

Isaac T. Caverly

ASSOCIATE

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Isaac T. Caverly is a trusted advisor and skilled litigator focused on trade secret and restrictive covenant litigation and strategic employment counseling. Employers rely on Isaac for practical, business-oriented guidance in navigating employment challenges that affect their competitive position.

Isaac helps businesses protect their most valuable assets—their people, information and competitive advantages—by developing and implementing proactive strategies to retain key talent, safeguard confidential and proprietary information, and mitigate legal and operational risk. He regularly advises clients on drafting, enforcing and defending restrictive covenants and trade secret protections and he represents both plaintiffs and defendants in high-stakes litigation across these areas.

In addition to litigation, employers rely on Isaac as a strategic counselor and trusted advisor for sensitive employment matters, internal investigations, compliance strategies and workforce management decisions. He frequently collaborates with corporate and industry-focused teams to address employment and restrictive covenant issues arising in mergers, acquisitions and other business transactions.

As a member of Polsinelli's Restrictive Covenants & Trade Secrets practice, Isaac is committed to delivering strategic legal solutions and dependable representation for clients confronting competitive risk and litigation challenges.

Education

- The University of Iowa College of Law (J.D., *with distinction*)
- The Ohio State University (B.A., *cum laude*)
 - Political Science and Psychology

Bar Admissions

- Missouri
- Illinois

Capabilities

- Labor & Employment
- Restrictive Covenants & Trade Secrets Litigation
- Employment Litigation, Arbitration & Dispute Resolution
- Management - Labor Relations
- Workplace Safety, Health (OSHA) & Environmental Advising
- Employment Class & Collective Actions

Court Admissions

- U.S. District Court, Western District of Missouri
- State of Missouri
- U.S. District Court, District of Kansas
- U.S. District Court, Northern District of Illinois
- U.S. District Court, Southern District of Indiana

Memberships

- Board Member, City of Kansas City, MO's Human Resources Board
- Missouri Bar
- KC Legal

Recognition

- Participant, Polsinelli Trial Academy facilitated by NITA, 2026
- Named one of *Best Lawyers: Ones to Watch® in America* in:
 - Labor and Employment Law - Management, 2024-2026
 - Litigation - Labor and Employment, 2024-2026
- Eagle Scout

Matters

- Former employee brought an action against employer alleging race discrimination and retaliation for exercising workers compensation rights. Successfully moved to compel arbitration based on applicable collective bargaining agreement. The arbitrator found for employer on all accounts after a two-day arbitration.
- Led research and electronically stored information discovery efforts in a multi-state trade secrets case that involved eight individual defendants and one corporate defendant.
- Advised national health care client regarding COVID-19 related legislation, orders, and litigation across over 25 states and the various impacts on hospitals and entities in the respective states.
- Assisted in defending national financial services entity against lawsuit from a former executive alleging sex and age discrimination along with retaliation that led to a favorable settlement for employer.
- Led electronically stored information (ESI) efforts to identify favorable evidence in plaintiff employee's inbox that led to favorable settlement to employer to avoid litigation.