



ROBERT C. GORMAN

Member

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OVERVIEW

Robert C. Gorman has been with Critchfield since 1997 and served as the Firm's Managing Member from 2013 until March 2019, when he returned to a 100 percent focus on client service. Bob concentrates his practice on corporate law, employment law, and higher education law.

Bob provides steady and responsive guidance to clients in both every day and once-in-a-lifetime matters, ranging from negotiating a contract to selling the client's businesses. He drafts and negotiates all types of business and employment contracts including employment agreements, executive compensation packages, severance agreements, supply agreements, dealer agreements, terms and conditions, employee policy manuals, nondisclosure agreements, non-compete agreements, and others.

Further, he works with clients on a daily basis to advise on regular employment challenges such as claims relating to FMLA, ADA, employee discipline, workplace investigations, and wage and hour issues. He also assists clients with drafting and implementing employment policies. He has conducted HR-related investigations as well. During 2020 he has been very active in advising clients on the variety of employment challenges created by the COVID-19 crisis.

Bob understands the unique needs of educational institutions and stays up to date on the full range of issues unique to higher education law, ranging from Title IX compliance to tenure-related matters.

Bob's past experience and the relationships he developed as a congressional aide taught him how to stay on the cutting edge of legal and regulatory developments that affect clients. He understands federal regulations relating to government contracting, Title IX, affirmative action and other matters, and advises clients on a wide range of regulatory and compliance issues.

He is dedicated to church, community and family, is an active member and past

PRACTICE AREAS

CORONAVIRUS RESPONSE

CORPORATE AND BUSINESS

COMPANY FORMATION AND
BUSINESS PLANNING

CORPORATE GOVERNANCE

EDUCATION

EMPLOYMENT AND LABOR

EMPLOYEE BENEFITS

EXECUTIVE COMPENSATION

HUMAN RESOURCES COUNSELING

POLICY DEVELOPMENT AND
WORKPLACE TRAINING

REGULATORY COMPLIANCE

MERGERS AND ACQUISITIONS

president of the Wooster Rotary Club, and has served as the chair of numerous community nonprofit boards. He also currently serves as president of the Wayne County Bar Association.

Businesses and individuals seek Bob's counsel to provide levelheaded navigation through complex challenges.

EDUCATION

University of Akron School of Law, J.D., *summa cum laude*; *graduated first in class*

The University of Notre Dame, B.A., *magna cum laude*

ADMISSIONS

Ohio

U.S. District Court, Northern District of Ohio

United States Court of Appeals for the Sixth Circuit

United States Supreme Court

CLERKSHIPS

Law Clerk to U.S. District Judge David D. Dowd, Jr., 1995-97. Bob considers it a high honor that Judge Dowd asked him to speak on behalf all of his past and present law clerks at a ceremony honoring the Judge upon his retirement in 2014.

RECOGNITIONS

- Jack O'Donnell Award for Community Service, Wooster Area Chamber of Commerce, 2017

AFFILIATIONS

- American Bar Association
- Ohio State Bar Association
- Wayne County Bar Association

IN THE COMMUNITY

- Wooster Rotary Club, Member (1997-current) and Past President (2006-07)
- Wayne County Bar Association, President
- Viola Startzman Clinic, Past President, Board of Trustees
- Wayne Center for the Arts, Past President, Board of Trustees
- Wooster Elks Lodge
- Mary Catholic Church

- Wooster City Schools Business Advisory Committee (2005-current)
 - Finance Committee
- Wayne Economic Development Council (2018-current)
- Wooster Speech & Debate Parents, Inc., Past President

SPEAKING ENGAGEMENTS

- Bob is a regular speaker on various areas of employment law for private companies and local and regional human resources organizations.