

Tim Gronewold

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“I work hand in hand with clients to cost-effectively solve problems.”

Tim frequently handles trust and banking disputes in addition to a wide variety of business and commercial litigation. He also regularly advises on restrictive covenants, post-employment obligations, non-compete/non-solicitation issues, and the protection of proprietary business information. To that end, he routinely assists a large, multinational financial services firm with departing brokers in a pre-suit capacity as well as in arbitration proceedings before the Financial Industry Regulatory Authority (FINRA).

He has also assisted clients with shareholder disputes, commercial leases, construction related claims, and the exercise of creditors rights through workout scenarios, foreclosures, and replevin proceedings. Beyond that, he has worked with employers to defend allegations regarding the Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Family and Medical Leave Act (FMLA), Title VII, federal wage and hour litigation, interpretation of employment contracts, civil rights administrative proceedings, unemployment claims, and investigations of alleged workplace misconduct. He has also assisted municipal entities, represented employers with respect to copyright/trademark/trade secrets litigation, and he completed 40 hours of mediator training through Northwestern University.

Business Litigation	<ul style="list-style-type: none"> • Financial Institutions • Business Bankruptcy & Creditors' Rights • Labor, Employment, & Immigration
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In addition, a significant portion of Tim’s practice is devoted to advising clients on restrictive covenants and post-employment obligations, noncompete and non-solicitation issues, and the protection of trade

secrets and proprietary business information. To that end, he regularly assists a large, multinational financial services firm with disputes involving departing brokers both in a presuit capacity, as well as in associated arbitration proceedings before the Financial Industry Regulatory Authority (FINRA). Tim has further assisted multiple municipal entities and defended employers against claims of copyright and trademark infringement.

Representative Matters

- Represented a financial services firm in multiple arbitrations before the Financial Industry Regulatory Authority (FINRA) against former employees, successfully obtaining awards on loans provided to the employees by the firm.
- Represented a lending institution in a Qui Tam Whistleblower Action and obtained a Rule 12(b) dismissal of a Qui Tam action against seventeen banks sued in a federal district court in the Northern District of Texas. Over 60 attorneys appeared in the case and all defendants entered into a Joint Defense Agreement. Our representing attorney was one of five attorneys selected to speak at the full-day dismissal hearing. The matter was dismissed with prejudice in its entirety.
- Represented a business and real estate purchaser in an action seeking specific performance. While summary judgment for specific performance is rarely granted, we obtained such relief on behalf of our client and successfully defended the judgment on appeal.
- Successfully foreclosed on a \$20MM housing development of a multi-building apartment complex for a New York-based lender, preserving deficiency and obtaining full recovery of legal fees.
- Successfully represented a financial institution and obtained dismissal with prejudice and award of attorneys' fees against customer who alleged negligence and fraud by allowing a rogue employee to cash checks and convert over \$1MM of the customer's funds.
- Successfully defended the non-filing spouse of a business owner who was sued for the recovery of approximately \$1.8MM in assets under equitable theories and state and federal fraudulent transfer law involving property she owned pursuant to long-standing estate plan. The matter settled for 10% of the face amount of the claims.
- Obtained a dismissal with prejudice on behalf of a bank client of all claims brought by four plaintiffs who filed a multimillion-dollar securities lawsuit against the bank arising from their purchase of \$7MM unsubordinated debentures.
- Argued a victorious summary judgment motion on behalf of our client concerning a rezoning classification, which paved the way for our client to construct and operate a multi-million dollar grain-handling facility.
- Represented post-frame construction company in a nine-day trial involving shareholders who attempted to sell in excess of \$100MM in stock to an Employee Stock Ownership Plan (ESOP) despite challenges to block the transaction and claims of minority shareholder oppression. Our client achieved a full victory on all issues as outlined in a 39-page Memorandum of Opinion and Judgment.
- Successfully mediated an Age Discrimination in Employment Act case filed in the Southern District of Illinois Federal Court on behalf of our client. Plaintiff's original demand to the EEOC was \$1MM. The case resolved at mediation against all defendants for less than 10% of that amount with our client paying nothing.
- Lead trial counsel for a community bank for a scheduled multiple-day jury trial in Stark County. The opponent had commenced litigation in Stark County, Henry County, Peoria County, and the

Appellate Court. The matter was resolved during the final pretrial conference with the judge, approximately 20 minutes before we were to begin selecting a jury from the 50 plus Stark County residents present in the courtroom.

- Successfully represented a public university in an interest arbitration against the Fraternal Order of Police (FOP) with respect to a multi-year collective bargaining agreement.

Education

- Washington University in St. Louis, School of Law, 2008
 - J.D.
- Washington University in St. Louis, Olin School of Business, 2003
 - B.S.

Memberships

- Peoria County Bar Association
- Illinois State Bar Association
 - Labor and Employment Law Section Council, Secretary, 2022
- The Abraham Lincoln American Inns of Court

Admissions

- Illinois, 2008
- U.S. District Court, Northern District of Illinois, 2014
- U.S. District Court, Southern District of Illinois, 2014
- U.S. District Court, Central District of Illinois, 2009

Professional Achievements

- Illinois *Super Lawyers*, "Rising Stars," 2015-2021
- Illinois *Leading Lawyers*, "Emerging Lawyers," 2015-2021
- *Peoria Magazine*, "40 Leaders Under Forty," 2014