

Richard A. Millisor
Partner, Cleveland
rmillisor@millisor.com

TF: 440.838.8800 ext 2146
FAX: 440.838.8805



At-A-Glance:

- Practice Areas: Employment, Labor
- Education: University of St. Andrews, Scotland (M.A. Honors 1987); University of Colorado School of Law (J.D. 1990)
- Bar Admissions: Ohio, Colorado, New Mexico
- Number of Years in Firm: 15
- Associations: Master of Cleveland Labor and Employment Chapter of the ____ of Court
- Achievements: Ran 3 full marathons after age 40
- Civil Involvement: President of Board Great Trail Council (Boy Scouts of America); Board Member Akron General Health Systems

Full Bio:

Richard Millisor, an AV rated attorney, is a partner with Millisor & Nobil where he has exclusively represented employers in the labor and employment arena since 1993. A shareholder with the firm since 1998, Rich has successfully represented employers before state and federal courts and administrative agencies in all areas of the employment law, including discrimination, wage and hour, intentional tort and unfair labor practice litigation. He has argued multiple employment cases to the Supreme Court of Ohio and the United States Sixth Circuit Court of Appeals. Rich also has an active traditional labor practice, where he represents employers in resolving grievances, prosecuting arbitrations and negotiating collective bargaining agreements. Consistent with the firm's proactive approach to labor and employment issues, Rich also devotes a substantial portion of his practice counseling clients to avoid employment and labor disputes. Rich has also developed substantial experience successfully litigating collective actions under the Fair Labor Standards Act and has authored numerous opinion letters addressing Wage & Hour compliance issues effecting thousands of employees for the firms Fortune 500 clients. Rich frequently speaks before attorneys and management groups on the labor and employment law.

Rich has been recognized in the 2007, 2008 and 2009 publication of Chambers and Partners,[®] in which in-house counsel of clients of the firm as well as opposing counsel interviewed by the publication commented on his ability to manage opposing attorneys and plaintiffs to effectively leverage settlements in employment litigation:

"Rich Millisor has also impressed sources with his '*high level of technical expertise and ability to achieve difficult negotiated settlements.*' Interviewees admire his ability to work in a way that diffuses emotion in negotiations: '*He understood all the numbers and was able to advocate his client's position in a way that wasn't disrespectful to my client.*'"

He has also been repeatedly selected an *Ohio Super Lawyer®* by *Law and Politics Media, Inc* and was selected by his peers for inclusion in the 2010 edition of *Best Lawyers in America®* in the specialty of labor and employment law. Rich was in the first class of labor and employment lawyers certified as Specialists by the State Bar of Ohio. He is a member of the State Bars of Ohio, Colorado, and New Mexico and the American Bar Association and is serving as a founding Master of the Labor and Employment Chapter of the Inns of Court.

Before returning to Cleveland to join Millisor & Nobil, Rich obtained valuable expertise working for a large business law firm in New Mexico after graduating from the University of Colorado, School of Law in 1990. While at Colorado, where he graduated in 1990, Rich was elected editor of the *Colorado Law Review*. Rich received his undergraduate degree, an M.A. Honors in Modern History, abroad at the University of St. Andrews, in Scotland, where he was in first class of Americans who graduated from the University.

Rich resides in a suburb of Cleveland with his wife, Lisa, and daughter, Arden. He is strongly committed to serving the Community. In addition to his service as President of the Great Trail Council (Boy Scouts of America), Rich remains active on Boards of Akron General Health System, where he has served for several years. He also remains active with the Northwest Summit County Rotary Club, where he is a Past President. Rich, an avid runner, has recently completed the Cleveland, Columbus, and Akron Marathons.