Ohio-1166 (promissory estoppel)
- *Century Business Services v. Moore*, No. 82378, Court of Appeals of Ohio, Eighth Appellate District, Cuyahoga County, 2003-Ohio-3809; 2003 Ohio App. Lexis 3438, July 17, 2003
- *Century Business Services v. Bryant*, No. 01-4142, United States Court of Appeals for the Sixth Circuit, 69 Fed. Appx. 306; 2003 U.S. App. Lexis 13877, July 8, 2003
- *Margulies v. Guardian Life Insurance Company of America*, No. 81737, Court of Appeals of Ohio, Eighth Appellate District, Cuyahoga County, 2003 Ohio 1959; 2003 Ohio App. Lexis 1870, April 17, 2003
- *Century Business Services v. Bryant*, No. 80508, Court of Appeals of Ohio, Eighth Appellate District, Cuyahoga County, 2002 Ohio 2967; Ohio App. Lexis 2932, June 13, 2002
- *Mortgage Information Services v. Kitchens*, No. 3:01-CV-106-V, United States District Court for the Western District of North Carolina, Charlotte Division, 210 F.R.D. 562; 2002 U.S. Dist. LEXIS 20358; 52 Fed. R. Serv. 3d, May 15, 2002
- *Ormond v. City of Solon*, No. 79223, Court of Appeals of Ohio, Eighth Appellate District, Cuyahoga County, 2001 Ohio App. Lexis 4654, October 18, 2001
- *George v. Realty One Property Management*, No. 78929, Court of Appeals of Ohio, Eighth Appellate District, Cuyahoga County, 2001 Ohio App. Lexis 3960, September 6, 2001
- *Mundell v. Landstyles*, No. 78829, Court of Appeals of Ohio, Eighth Appellate District, Cuyahoga County, 2001 Ohio App. Lexis 3961, September 6, 2001
- *Ormond v. Rollinbrook Estates Homeowners Association*, Court of Appeals of Ohio, Eighth Appellate District, Cuyahoga County, 2000 Ohio App. Lexis 5731, December 7, 2001
- *Kassouf v. White*, No. 75446, Court of Appeals of Ohio, Eighth Appellate District, Cuyahoga County, 2000 Ohio App. Lexis 751, March 2, 2000
- *Fleet Business Credit Corporation v. National City Leasing Corporation*, No. 99 C 5501, United States District Court of the Northern District of Illinois, Eastern Division, 191 F.R.D. 568; 1999 U.S. Dist. Lexis 19849, December 20, 1999
- *Richardson Electronics v. Arius, Inc.*, No. 95-525, Court of Appeal of Florida, Fifth District, 674 So. 2d 143; 1996 Fla. App. LEXIS 4990, April 30, 1996
- *Metz v. Independent Trust Corporation*, 994 F.2d 395 (7th Cir. 1993) (breach of trust

agreement)

- *McNamee v. Federated Equipment & Supply Company*, 286 Ill. App.3d 806 (1st Dist. 1997) (contribution claim in product liability action)

Publications & Presentations

PUBLICATIONS

- “How to Select a Business Litigator,” Columbus CEO Magazine (August 2004)
- “Reference Checks and the Law,” Council on Education and Management Newsletter (April 2004)
- Contributor, Employment Discrimination Law (1998, 2001)
- “Employment Practices Liability Insurance: You Better Shop Around,” The Employment Law Strategist (April 1999)

PRESENTATIONS

- “Elements–Substantial Harm & Public Interest,” 2023 Federal Bar Association Trial Academy (September 2023)
- “Discovery Do’s and Don’ts,” Ulmer Webinar (May 2023)
- “Litigation Challenges in the Wake of the COVID-19 Pandemic,” Ulmer Webinar (May 2020)
- “Reopening the Workplace V2: New Updates,” CBIZ Webinar (May 2020)
- “The Anatomy of a Whistleblower Action: Procedure, Practice Pointers, and Avoiding Pitfalls,” Ulmer, Hot Topics in Financial Services & Securities Litigation Webinar (December 2019)
- “Becoming a FINRA Arbitrator,” FINRA Lunch and Learn (November 2019)
- “How to Argue a TRO Motion,” Cleveland Employment Inn of Court (February 2019)
- “The New Landscape for Trade Secret Lawsuits and Some Lessons from the Trenches,” Ulmer Litigation Conference (September 2017)
- “Setting the Permanent Record Straight: Trying U-5 Defamation Cases,” Ulmer & Berne, Financial Services & Securities Litigation Hot Topics 2015 (November 2015)
- “Dodd-Frank and Sarbanes-Oxley Whistleblower Investigations and Litigation: Preventing and Defending Whistleblower Claims,” Association of Corporate Counsel, Central Ohio Chapter (September 2015)
- “A Fresh Look at Some Restrictive Covenant Issues,” Hot Topics in Financial Services & Securities Litigation (October 2014)
- “Navigating Non-Compete and Non-Disclosure Agreements,” AICPA Global Manufacturing Conference (September 2014)
- “What Happens When the Whistle Blows?” Financial Services Hot Topics (December 2013)
- “Restrictive Covenants: How Do Courts View Them?” (November 2012)
- “Enforcing Non-Competition Agreements: You Be the Judge,” Ohio State Bar

News & Media

June 4, 2026

UB Greensfelder Earns Top Rankings in Chambers USA 2026 Edition

October 30, 2025

UB Greensfelder and Attorneys Receive Honors in Illinois, Missouri, and Ohio in 2026 Edition of Benchmark Litigation Guide

August 21, 2025

UB Greensfelder Attorneys Recognized in The Best Lawyers in America® 2026 List

June 5, 2025

UB Greensfelder Expands Chambers USA Rankings with 13 Practices and 24 Attorneys Recognized in the 2025 Edition

March 21, 2025

UB Greensfelder Litigation Department Leaders Selected to Crain's Cleveland Business 2025 List of Notable Litigators & Trial Attorneys

December 17, 2024

Ohio Super Lawyers Recognizes 57 UB Greensfelder Attorneys in 2025

October 9, 2024

UB Greensfelder and Attorneys Receive Honors in Illinois, Missouri, and Ohio in 2025 Edition of Benchmark Litigation Guide

September 26, 2024

UB Greensfelder Earns Spot on BTI's Upmarket Movers List for Litigation

August 21, 2024

Texas Court Blocks FTC's Non-Compete Ban

August 19, 2024

Your Trade Secret IP Stands Between You and Your Competition. The Impending September 4, 2024 FTC Rule Would Ban Most Non-Competes. Has the FTC Taken Away One of Your Reasonable Steps to Protect Your Trade Secrets? Not So Fast.

August 15, 2024

UB Greensfelder Attorneys Recognized in The Best Lawyers in America® 2025 List

June 6, 2024

Nine UB Greensfelder Practices and 22 Attorneys Recognized by Chambers USA 2024

December 29, 2023

Ohio Super Lawyers Recognizes 50 Ulmer Attorneys in 2024 Lists

October 12, 2023

Benchmark Litigation Honors Ulmer Litigation and Employment Partners in 2024 Reports

August 17, 2023

Ulmer Attorneys Recognized in The Best Lawyers in America® 2024 Report

June 7, 2023

Chambers USA 2023 Report Gives Ulmer Top Marks

January 6, 2023

Ohio Super Lawyers Recognizes 69 Ulmer Attorneys in 2023 Lists

October 5, 2022

Benchmark Litigation Honors Several Ulmer Partners in 2023 Reports

August 18, 2022

Ulmer Attorneys Recognized in The Best Lawyers in America® 2023 Report

June 2, 2022

Ulmer Earns Top Marks in Chambers USA 2022 Report

January 4, 2022

Ohio Super Lawyers Recognizes Ulmer Attorneys in 2022 Lists

October 5, 2021

Benchmark Litigation Honors Several Ulmer Partners in Latest Reports

May 20, 2021

Ulmer & Berne Honored in Chambers USA 2021 Edition