



## **Robert T. Hicks**

### **Shareholder**

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### **OVERVIEW**

Robert Hicks is an equity shareholder of Bean, Kinney & Korman and practices in civil and commercial litigation.

Bob's litigation practice includes, among other things, the representation of companies and government contractors in pursuing and defending against claims of trade secret misappropriation, enforcement of restrictive covenant agreements (e.g., non-compete, non-solicitation and non-disclosure agreements) and various other business torts (e.g., tortious interference, conspiracy, breach of fiduciary duty) and computer-related offenses. He represents businesses in a variety of matters involving M&A, shareholder and indemnity claims, transaction price adjustment claims, prime and subcontractor disputes, breach of representations and warranties and breach of contract, corporate dissolution, fraud, defamation and negligence. He also has extensive experience with litigation issues and claims from commercial lease disputes.

In addition, Bob's counseling practice involves several aspects of litigation avoidance and preparation and alternative dispute resolution, and issues concerning employee or consultant hiring, movement and terminations. Based on this experience, he is able to further assist and advise clients with employment and potential litigation matters such as the negotiation of non-solicitation and other restrictive covenants as well as investigation of discrimination and retaliation claims and charges.

Bob regularly represents his clients in the state and federal courts of Virginia, including the U.S. District Court for the Eastern District of Virginia, the Circuit Courts for Fairfax, Arlington, Prince William, Loudoun and Fauquier Counties and the City of Alexandria.

Prior to joining Bean, Kinney and Korman in 2015, Bob spent fourteen years at Holland & Knight, LLP in their Commercial Litigation Practice Group in Tysons, Virginia.

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### **EXPERIENCE**

- Obtained successful arbitration award in a breach of a teaming agreement/sub-contract for government contracting client.
- Successful representation of local municipality in an Eminent Domain jury trial.
- Obtained multi-million-dollar jury verdict in a residential construction case.
- Obtained Summary Judgment for a government contractor defending trade secret claims.

- Represented Commercial Owners Association at trial and before the Supreme Court of Virginia against member of Association.
- Successfully represented client in AAA Arbitration involving Asset Purchase Agreement dispute over earnouts and representations/warranties.
- Defended clients in arbitration and federal court against Title VII Discrimination claims.
- Defended clients against Fair Labor Standards Act (FLSA) claims in Federal Court and before Department of Labor.
- Obtained summary judgment on behalf of client in Virginia Trade Secrets Act matter.
- Negotiated successful resolution on behalf of a franchisee against a large national chain.
- Mediation of a multi-million-dollar corporate divorce of closely held LLC.
- Initiated suit and obtained judgment in a commercial lease dispute involving a national restaurant chain.
- Counseled numerous clients on enforceability of non-compete covenants.
- Defended a software company from claims of wrongful termination from a former employee.
- Negotiated a settlement for a software company whose customer had breached the licensing agreement.
- Negotiated a settlement for a government contractor whose subcontractor failed to perform for a critical client customer.

## BAR & COURT ADMISSIONS

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- Virginia, 2000
- US District Court for the Eastern District of Virginia
- US Court of Appeals for the Fourth Circuit

## EDUCATION

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- Virginia Polytechnic Institute and State University, B.S., 1992
- George Mason University School of Law, J.D., *cum laude*, 2000

## AWARDS & AFFILIATIONS

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### Awards

- Best Lawyers in America, Commercial Litigation, 2023-2026
- Arlington Magazine, Top Attorney – Litigation, 2021, 2024
- Virginia Business, Legal Elite in Civil Litigation, 2020-2025
- Virginia Super Lawyer, Rising Star, 2008, 2010

### Professional Affiliations

- Fairfax Bar Association
- Federal Bar Association, Northern Virginia
- George Mason University Inn of Court
- Hokie Club (VA Tech Alumni Association)
- George Mason University Alumni Association
- Arlington Soccer Association
- Tuckahoe Elementary School PTA