

Andrew Reed

Partner

Houston

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OVERVIEW

Andrew represents employers in all areas of employment and commercial litigation, including claims for breach of restrictive covenant agreements, misappropriation of trade secrets, wage and hour violations, employment discrimination, and retaliation. Board Certified in Labor and Employment Law, Andrew has first-chair trial experience in federal court, state court, and arbitration, presented oral argument to the Houston Court of Appeals, and represents employers in administrative proceedings and investigations with the U.S. Department of Labor, Equal Employment Opportunity Commission, Texas Workforce Commission, and Occupational Safety and Health Administration.

Andrew also has considerable experience advising clients on the entire life cycle of an employment relationship, including drafting and revising employment contracts, restrictive covenant agreements, employee handbooks, conducting internal investigations, and counseling employers on issues related to disciplinary actions and separations. He has experience drafting and implementing employment contracts, nondisclosure agreements, arbitration agreements, covenants not to compete, and independent contractor agreements.

REPRESENTATIVE MATTERS

Breach of Contract

- First-chair trial experience with a jury verdict in Harris County state court for a medical practice in a breach of contract action against a former physician.
- First-chair trial experience in federal bankruptcy court in the Southern District of Texas representing a nonprofit organization seeking to collect on a previous state court breach of contract and fraud judgment against a former contractor; following a three-day trial and extensive post-trial briefing, obtained a decision awarding full damages and attorneys' fees.
- Second-chair trial experience in a two-month long trial in the 295th Judicial District Court in Harris County, Texas, in claims involving breach of restrictive covenant agreements, breach of fiduciary duty, misappropriation of trade secrets, and unfair competition; obtained a ruling on summary judgment for clients, a complete defense verdict, and an award of attorneys' fees for defense costs.
- Second-chair trial experience with a jury verdict on all claims in the 333rd Judicial District Court of Harris County, Texas, in a breach of contract action.
- Second-chair arbitration experience in a case involving the breach of an executive employment contract.

- Obtained temporary restraining orders, temporary injunctions, and permanent injunctions on behalf of corporate employers in claims involving breach of covenants not to compete, non-solicitation agreements, and trade secret misappropriation.
- Obtained a temporary restraining order and an agreed permanent injunction on behalf of a staffing company against a former employee who departed in a breach of a non-competition agreement.

Wage and Hour

- First chaired multiple arbitration proceedings involving wage and hour misclassification claims; obtained summary judgment rulings, and the cases ultimately resolved via a settlement.
- First-chair arbitration experience involving claims for wage and hour violations, as well as retaliation under Chapter 21 of the Texas Labor Code and Title VII of the Civil Rights Act; obtained an arbitration award on all claims.
- Prepared an appellate briefing and presented oral argument to the Houston Court of Appeals in Texas Payday Law proceedings.

Employment Discrimination

- Second-chair trial experience in the 151st Judicial District Court of Harris County, Texas, in claims involving age discrimination and retaliation.
- Conducted on-site interviews, prepared position statements responding to charges of discrimination filed with the EEOC, and advised management and human resources representatives regarding a wide range of employment statutes and regulations.

Trade Secret

- Assisted in obtaining a permanent injunction for an employer against a departed employee who attempted to open a competitor using confidential drawings and other trade secret information.

AWARDS

- *Best Lawyers*: Ones to Watch, Labor and Employment Law – Management (2022-2023)
- *Best Lawyers*: Ones to Watch, Litigation – Labor and Employment (2022-2023)
- *Super Lawyers®* Texas Rising Star, Employment Litigation (2017-2025)
- *Super Lawyers®* Texas Rising Star, Up-And-Coming 100 (2023-2024)
- The National Advocates, Top 40 Under 40, Employment Law (2016)

TOP AREAS OF FOCUS

- Labor + Employment

ALL AREAS OF FOCUS

- Corporate Espionage Response Team
- Employment Counseling
- Labor + Employment
- Labor + Employment Litigation + Dispute Resolution

- Noncompete + Trade Secrets
- Wage + Hour Matters

PROFESSIONAL/COMMUNITY INVOLVEMENT

- Council member, Houston Bar Association, Labor and Employment Section (2016-2023)
 - Treasurer (2018)
 - Immediate past chair (2022)
 - Chair (2021)
 - Chair-elect (2020)
 - Vice chair (2019)
- Deacon, City Life Houston

EDUCATION AND CERTIFICATIONS

EDUCATION

- University of Houston Law Center, J.D., 2010, notes and comments editor, *Houston Business and Tax Law Journal*
- Louisiana State University Honors College, B.A., *cum laude*, 2005, Upper Division Honors; political science

BAR ADMISSIONS

- Texas

COURT ADMISSIONS

- U.S. District Court, Eastern District of Texas
- U.S. District Court, Southern District of Texas
- U.S. District Court, Northern District of Texas
- U.S. District Court, Western District of Texas
- U.S. Court of Appeals, Tenth Circuit
- U.S. Court of Appeals, Fifth Circuit

SPEAKING ENGAGEMENTS

- Speaker, "Damages Decoded: How Receiving and Losing Trade Secrets Can Cost Your Company Millions," Troutman Pepper Locke Webinar, January 21, 2026.
- Speaker, "Practical Steps for Protecting Trade Secrets," Troutman Pepper Locke Webinar, August 26, 2025.
- Speaker, "Legal Issues Employers Face in 2024: What You Need to Know," Locke Lord, February 21, 2024.
- Speaker, "Legal Issues Employers Face in 2023 What You Need to Know," Locke Lord, February 15, 2023.
- Speaker, "Non-Competes and Other Ancillary Matters: Enforcing Restrictive Covenants and Obtaining Injunctions in State Court," Houston Bar Association: Non-Competes and Other Ancillary Matters, October 11, 2022.
- Speaker, "Employment Issues for a Post-Pandemic Workforce: What Are the Next Steps?" Locke Lord, October 22, 2020.
- Speaker, "Trying an Employment Case—VoiR Dire to Closing," Houston Bar Association Labor and Employment Section, May 13, 2019.

- Speaker, “EEOC Update: Tips, Trends, and Techniques for Responding to EEOC Charges,” Locke Lord, February 28, 2019.

PUBLICATIONS

- Co-author, “FTC Stakes Out Its Position on Worker Noncompetes,” *Troutman Pepper Locke*, September 9, 2025.
- Co-author, “Florida’s CHOICE Act Expected to Expand Employer-Friendly Non-Compete Laws on ?July 1?,” *Troutman Pepper Locke*, June 18, 2025.
- Author, “FTC’s Final Rule Banning Non-Competes: What Is It and How “Final” Is It?” Locke Lord, June 2024.
- Author, “The Federal Trade Commission Issues Non-Compete Ban, but Legal Challenges Await,” Locke Lord QuickStudy, April 23, 2024.
- Author, “How Inflation in 2022 Could Affect Non-Compete Agreements in 2023,” Locke Lord, February 2023.
- Author, “FTC Proposes Broad Non-Compete Ban: What Employers Can Expect Next,” Locke Lord QuickStudy, January 18, 2023.
- Author, “The Federal Trade Commission Targets M&A Non-Competes,” Locke Lord, October 2022.
- Author, “2022 Sees Increases to Minimum Wage Rates and Exempt Salary Thresholds Under State (and Local) Law,” Locke Lord, February 2022.
- Author, “Know What’s Below, Call Before You Dig: New State-Law Non-Compete Traps May Lie Beneath the Surface,” Locke Lord, July 2021.
- Author, “Biden Administration Executive Order Seeks to Curtail the Unfair Use of Non-Compete Clauses,” Locke Lord, July 2021.
- Author, “A Day Rate and a Dollar Short: The Fifth Circuit Continues to Make Key Wage and Hour Rulings,” Locke Lord, May 2021.
- Author, “Enforcing Non-Compete Agreements in a Pandemic,” Locke Lord, July 2020.
- Author, “One Size May Not Fit All: Drafting and Enforcing Non-Compete Agreements,” Locke Lord, February 27, 2020.
- Author, “Non-Compete Agreements: One Size May Not Fit All,” Locke Lord, January 2020.

MEDIA COMMENTARY

- Quoted, “Florida’s New, Pro-Employer Non-Compete Law Rife with Ambiguities That Will Vex Compliance Teams,” *Corporate Counsel*, July 22, 2025.
- Quoted, “Companies Tackle Noncompetes With Nuance Amid FTC Legal Appeals,” *Bloomberg Law*, January 13, 2025.