

## Patrick D. Houston

Associate

Richmond

[patrick.houston@troutman.com](mailto:patrick.houston@troutman.com)

D 804.697.1496



### OVERVIEW

Patrick advises businesses and executives in a broad range of business, commercial, and employment-related disputes. He represents clients in state and federal courts and in administrative forums in matters such as complex litigation, corporate governance disputes, contract actions and tort-related matters.

Patrick regularly litigates on behalf of clients in state and federal court in the areas of discrimination, harassment, retaliation, wrongful termination, breaches of employment contracts, restrictive covenants, and other state and federal employment issues. He also advises employers on everyday employment matters including employee policies, handbooks, offer letters, employment contracts, and separation agreements.

### AWARDS

- *Best Lawyers in America®: Ones to Watch: Commercial Litigation (2022-2026), Entertainment and Sports Law (2024-2026), Litigation – Labor and Employment (2022-2026)*

### TOP AREAS OF FOCUS

- [Labor + Employment](#)

### ALL AREAS OF FOCUS

- [Business Litigation](#)
- [Employment Counseling](#)
- [Labor + Employment](#)

### EDUCATION AND CERTIFICATIONS

#### EDUCATION

- William & Mary Law School, J.D., 2017

- Hamilton College, B.A., economics

## **BAR ADMISSIONS**

- Virginia

## **PUBLICATIONS**

- Co-author, "Virginia Enacts Statewide Paid Family and Medical Leave Program," *Troutman Pepper Locke*, May 15, 2026.
- Co-author, "Virginia Enacts New Restrictions on the Use of Noncompetes," *Troutman Pepper Locke*, April 13, 2026.
- Co-author, "Changes to Virginia's Noncompete Statute," *Troutman Pepper Locke*, May 13, 2025.