

Brent D. Hockaday

Partner

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OVERVIEW

Brent Hockaday, a partner in the Labor, Employment, and Workplace Safety practice, operates as a trusted ally to business leaders. With a steadfast commitment to fostering shared business success across a diverse range of industries, Brent provides strategic guidance to seamlessly integrate protective measures with effective execution.

Board Certified in labor and employment law, Brent crafts contracts, policies, and legal frameworks that safeguard trade secrets, deter unfair competition, and navigate the compliance through the maze of employment laws and regulations. Brent's tailored counsel empowers leadership teams to build resilient workplace strategies, manage employee relations, and avoid litigation.

Brent is also a skilled litigator and trial lawyer with extensive experience handling employment and commercial disputes nationwide, achieving successful jury verdicts and arbitration awards. His litigation experience includes enforcing and defending restrictive covenants, protecting trade secrets, and the successful defense of wage and hour, discrimination, harassment, and retaliation claims in courts, arbitrations, and before administrative agencies.

Beyond his legal practice, Brent also educates lawyers and industry leaders on emerging trends in unfair competition and trade secrets protection. His insights and guidance equip businesses of all sizes.

ACHIEVEMENTS

- Recognized by *Chambers USA* for Labor & Employment in Texas, 2024-2026
- Named to *The Best Lawyers in America*® for Litigation - Labor and Employment in Dallas, TX, 2024-2027
- Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization
- Named to *Best Lawyers: Ones to Watch*® *in America* in Texas, 2021
- Named to the Texas Rising Stars list, 2019-2023

PROFESSIONAL / CIVIC ACTIVITIES

- Texas General Counsel Forum, DFW Chapter Board Member
- Dallas Bar Association, Member
- Downtown Dallas, Inc., Board of Governors, 2022-2023
- The Patrick Higginbotham Inn of Court, Member, 2018
- Texas Bar Foundation, Fellow
- Dallas Regional Chamber of Commerce
  - Leadership Dallas, Class of 2022
  - Young Professional Advisory Council, 2018-2020
  - LEAD Young Professionals, Class of 2017

SPEAKING ENGAGEMENTS

- "Retaliation / Whistleblower Update 2026," 36th Annual Institute, State Bar of Texas Labor and Employment Law Section, 29 August 2026
- "Employment Law Update" K&L Gates: People Power Hour, 12 February 2026
- "Knowing How to Know – How to Conduct and Navigate the Investigation Process that Becomes the Subject of Litigation," Association of Corporate Counsel, 5 March 2026
- "Employment Law 101: Retaliation," 34th Annual Advanced Employment Law for the State Bar of Texas, Labor and Employment Section, 7 January 2026
- "Cancelled to Canned: Social Media Policies and the First Amendment," GC Netweavers Dallas, 16 October 2025
- "Navigating Non-Competes During Uncertain Times," K&L Gates and Pearson Partners International CLE Series, 27 August 2024
- "What Legal Challenges Will You Be Facing in Managing Your Workforce in 2024?" Association of Corporate Counsel, 7 March 2024
- "Protecting Your Information and Relationships in a Hybrid and Remote World," Texas General Counsel Forum, 16 November 2023
- "The Evolving Landscape of Non-Compete Agreements and the Proposed FTC Regulations," Dallas Bar Association, Employment Law, 27 August 2023
- "The Evolving Landscape of Non-Compete Agreements and the Proposed FTC Regulations," Dallas Bar Association, Energy Law, 18 August 2023

- "Protecting Your Company's Most Important Assets," TechFW, 20 September 2022
- “#Metoo Takes a Bite Out of Arbitration,” Thomson Reuters West LegalEdCenter, 23 May 2022
- “Emerging Issues Facing Restrictive Covenants,” Collin County Bar Association and Plano Bar Association Corporate Counsel, 4 March 2022
- “Emerging Issues Facing Restrictive Covenants,” State Bar of Texas Labor and Employment Institute, August 2021
- “Emerging Issues Facing Restrictive Covenants,” Dallas Bar Association, July 2021
- Co-presenter, “What You Need to Know About the FMLA and ADA,” Benefit Seminars PLUS Luncheon, October 2014

EDUCATION

- J.D., Southern Methodist University Dedman School of Law, 2012 *(cum laude)*
- B.B.A., Baylor University, 2005

ADMISSIONS

- Bar of Texas
- United States Court of Appeals for the Fifth Circuit
- United States District Court for the District of Colorado
- United States District Court for the Eastern District of Oklahoma
- United States District Court for the Eastern District of Texas
- United States District Court for the Northern District of Texas
- United States District Court for the Southern District of Texas
- United States District Court for the Western District of Oklahoma
- United States District Court for the Western District of Texas

THOUGHT LEADERSHIP *POWERED BY HUB*

- 25 June 2025, Pared Back Version of the Texas Responsible Artificial Intelligence Governance Act Signed Into Law

OTHER PUBLICATIONS

- "Pared Back Version of Texas Responsible Artificial Intelligence Governance Act Is Signed Into Law," *Journal of Robotics, Artificial Intelligence & Law*, November 2025
- "#MeToo Takes a Bite Out of Arbitration," *Texas Lawyer*, 31 March 2022
- "How The New 'Tipped Pool' Rule May Impact Restaurant Employers," *Modern Restaurant Management*, 30 October 2019
- "3 employment forms that protect your business," *Dallas Business Journal*, 2 October 2019
- Oklahoma Chapter, *Employment at Will: A State-by-State Survey, 2014 Cumulative Supplement*, ABA Section of Labor and Employment Law, January 2015
- Oklahoma Chapter, *Employment at Will: A State-by-State Survey, 2013 Supplement*, ABA Section of Labor and Employment Law, January 2014

NEWS & EVENTS

- 4 June 2026, K&L Gates Receives Nearly 235 Firm, Individual Rankings in 2026 *Chambers USA* Guide
- 3 December 2025, K&L Gates Secures Major Trial Victory Fully Vindicating Dundon Capital Partners in AAF Bankruptcy Litigation
- 17 June 2025, K&L Gates Successfully Defends Sectigo Against Wrongful Termination Claim in Federal Court
- 5 June 2025, K&L Gates Receives More Than 240 Firm, Individual Rankings in 2025 *Chambers USA* Guide
- 1 April 2025, K&L Gates Represents JAPEX in Equity Investment in E&P Peoria
- 6 June 2024, K&L Gates Receives More Than 200 Firm, Individual Rankings in 2024 *Chambers USA* Guide
- 29 February 2024, K&L Gates Enhances Labor, Employment, and Workplace Safety Practice With Dallas Partner Addition

MEDIA MENTIONS

- 2 January 2026, *Law360* | AI Battle Headlines Workplace Bias Cases To Watch In 2026

OTHER MEDIA MENTIONS

- Quoted, "AI Battle Headlines Workplace Bias Cases To Watch In 2026," *Law360*, 2 January 2026
- Mentioned, "A Thanksgiving Leftovers Edition of Litigator of the Week Shout-Outs," *Am Law Litigation Daily*, 2 December 2025

- Mentioned, "Dundon Ordered to Pay $1 in AAF Football League Bankruptcy Case," *Sportico*, 26 November 2025
- Quoted, "Bankruptcy judge awards $1 in case over spring football league's demise," *San Antonio Express News*, 26 November 2025
- Quoted, "Hurricanes' Owner Beats Litigation Over Failed Football League," *Bloomberg Law*, 26 November 2025
- Quoted, "Dallas PE Firm Largely Cleared in $180M Alliance of American Football Bankruptcy Case," *The Texas Lawbook*, 26 November 2025
- Quoted, "NFL commish Roger Goodell is 1st witness in San Antonio bankruptcy trial," *San Antonio Express News*, 15 April 2025
- Quoted, "AAF Bankruptcy: Hurricanes owner Tom Dundon claims he, not defunct league's players, should get millions," *The Athletic*, 5 October 2021
- Quoted, "Supreme Court deals final blow to Biden vaccine-or-test mandate for large employers," *Retail Dive*, 14 January 2022

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Class Action Defense
- Contract Workers
- Employment Disputes
- Employment Investigations
- Employment Issues in Business Transactions
- Human Resource Advice and Compliance
- Wage and Hour

INDUSTRIES

- Consumer Goods and Services
- Energy
- Financial Services
- Healthcare
- Life Sciences

- Sports
- Technology

REPRESENTATIVE EXPERIENCE

- Secured a trial victory on behalf of Dundon Capital Partners and two executives following a five-week bench trial for contract, fraud, and fiduciary duty claims with an amount in controversy exceeding US$200 million. Prevailed on all claims except for one that resulted in a nominal damages award against one of the executives for only US$1, earning finalist for “Litigator of the Week” in Law.com. Also secured a US$2.5 million judgment in defensive attorneys’ fees for prevailing; In re Legendary Field Exhibitions, LLC, No. 19-50900-cag, Randolph N. Osherow, Chapter 7 Trustee, et al. v. Dundon Capital Partners LLC, et al., Adversary No. 22:05078-CAG-7 (Bank. W.D. Tex.).
- Successfully defended a startup and three of its partners against claims made by national public accounting firm for misappropriation of trade secrets, breach of fiduciary duty, and violation of restrictive covenants. The clients also asserted counterclaims for breach of fiduciary duty and breach of the partnership agreement. After a five-day hearing, the arbitrator entered an award in favor of the clients, including the recovery of damages on the breach of fiduciary counterclaim.
- Assisted a Texas-based power infrastructure platform with employment matters.
- Won a complete defense verdict in a federal court bench trial on behalf of a global digital security solutions firm against claims for damages and injunctive relief under the Texas Labor Code and Age Discrimination in Employment Act, including a rare defensive award of attorneys’ fees.
- Secured the complete dismissal of a class action matter on behalf of an investor of the Alliance of American Football for claims of fraud, promissory estoppel, inducing breach of contract, and violations of the California Labor Code, which sought hundreds of millions of dollars in damages, In re Legendary Field Exhibitions, LLC, No. 19-50900-cag, Colton Schmidt, et. al. v. AAF Players, LLC, et. al., Adversary No. 19-05053-cag (Bank. W.D. Tex.).
- Prevailed on a breach of contract claim and secured damages for unlawful removal of confidential and proprietary information on behalf of a large privately owned mortgage lender, while defeating claims by the former manager plaintiff for unpaid overtime and retaliation under the Fair Labor Standards Act, violation of the Family and Medical Leave Act, fraudulent misrepresentation, promissory estoppel, and tortious interference.
- Secured a complete dismissal of Section 1981 and the Texas Labor Code claims on summary judgment on behalf of a global software and data analytics company, Davis v. RealPage, Inc., No. 3:18-CV-0986-D, 2020 WL 1325201 (N.D. Tex. Mar. 20, 2020).
- Obtained a complete defense arbitration award on behalf of a skilled nursing facility for claims under Chapter 21 of the Texas Labor Code.

- Successfully defended against a temporary injunction on behalf of an insurance company in the medical billing industry against claims of tortious interference, misappropriation of trade secrets, the Texas Theft Liability Act, and civil conspiracy.
- Won a complete defense verdict in a federal court jury trial on behalf of a skilled nursing and rehabilitation center against Title VII claims from five plaintiffs.
- Secured a partial summary judgment on behalf of a sublessor to an aircraft sublease agreement on breach of contract and breach of guaranty claims, and obtained a substantial six-figure jury verdict.
- Obtained an arbitration award on behalf of a senior care living facility against claims of discrimination and retaliation under Title VII, Section 1981, and the Texas Labor Code.
- Defeated six causes of action in arbitration on behalf of a large consumer retail and distribution center against Americans with Disabilities Act and Texas Labor Code claims.