# Evan Gibbs

Partner

Atlanta Miami West Palm Beach

**evan.gibbs@troutman.com**

**D 404.885.3093**




Clients trust Evan to handle their corporate espionage investigations and litigation involving confidential information and trade secrets, as well as their most sensitive noncompete, nondisclosure, and nonsolicitation matters.

## OVERVIEW

Evan is a practical, results-oriented attorney who partners with business clients to address their most critical corporate espionage matters. These matters typically involve the theft or unlawful retention of trade secrets and other confidential information by groups or individual former executives, employees, contractors, vendors, or other third parties. As co-chair of the firm's Corporate Espionage Response Team, Evan leads a multidisciplinary group of attorneys with extensive experience regarding corporate espionage matters. Together with a team of attorneys and technical experts, they leverage their deep experience with digital forensic investigations to ensure that clients' matters are handled using the most cutting-edge forensic technology available. Evan and his team handle these matters throughout the United States.

These matters also often involve the enforcement of noncompete, nonsolicitation, and nondisclosure agreements, another specific area Evan focuses his practice on. He has extensive experience drafting, enforcing, and defending against the enforcement of these types of agreements in numerous states across the U.S. His practice further encompasses disputes involving departed executives and other high-level employees (often involving business-to-business litigation), including claims of tortious interference, breach of fiduciary duties, breach of contract, fraud, civil conspiracy, defamation, and other business torts.

Evan's work has been covered by, Court TV, Dateline, 60 minutes, NBC New York, Bloomberg News, Law & Crime Network, *The Atlanta Journal-Constitution*, *The Los Angeles Daily News*, BuzzFeed News, and others. He also serves as an adjunct professor of law at the Emory University School of Law teaching corporate espionage investigations and litigation. Evan is a former columnist for AboveTheLaw.com, where he wrote about legal issues in the context of popular culture.

Evan also regularly provides pro bono legal representation to various charitable organizations and individuals. He is one of the attorneys representing Ryan Duke in the State of *Georgia v. Duke* litigation involving the disappearance of Tara Grinstead, a case covered by the *Up and Vanished* podcast and other media outlets.

## REPRESENTATIVE MATTERS

©2026 Troutman Pepper Locke

- Defended global manufacturing client against claims by competitor of trade secret theft by more than 30 individuals across multiple states and, in same case, prosecuted claims of trade secret theft against opposing party by multiple individuals, resulting in favorable negotiated resolution of all claims.
- Successfully defended and resolved raiding and poaching case involving more than 100 employees in multiple jurisdictions between competing financial services companies.
- Using advanced digital forensics technology, investigated theft of critical business data by departed Canadian manufacturing executive.
- Defended and secured dismissal of case involving breach of noncompete and nonsolicitation agreements by departed sales leader.
- Investigated theft and use of sensitive corporate data by competitor taken via departed Mexican manufacturing executive.
- Successfully defended and resolved dispute involving purported theft of trade secrets by departed key sales and account director.
- Successfully pursued claims against departing executive who absconded with large volume of company data, ultimately recovering stolen data and more than $300,000 in attorneys' fees in case involving evidence destruction and perjury.
- Pursued claims of trade secret misappropriation, breach of contract, and civil conspiracy, among others, on behalf of a global distributor against a competitor and a group of defecting former employees, with parties all located in different states, using extensive forensic discovery to uncover evidence destruction and perjury, resulting in substantial settlement.
- Defended and negotiated a favorable settlement of a lawsuit against a national construction company involving breach of restrictive covenants and trade secret theft by a group of former sales employees.
- Secured full dismissal of case against a national technology device and services vendor and its CEO involving claims of breach of contract and trade secret misappropriation.
- Obtained full dismissal of all claims against a multistate technology services company against claims of trade secret misappropriation, among others, resulting in the first published decision in Georgia (and one of the first in the U.S.) under the Defend Trade Secrets Act of 2016.
- Defended claims in arbitration against a global technology services company brought by a former executive alleging breach of contract.
- Secured $65,000 attorneys' fees award for client against a plaintiff based on the frivolous nature of certain claims.
- Represented professional sports financial management company and its owners in business dissolution case with former partners involving numerous claims and counterclaims, ending with favorable settlement and dissolving of former business.
- Pursued breach of restrictive covenant agreement between global manufacturing company and national competitor restricting sale of certain products, resulting in favorable published decision under the Sherman Antitrust Act which was leveraged for substantial settlement.
- Pursued injunctive relief based on various constitutional violations on behalf of national manufacturing client against the State of Georgia to prevent imposition of significant bonding and depositing requirements.
- Represents Ryan Alexander Duke as co-trial and co-appellate counsel in *State v. Duke*, which is the subject of the *Up and Vanished* podcast and which is being covered by other national media outlets including NBC, ABC News, CBS News, Fox News, and others.
- Represented domestic abuse victims in court to secure restraining orders against abusers.

## AWARDS

- *Best Lawyers in America®: Ones to Watch*: Labor and Employment Law – Management (2021-2025), Litigation – Labor and Employment (2022-2025), Real Estate Law (2024)
- Rising Star, *Law & Politics'* Georgia *Super Lawyers* (2017-2019)

- Rising Star, *Law & Politics'* Florida *Super Lawyers* (2015, 2016)

## TOP AREAS OF FOCUS

- Business Litigation
- Corporate Espionage Response Team
- Labor + Employment
- Litigation + Trial
- Noncompete + Trade Secrets

## ALL AREAS OF FOCUS

- Business Litigation
- Corporate Espionage Response Team
- Employment Counseling
- Financial Services
- Immigration
- Labor + Employment
- Litigation + Trial
- Noncompete + Trade Secrets

## PROFESSIONAL/COMMUNITY INVOLVEMENT

- Federal Bar Association (National and Atlanta Chapters)
- Atlanta Bar Association
- DeKalb Bar Association

## EDUCATION AND CERTIFICATIONS

### EDUCATION

- Florida State University College of Law, J.D., 2011, editorial board, *Florida State University Law Review*
- Valdosta State University, B.A., 2008

### BAR ADMISSIONS

- Georgia
- Florida
- Colorado

### COURT ADMISSIONS

- U.S. District Court, District of Colorado
- U.S. District Court, Middle District of Florida
- U.S. District Court, Northern District of Florida
- U.S. District Court, Southern District of Florida

- U.S. District Court, Middle District of Georgia
- U.S. District Court, Northern District of Georgia
- U.S. District Court, Western District of Pennsylvania
- U.S. District Court, Eastern District of Michigan
- U.S. Court of Appeals, Eleventh Circuit

## SPEAKING ENGAGEMENTS

Evan is frequent speaker at the state, regional, and national levels on a variety of topics relevant to his practice.

- 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, "Non-Competes Under Attack: Not So Obvious Consequences of the FTC Ban," Association of Corporate Counsel Greater Charlotte Chapter, July 23, 2024.
- Panelist, "Data Management and eDiscovery Issues Caused by Increased Employee Mobility and M&As," Troutman Pepper, November 2, 2022.
- Speaker, "Corporate Espionage and the HR Professional," 2022 HR Florida Conference and Expo, August 29, 2022.
- Speaker, "Trade Secret Theft and Protecting Sensitive Information in the Age of COVID-19," Troutman Pepper, October 14, 2021.

## PUBLICATIONS

- Co-host, *Hiring to Firing* Podcast (2022-2025).

Evan often writes about various aspects of his practice. His publications include:

- Numerous articles on AboveTheLaw.com.
- Co-author, "Water Cooler Talk: Immigration Insights From 'The Proposal'," *Law360*, August 23, 2024.
- Co-author, "Water Cooler Talk: Sick Leave Insights From 'Parks And Rec'," *Law360*, May 22, 2024.
- Co-author, "Water Cooler Talk: Investigation Lessons In 'Minority Report'," *Law360*, February 26, 2024.
- Co-author, "Water Cooler Talk: Insights On Noncompetes From 'The Office'," *Law360*, January 11, 2024.
- Co-author, "5 Steps for Preventing and Mitigating Corporate Espionage," *Dark Reading*, January 3, 2024.
- Co-author, "A Tale of Two Startups: Intense Competition Leads to Attempted Corporate Espionage," *Troutman Pepper*, October 12, 2023.
- Co-author, "Troutman Pepper Launches Corporate Espionage Response Team," *The Legal Intelligencer*, October 12, 2023.
- Co-author, "Water Cooler Talk: 'The Matrix' Opens Our Eyes to Generative AI in the Workforce," *Troutman Pepper*, October 9, 2023.
- Co-author, "Water Cooler Talk: Insights From 'The Bear' on Right and Wrong Ways to Manage Employees," *Law360*, August 7, 2023.
- Co-author, "Water Cooler Talk: Office Drug Abuse Insights From 'Industry'," *Law360*, June 23, 2023.
- Co-author, "Water Cooler Talk: Bias Lessons From 'Partner Track'," *Law360*, May 19, 2023.
- Co-author, "Water Cooler Talk: Whistleblowing Insights From 'Dahmer'," *Law360*, April 25, 2023.
- Co-author, "Water Cooler Talk: Quiet Quitting Insights From 'Seinfeld'," *Law360*, March 28, 2023.

- Co-author, “Water Cooler Talk: Termination Lessons From ‘WeCrashed’,” *Law360*, February 21, 2023.
- Co-author, “Water Cooler Talk: Trade Secret Lessons From ‘Severance’,” *Law360*, January 20, 2023.
- Author, “Build Your Book, Control Your Career,” *The Federal Lawyer*, September 2018.
- Author, “Let’s Get Objective About Objectionable Objections,” *The Florida Bar Journal*, July 2016.
- Author, “Student Athletes as Employees?,” *The Florida Bar Journal*, March 2015.
- Author, “Mooting the Mootness Issue as Moot?: Szymcyk’s Impact on FLSA Litigation in Florida and Beyond,” *The Florida Bar Journal, 2013.*

## MEDIA COMMENTARY

- Podcast, “Beyond the Dream Heist: Inside Today’s Corporate Espionage Threats,” *Hiring to Firing* Podcast, January 6, 2026.
- Quoted, “‘Tis the Season for Holiday Parties, Hijinks, Harassment and Lawsuits,” *ABA Journal*, December 7, 2023.
- Quoted, “Keeping Government Investigations From Rattling Employees,” *Legal Dive*, October 30, 2023.
- Quoted, “Troutman Pepper Launches Corp. Espionage Response Team,” *Law360*, October 13, 2023.
- Mentioned, “Wake Up Call: Buffalo Bills’ Top Lawyer Fired Over Relationship,” *Bloomberg Law*, October 13, 2023.
- Quoted, “Atlanta Partner to Co-Lead Troutman Pepper’s New Corporate Espionage Response Team,” *Daily Report*, October 12, 2023.
- Quoted, “Troutman Pepper Launches Corporate Espionage Response Team,” *The Legal Intelligencer*, October 12, 2023.
- Quoted, “How to Avoid Toxic Spillovers at Work,” *Health Payer Specialist*, October 10, 2023.
- Mentioned, “Justice Is Served: Highlights From Big Law’s Year of Impactful Pro Bono,” *The American Lawyer*, July 11, 2023.
- Interviewed, “How an Atlanta Corporate Lawyer Came to Play Key Role in a High-Profile Murder Trial in South Georgia,” *Daily Report*, May 27, 2022.