

# Kimberly S. Moore

## Member

**Kim Moore** has been pragmatically solving employer's problems for almost twenty-five years. A board certified employment lawyer with an MBA, Kim's extensive experience in and out of the courtroom allows her to assist clients nationally. Kim is passionate in achieving the client's goals in non-compete, theft of trade secrets, discrimination, harassment, retaliation, and wage and hour matters. Kim will tirelessly and creatively address challenges with the government, workforce, and necessary policy and legal changes. Kim understands that some situations require education and resolution while others warrant a court battle. Kim genuinely enjoys her work, particularly understanding each client's business and its people. Kim serves as the Member in Charge of the firm's Collin County office.

Kim is also a AAA trained mediator. She uses her knowledge to help parties resolve all types of conflicts.

When Kim is not working, you may find her at CrossFit, visiting her daughter at Texas Tech University or with her son at a competitive chess tournament.

### Experience

Kim has successfully represented numerous clients, tried numerous cases to verdict, and handled multiple matters. Examples include:

#### Non-Compete/Theft of Trade-Secret Matters

- Defeated a temporary injunction effort in a non-compete, theft of trade secrets case (Collin County).
- Obtained an injunction and contempt in an employee blogging case (Dallas).
- Defeated temporary injunction attempt in a non-compete, non-solicitation and theft of trade secrets case (Tarrant County).
- Obtained temporary injunction in a breach of non-compete, theft of trade secrets matter (Fort Bend County).
- Successfully defeated temporary injunction action on a non-compete (Dallas); affirmed (Dallas Court of Appeals).

#### Discrimination/Harassment/Retaliation Matters

- Obtained summary judgment in an ADA failure to accommodate case with an adverse EEOC finding (Fort Worth).
- Obtained summary judgment in breach of contract case brought by former employee alleging wrongful termination (Sherman).
- Obtained summary judgment in a race discrimination case in arbitration (Dallas, AAA).
- Obtained summary judgment in Family Medical Leave Act retaliation/interference case (Eastern District).
- Obtained summary judgment in a sexual harassment and assault case (Northern District of Texas and State Court).
- Tried case of first impression before the Fifth Circuit and United States Supreme Court.

#### FLSA/Wage & Hours Matters

- Successfully defended multiple Fair Labor Standards Act (FLSA) Collective Actions in various industries (e.g., aviation and technology)
- Defended Collective Action Fair Labor Standards Act claim resulting in voluntary dismissal (Dallas).

#### Jury Trials & Arbitration

- Successfully tried wage and hour/FMLA national case (Austin).
- Successfully tried to jury verdict an employment return of property claim (Dallas).
- Successfully tried in arbitration an age discrimination case for a major retailer (Dallas).
- Tried a non-compete case through arbitration (Dallas).
- Successfully tried to jury verdict a sex discrimination and Equal Pay Act case (Northern District, Dallas).
- Successfully tried to verdict a "regarded as" disability case for a hospital (Tarrant County).
- Tried age discrimination case to verdict for a major health care client (Sherman).
- Successfully tried a sex discrimination case to verdict (Fort Worth).



### Office

Collin County

2600 Dallas Parkway  
Suite 600  
Frisco, TX 75034

(469) 287-3922 (phone)  
(214) 289-6735 (cell)  
(469) 227-6563 (fax)  
ksmoore@clarkhill.com

### Education

M.B.A., Southern Methodist University, Dallas, Texas, 2013

J.D., magna cum laude, Texas Tech University School of Law, Lubbock, Texas, 1992, Order of the Coif; Texas Tech Law Review

B.S., cum laude, West Texas A & M University, Canyon, Texas, 1989

### State Bar Licenses

Texas

### Court Admissions

U.S. Supreme Court

U.S. Court of Appeals, 5th Circuit

U.S. District Ct., W.D. of Texas

U.S. District Ct., E.D. of Texas

U.S. District Ct., S.D. of Texas

U.S. District Ct., N.D. of Texas

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- Obtained defense jury verdict in case brought by former women's basketball coach (Fort Worth).
  - Obtained defense jury verdict in case arising from claims of due process violations by terminated school superintendent (Tyler).

### National Experience

- Successfully defended a sex discrimination case (NY).
- Obtained summary judgement in a race discrimination, duty of good faith and fair dealing claim (Utah).
- Successfully defended an age discrimination claim for a large publicly traded company (Illinois).
- Successfully defended a sexual harassment case (Florida).
- Successfully defended a sex discrimination case (Florida).
- Obtained summary judgment in a sex harassment case (California).

### Presentations

- *Taking the Fa La La La La Out of the Holiday Season - Dealing with the ADA and FMLA Part II*, Clark Hill Strasburger Labor and Employment Breakfast (December 2019)
- *When You Can Use NDAs and Noncompetes...And When You Can't*, Society for Human Resource Management (July 2018)
- *New Federal Overtime Regulation*, Strasburger's Tax Symposium (November 2016)
- *DOL Changes on the Horizon - How Will They Impact You in 2016?*, Strasburger's Employment Law Series (June 2016)
- *Wage Games*, ALFA International Client Seminar (March 2016)
- *Social Media in the Workplace*, Frisco Chamber of Commerce HR Summit (March 2016)
- *Cultural Differences in Negotiations - Doing Business Around the World*, 2015 International Law & Women's Initiative Practice Group Seminar (October 2015)
- *Worker Classification*, Strasburger's Tax Symposium (September 2015)
- *Employer or Big Brother: Regulating Off-Duty Conduct*, ALFA International EPLI Seminar (June 2015)
- *What Happens when Hidden Bias is not so Hidden Anymore*, Strasburger's Employment Law Breakfast Series (February 2015)
- *No Pot, No Tats, No Cigs...No Gig!*, Strasburger's Employment Law Breakfast Series (September 2014)
- *Federal Agency Activism - Always Looking for New Targets*, Strasburger's Employment Law Breakfast Series (May 2014)
- *Don't Let Cupid Steal Your Secrets - Protect Confidential Information with Texas' New Uniform Trade Secrets Act*, Strasburger's Employment Law Breakfast Series (February 2014)
- *You'd Have to be Crazy to Work Here: Mental Health Meets the ADA*, Strasburger's Employment Law Breakfast Series (February 2013)
- *Summertime Hiring and Firing: Don't Get Burned*, Strasburger's Employment Law Breakfast Series (May 2012)
- *Hot Topics in Employment Law*, Strasburger's Employment Law Breakfast Series (March 2012)
- *Hot Topics for Summer: Hiring Interns and Ways to Avoid Class Actions*, Strasburger's Employment Law Breakfast Series (May 2011)
- *New Year, New Start: The Top Employer Strategies for 2011*, Strasburger's Employment Law Breakfast Series (February 2011)

### Publications

- *This Just In: Some Workers May No Longer Be Exempt*, Strasburger's Labor & Employment Blog (May 2016)
- *Employers Should Brace for Salary Level Test Changes*, Texas Lawyer (December 2015)
- *New Poster Required for Federal Contractors*, Strasburger's Labor & Employment Blog (September 2015)
- Co-author. *Breaking Down New Regulatory and Administrative Initiatives in the L&E Space*, Inside Counsel Magazine (June 2014)
- *Strike Three for Employers--Squeaky Wheels at Work are also Protected from Retaliation*, Strasburger's Labor & Employment Newsletter (March 2011)
- *Despite the Trend, Some Texas Noncompetes Remain Unenforceable*, Strasburger's Labor & Employment Newsletter (October 2010)
- *Lessons Learned from Wage and Hour Class Actions Against Starbucks, Wal-Mart, Fed-Ex and Domino's Pizza*, Strasburger's Labor & Employment Newsletter (August 2009)
- *The Age of Retaliation*, Strasburger's Labor & Employment Newsletter (March 2008)

### Media

- Planning and Probate Law - Movers & Shakers, *Texas Bar Journal* (March 2018)
- *Workflows: Law Firm News*, Bloomberg Big Law Business (March 2018)
- *Strasburger Names Moore to Lead Collin County Law Office*, Fort Worth Business Press (February 2018)
- *Strasburger Law Firm Names Partner In Charge*, Collin County Business Press (February 2018)
- *Executive Changes*, Dallas Morning News (January 2018)
- *Woman Who Helped Launch Strasburger Collin County Office Now Leads*, Texas Lawyer (January 2018)
- *Kim Moore Named Partner in Charge of Strasburger in Collin County*, Strasburger.com (January 2018)
- *After Two Execs Depart for Rival, American Airlines Has No Plans to Change Retention Strategy*, Dallas Morning News (February 2017)
- *Overtime: Effect of Proposed Rule*, Community Impact Newspaper (August 2016)
- *Lost and Plano Found: Chamber Chairwoman Truly Works, Live, Plays in City*, Plano Star Courier (June 2016)
- *Proposed Overtime Changes Could Affect Millions of Business Owners Nationwide*, Community Impact Newspaper (April 2016)
- *Minimum Wagers Strike Nationwide*, AM 740 KTRH Newsradio (November 2015)
- *Employer Litigation Seen as Unlikely in Ebola Scare*, WOAI 1200 News Radio (October 2014)
- *Female Powerbrokers Q&A: Strasburger's Kim Moore*, Law360 (April 2014)
- *Monitoring the Staff Pays Off*, CNNMoney.com (Oct. 2008)
- *Supreme Court Clarifies Time Limit on Pay Bias Claims*, Monster: Career Advice (June 2007)
- *Analysis: Court Allows Retiree Exception*, UPI (June 2007)
- *Court Filings: Kickbacks on Government Contracts Widespread, Exclude Technology*, IDF News Service Article, CIO.com (April 2007)

## Practices, Industries & Services

Labor & Employment  
 Litigation  
 Retail

## Memberships

- ALFA International, Board of Directors (present)
- - Labor & Employment Practice Group Marketing Chair (present)
- - Steering Committee Member (2007-present)
- - Women's Initiative Steering Committee Member (2009-present)
- Legacy Cultural District, Inc., Board of Directors (present)
- - Employment Practice Leader (2012)
- - Program Chair, Employment Conference (2010)
- - Cultural District, Board Member (present)
- Collin College Foundation, Board Member (2008-present), Vice Chair (2010-present), Secretary (2009-2010)
- Plano Chamber of Commerce, Board Chair (2016), Secretary (2011-present), Vice Chair Education (2010-2011), Women's Division Director (2009), Director-Elect (2008), Parliamentarian (2007), Program Chair (2006), Parliamentarian (2005)
- North Texas Women Leading Living Learning Host Committee Member (2008)
- Political Action Committee Member-at-Large (2006-2007)
- Plano Symphony, Board Member (2009-present)
- St. Andrew United Methodist Church, Choir Member (2002-2010)
- Leadership Plano, Board Member (2007-2009), Curriculum Co-Chair (2007-2008), Class 24 Member (2006)
- Dallas Bethlehem Center, Board Member (1998-2005)

## Honors

- Named among Best Lawyers in America - Employment Law Management by Best Lawyers (2013-2021)
- Named among Best Lawyers in Dallas by D Magazine (2011, 2015-2017)
- Strasburger Team Champion, The Corporate Sports Challenge (2014)
- Recipient of the Athena Leadership Award (2011)
- Named Texas Super Lawyers Rising Star by Thomson Reuters (2009-2010)

