Grace M. Goodheart

Associate

Portland

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Grace partners with clients on a wide variety of labor and employment-related matters, including restrictive covenant enforcement, Title VII discrimination, harassment, and retaliation, and trade secret misappropriation.

OVERVIEW

Grace's practice encompasses complex litigation and counseling related to a variety of employment matters, including Title VII discrimination, harassment and retaliation, ADA discrimination and retaliation, trade secret misappropriation, confidentiality and restrictive covenants, reductions in force, and employee handbooks and policies drafted under different states' laws.

Grace also assists with conducting diligence into employment practices and potential claims during corporate transactions. As part of the Corporate Espionage Response Team, Grace stays well-informed of developments in cases and laws which involve corporate spying, with an eye towards guiding clients' best practices to prevent trade secret theft.

REPRESENTATIVE MATTERS

- Received a favorable outcome on Motions to Dismiss and for Reconsideration, defeating Title VII, Section 1981, breach of contract, false tax return, and RICO conspiracy claims, leaving only federal and state RICO claims and FLSA claims with very limited value.
- Guided client through federal WARN act process, including assisting with rollout of separation agreements and all required notices, in connection with a plant closing.
- Prevailed in contentious labor arbitration involving the termination of a long-tenured employee, where arbitrator's opinion closely tracked post-hearing brief submitted on behalf of the employer.
- Successfully reached favorable resolution of matter involving wide-ranging allegations including federal and state civil RICO, Section 1981, and FLSA class and collective action claims.

TOP AREAS OF FOCUS

- Employment Counseling
- Labor + Employment Litigation + Dispute Resolution

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ALL AREAS OF FOCUS

- Corporate Espionage Response Team
- Employment Counseling
- Labor + Employment
- Labor + Employment Litigation + Dispute Resolution
- Litigation + Trial
- Noncompete + Trade Secrets

EDUCATION AND CERTIFICATIONS

EDUCATION

- Emory University School of Law, J.D., *cum laude*, 2020, Moot Court Society
- Georgia Institute of Technology, B.S., *summa cum laude*, 2015

BAR ADMISSIONS

- Georgia
- Oregon

PUBLICATIONS

- Co-author, "Navigating the Opportunities and Obstacles Facing Quantum Sensing Companies: Part 3," *Troutman Pepper Locke*, November 23, 2026.
- Co-author, "Navigating the Opportunities and Obstacles Facing Quantum Sensing Companies: Part 2," *Troutman Pepper Locke,* November 16, 2026.
- Co-author, "Washington's New Noncompete Prohibition: Compliance Roadmap for Employers," *Troutman Pepper Locke*, April 22, 2026.
- Co-author, "A Look at Three Noncompete Bans Under Consideration in NYC," *Law360*, March 26, 2024.
- Co-author, "New DOL Independent Contractor Rules, New Diligence Pitfalls: What Fund Managers Need to Know," *Private Equity Law Report*, February 22, 2024.
- Co-author, "DOL Publishes Final Independent Contractor Rule," *Troutman Pepper*, January 16, 2024.
- Co-author, "California Broadens Restrictions on Noncompete Agreements, Imposes Civil Liability," *Troutman Pepper*, October 16, 2023.
- Co-author, "US DOL Updates Prevailing Wage Rules for Construction Industry," *Troutman Pepper*, August 16, 2023.

MEDIA COMMENTARY

- Mentioned, "The Most-Read Employment *Law360* Guest Articles of 2024," *Law360*, December 23, 2024.