

Richard H. Chapman

Of Counsel

Richard H. Chapman is Of Counsel in Clark Hill's Litigation Practice and Labor and Employment Practice Groups. He has more than 36 years of successful experience as a leading trial lawyer concentrating in business and employment litigation in federal, state and bankruptcy courts, as well as in arbitration, throughout the United States. Richard has litigated cases in Illinois state, federal and bankruptcy courts, as well as courts in California, Texas, North Carolina, Florida and Michigan. He has successfully prosecuted, argued and won appeals in the Illinois Appellate Court, the United States Courts of Appeals for the Seventh and Ninth Circuits, as well as the California Court of Appeals.

Richard has represented a wide range of businesses crossing numerous industries operating throughout the United States, including financial institutions, professional service providers, manufacturers and distributors. Clients have consistently recognized both his strategic guidance and depth of business and legal experience resulting in favorable outcomes in complex and heavily contested disputes most recently involving "piercing the corporate veil" (Steiner Electric Company v. Maniscalco, et al, 2016 IL App (1st) 132023), as well as cases involving employment from hiring through termination, fraud and business torts, unfair competition, trademarks and trade secrets, deceptive practices, shareholder oppression, breach of contract, trust and estate-related improprieties, and regulatory matters.

Richard spearheads internal investigations for clients involving internal fraud concerns, employee conduct, financial controls, as well as interfacing on clients' behalf with law enforcement, financial institutions, and insurers. He has also worked with clients to fashion appropriate responses to grand jury and congressional committee investigation subpoenas to assure that his clients are both protected and able to assist in such investigations, as necessary.

Richard works with clients to evaluate and strengthen internal controls including those involving document retention and destruction and employment practices. He also works closely with clients' sales and credit specialists to both create, understand, and negotiate essential business documentation to maximize its effectiveness should litigation ensue and to manage the expectations of all parties in his clients' transactions.

Richard is also the member of Mindy Chapman and Associates LLC presenting "Workplace Training that Clicks & Sticks®" to employees, managers, and c-suite leaders of closely-held and public corporations. The training includes "Workplace Tools for Managing the Law™," "Workplace Tools for Preventing Harassment, Discrimination & Retaliation for Managers, Supervisors & Executives™" and "Diversity and Inclusion: A Conversation About US." He also conducts individual EEO training for company employees and managers.

Richard continues to earn the highest honors and recognition by his peers, including being selected for the following prestigious ratings:

- Illinois Super Lawyer® (Top 5%) in Business Litigation for 14 consecutive years since the ratings were initiated - "Super Lawyers" - Thompson Reuters Business
- "Illinois Super Lawyers Top 100 List®"
- "Illinois Leading Lawyer®" (Top 5%) in Commercial Litigation and Bankruptcy and Workout Law (Commercial) for 13 consecutive years since the ratings were initiated. "Leading Lawyers" - Law Bulletin Publishing Company
- "AV Preeminent®" The highest peer review ranking (5.0 of 5.0) given by Martindale-Hubbell
- Appointed by the Illinois Supreme Court to be a member and the secretary of the Illinois Supreme Court Committee on Pattern Jury Instructions in Criminal Cases.

Richard is dedicated to the ongoing education of his clients and colleagues through his many public and private speaking engagements. He is a regularly sought after guest speaker frequently relied upon by a wide variety of industry associations, bar associations, and clients to present critical recent topics and their current impact on businesses and the legal profession. Those topics include electronic discovery, document destruction and retention, employment handbooks, personnel file maintenance, employment agreements, citations in guardianship and probate proceedings, and issues arising under the Uniform Commercial Code.

Richard is a regular contributor to numerous legal and business publications. Richard authors and supplements the "Motions, Affidavits and Orders" chapter of Volume 1 of the Illinois Institute For Continuing Legal Education's "Illinois Civil Procedure" three volume set. Richard has served as co-editor of "The Trial Lawyer's Guide," a quarterly



Office

Chicago
130 E. Randolph St.
Suite 3900
Chicago, IL 60601

(312) 985-5904 (phone)
(312) 985-5968 (fax)
rchapman@clarkhill.com

Education

J.D., Loyola University Chicago
School of Law, Chicago, Illinois,
1982, Student Articles Editor and
Member, Loyola University Law
Journal (1981-82)

B.A., with high distinction, University
of Illinois at Urbana-Champaign,
Champaign, Illinois, 1979, History

State Bar Licenses

Illinois

Court Admissions

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. Court of Appeals, Federal
Circuit

U.S. District Ct., N.D. of Illinois Trial
Bar

journal for trial lawyers published by the West Group. He is frequently published in "Illinois Banker" - the Illinois Bankers Association's monthly magazine in which he has provided guidance on current workplace issues and legal compliance involving employee handbooks, including NLRA guidance, and performance reviews. Richard has also served as the editor of the Business Management Daily's "HR Specialist-Illinois Employment Law" monthly newsletter.

While in law school at Loyola University Chicago, Richard was a Member and Student Articles Editor of the Loyola University Chicago Law Journal and published "The Dual Capacity Doctrine in Illinois," in the Summer 1981 edition of the Journal. He was also selected as a member of Loyola's National Mock Trial Team competing in the Texas Young Lawyers Association's "National Trial Competition."

Richard is a member of the Chicago Bar Association where he previously served on the Board of Managers.

Practices, Industries & Services

Banking
Corporate Restructuring & Bankruptcy
Healthcare
Insurance
Labor & Employment
Litigation

Areas of Emphasis

Appellate
Business Litigation
Commercial Litigation
Employment Litigation

Memberships

- Lookingglass Theatre Company, (Board President, 2018-current)
- Chicago Bar Association, (Member, Board of Managers, 1994-1996)