



MINNEAPOLIS

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PRACTICE AREAS

Class, Collective & PAGA
Representative Actions
Intellectual Property
Occupational Safety
Workers' Compensation
Employment & Labor
Employment Litigation
Litigation & Dispute Resolution
Intellectual Property Litigation
Traditional Labor
Non-Compete, Non-Solicit,
Trade Secrets & Other
Restrictive Covenants
Shareholder Disputes

INDUSTRIES

Education

COURT MEMBERSHIPS

- Minnesota

Dean A. LeDoux

Senior Counsel | dean.ledoux@lathrogpm.com

Dean LeDoux's employment and litigation practice includes representing employers in litigation and also advising them on employment issues. Dean also has extensive business litigation experience. Over approximately the last decade, Dean has focused on noncompete, trade secret and confidential information issues, and has handled numerous litigation matters involving those issues. Dean has successfully represented companies and individuals in those types of cases through trial, both as suing parties and defending clients against such claims.

Dean has broad and extensive litigation experience representing businesses and individuals in a variety of forums, including significant appellate practice. He has taken more than 25 cases to trial, most of which were jury trials, and he has handled multiple jury trials over the last several years. He has also handled more than 15 appeals. Included among Dean's jury trial experience is a 2013 trial in which he was able to obtain a verdict awarding his client \$22.7 million in damages. That verdict (*RELCO*) was identified by the *National Law Journal* as one of the 100 largest verdicts in the country in 2013. The lawsuit was a complex matter involving primary claims for misappropriation of trade secrets and confidential business information, in addition to noncompete claims.

Dean has also represented labor and employment clients in a variety of jurisdictions, including federal and state courts, and before the National Labor Relations Board, the Equal Employment Opportunity Commission, the Minnesota Department of Human Rights, and other such agencies.

- U.S. District Court for the District of Minnesota
- U.S. Court of Appeals for the Eighth Circuit

EDUCATION

University of Minnesota Law School, J.D., *cum laude*, 1986

Concordia College (Moorhead, MN), *magna cum laude*, undergraduate degree

Dean also has extensive business litigation experience, handling complex antitrust matters, corporate shareholder disputes, and general commercial litigation matters, in both trial and arbitration settings.

Representative Experience

- **Jury Trial:** *RELCO, LLC v. Custom Fabricating & Repair, Inc., et al.* (obtained \$22.7 million verdict in misappropriation of trade secret and confidential information case; Minnesota state court), October 2013.
- **Jury Trial:** *Nu-Look v. 4 Corner Architectural Sheet Metal* (obtained complete defense verdict (no liability) in misappropriation of trade secret and confidential information case; Minnesota state court), August 2016.
- **Jury Trial:** *Mattson v. Dooley's Petroleum, Inc.* (employee whistleblower case; Minnesota state court), January 2012.
- **Jury Trial:** *Tri-State Grease & Tallow Company, Inc. v. BJB, LLC* (noncompete business case; Minnesota state court), April 2010.
- **Jury Trial:** *Analog Tech. Corp. v. Dimation, Inc., et al.* (trade secrets misappropriation case in which judgment in excess of \$1.5 million ultimately obtained; Minnesota state court), May 2009.
- **Jury Trial:** *Pro Ag Alliance v. Johnson* (noncompete case; Minnesota state court), March 2009.
- **Jury Trial:** *Russ v. Commercial Walls Systems* (noncompete case; Minnesota state court), April 2008.
- Numerous other jury and bench (judge) trials.
- Lead attorney on numerous other lawsuits resolved prior to trial (in a variety of jurisdictions in state and federal courts).
- **Case Dismissal:** *Lindsey v. Clear Wireless, et al.* (Fair Labor Standards Act case in which class was decertified and claims dismissed via summary judgment; Minnesota federal court), April 2016.
- **Appeal:** *Analog Tech. Corp. v. Dimation, Inc., et al.* (Minnesota Court of Appeals) (argued 2015).
- **Appeal:** *Tri-State Grease & Tallow Company, Inc. v. BJB, LLC* (Minnesota Court of Appeals) (argued 2011).
- **Appeal:** *Analog Tech. Corp. v. Dimation, Inc., et al.* (Minnesota Court of Appeals) (argued 2011).
- **Appeal:** *C.H. Robinson v. FLS Transportation* (Minnesota Court of Appeals) (argued 2009).

- **Appeal:** *Ehlen v. Hanratty & Associates* (Minnesota Court of Appeals) (argued 2009)
- Numerous other appeals, including appeals before the Minnesota Court of Appeals and the Eighth Circuit Court of Appeals.

Events

- Employment & Labor Law Seminar - Minneapolis Area
May 4, 2022

Presentations

- "Protecting a Company's Most Valuable Assets: Effective Use of Non-Competes and Confidentiality Agreements and Beyond," co-presenter, Gray Plant Mooty 2019 Employment and Labor Law Seminar, April 9, 2019
- "Employment Law Update," Gray Plant Mooty's Employment Law Seminar, April 1, 2013
- "Noncompete Agreements: Particularly Troublesome Issues in Enforcement," Hennepin County Bar Association, Labor & Employment Section, February 1, 2012
- "Protecting a Company's Most Valuable Assets: Effective Use of Noncompetes & Confidentiality Agreements," Gray Plant Mooty's Employment Law Seminar, October 1, 2011
- "Making Management of Injured Workers Less Painful: Insight Into Effectively Handling the Overlapping Areas of Workers Comp, ADA, and FMLA for Employees with Disability and Leave Issues," Gray Plant Mooty's Employment Law Seminar, April 1, 2010
- "Practically Speaking: Managing Personnel Files & Documentation," Jeanne Thorne, Inc., Client Seminar, April 1, 2009
- "Employment Law Pointers: A review of best practices to reduce employers' exposure during tough economic times," January 1, 2009
- "Employment Law 101," Gray Plant Mooty's Employment Law Conference, October 1, 2008

Client Alerts And Blog Posts

- Protecting an Employers Most Valuable Assets: Employers Should Remember to Revisit Non-Compete Agreements & Confidentiality Agreements
January 28, 2021

- Continuing COVID-19 Related Employment Developments: Modifications to Workers Compensation Coverage and Unemployment Benefits
April 9, 2020
- Increased FLSA Threshold for White Collar Exemptions Takes Effect at the Start of the New Year
October 11, 2019
- Much Ado About Little Numerous Employment-Related Bills Stall Out in Minnesota Legislature
May 24, 2019
- Independent Contractor Test Changed Again by NLRB
February 1, 2019
- Trade Secrets Lawsuits Keep Trending Up: Are You Minding the Store?
January 26, 2018
- Another Twist on Overtime Rule Saga: DOL Appeals from an Apparent Win
November 6, 2017
- It Just Got a Bit Easier for Minnesota Employees to Blow the Whistle
August 10, 2017
- Minnesota Governor Vetoes Uniform Labor Standards Bill
June 2, 2017
- Bullying in the Workplace: Although Perhaps Not Illegal, it Certainly Comes with a Cost
January 12, 2017
- Employment Law Alert: California Passes Law Prohibiting Choice of Law and Venue in Employment Agreements
October 26, 2016
- Employee Voting Rights & a Cautionary Word About Political Talk in the Workplace
October 21, 2016
- Minnesota Supreme Court Strikes Down Ballot Initiative for \$15 Minimum Wage in Minneapolis
September 1, 2016
- Trade Secrets Alert: Creation of Federal Trade Secrets Statute
May 4, 2016
- New Federal Trade Secrets Law A New Weapon for the Protection of Employers Confidential Information
May 4, 2016

- Employment Law in the Balance: The Aftermath of the Passing of Justice Scalia
February 18, 2016
- In the Season of Giving, Give Some Thought to Improper Taking of Valuable Business Information
December 3, 2015
- Increased Governmental Scrutiny for Employee Confidentiality Restrictions
April 9, 2015
- Minnesotas New Expungement Law: A Second Step to a Second Chance for Some Potential Employees?
January 13, 2015
- The Major Threat Presented by a Tiny Thumb Drive
October 22, 2014
- Government Contractors Facing Increasing Employment-Related Regulations
August 7, 2014
- Multiple blog postings for The Modern Workplace blog of the Gray Plant Mooty Employment and Labor Practice Group
June 16, 2014
- Six Angry Persons? - Minnesota Employers Now Face Jury Trials Under the MHRA
May 22, 2014
- "How to Handle Confidential Information When Onboarding New Hires," HR Specialist: Minnesota Employment Law
March 1, 2014
- Social Media Job Updates: The Footprints in the Snow Showing Customer Solicitation?
February 27, 2014
- "Caught in the Act - Dairy equipment manufacturer Relco wins \$22.78 million in a theft of trade secrets lawsuit," quoted in Minnesota Enterprise
February 1, 2014
- Willful Blindness on Trade Secrets: Employers Could Pay a Heavy Price
December 10, 2013
- Another Piece of the Puzzle: Social Media Concerns (Just) Outside the Employment Relationship
August 14, 2013

- Is it the Beginning of the End for the Flexible Workplace?
March 6, 2013
- Tis the Season
December 5, 2012
- Workplace Violence: Prevention and Response
October 10, 2012
- About Those New Social Media Privacy Law Developments...
August 8, 2012
- "Employee Cell-Phone Use: An Accident Waiting to Happen," HR Specialist: Minnesota Employment Law
July 1, 2012
- The Very Real Costs to Employers of Distracted Driving
May 30, 2012
- Is That Contractor Truly Independent?"
March 1, 2012
- Are Your Employees Too Linked In?
January 12, 2012
- Week in Review (The Holiday Edition)
December 30, 2011
- When Does an Employer's Access to Electronic Communications Create a Duty to Monitor that Information?
November 18, 2011
- The Consumerization of I.T. Just Another Double-Edged Sword for Employers
October 6, 2011
- The Trade-Offs Presented by Employees Electronic Access to Confidential Business Information
September 8, 2011
- Is Any Business Information Truly Confidential Anymore in an Era of Web Proliferation?
September 6, 2011
- "Prepare For The Crackdown: DOL Focuses On Wage Underpayment," HR Specialist: Minnesota Employment Law
July 1, 2010
- "First Law Obama Signs Opens Doors To More Pay Discrimination Claims," HR Specialist: Minnesota Employment Law
April 1, 2009

In The News

- "Company Confidential," Twin Cities Business
August 31, 2016
- "Top 100 Verdicts of 2013," National Law Journal
March 24, 2014
- "Non-Compete Morphs Into \$22.7M Verdict," Minnesota Lawyer
November 11, 2013
- "Employer Liability Varies When Workers Using Cell Phones Cause Vehicle Crashes," Bloomberg BNA Human Resources Report, Vol. 30, No. 24
June 18, 2012

News Releases

- Seven Lathrop GPM Attorneys Named Lawyer of the Year, 100 Ranked as The Best Lawyers in America©
August 19, 2021
- Lathrop GPM Attorneys Named 2021 Minnesota Super Lawyers and Rising Stars
July 22, 2021
- Lathrop GPM Attorneys Named to The Best Lawyers in America©, Lawyer of the Year, and Ones to Watch for 2021
August 20, 2020
- Lathrop GPM Attorneys Named 2020 Minnesota Super Lawyers and Rising Stars
July 21, 2020
- Gray Plant Mooty Attorneys Named The Best Lawyers in America© 2020
August 15, 2019
- Gray Plant Mooty Attorneys Named 2019 Minnesota Super Lawyers and Rising Stars
July 5, 2019
- Gray Plant Mooty Attorneys Recognized in The Best Lawyers in America© 2019
August 15, 2018
- Gray Plant Mooty Attorneys Named 2018 Minnesota Super Lawyers and Rising Stars
July 5, 2018
- 37 Gray Plant Mooty Attorneys Recognized in The Best Lawyers in America 2018
August 15, 2017

- 43 Gray Plant Mooty Lawyers Named 2017 Minnesota Super Lawyers and Rising Stars
July 5, 2017
- 47 Gray Plant Mooty Attorneys Recognized as 2016 North Star Lawyers
May 18, 2017
- 40 Gray Plant Mooty Lawyers Named 2016 Minnesota Super Lawyers and Rising Stars
July 5, 2016
- 38 Gray Plant Mooty Lawyers Named 2015 Minnesota Super Lawyers and Rising Stars
July 09, 2015
- 40 Gray Plant Mooty Lawyers Named 2014 Minnesota "Super Lawyers" and "Rising Stars"
July 7, 2014

Professional Affiliations

- Minnesota State Bar Association
- Hennepin County Bar Association

Community Involvement

- Member of Board of Directors for Alliance Housing, Inc. (nonprofit addressing homelessness and low income housing)

Honors

- "Minnesota Super Lawyer," Thomson Reuters, 2013-2021
- "North Star Lawyers," Minnesota State Bar Association, 2016
- *The Best Lawyers in America*®, 2018-2022