HUSCH BLACKWELL



Randall S. Thompson

PARTNER

ST. LOUIS, MO
PHONE: 314.345.6453
EMAIL: RANDALL.THOMPSON@HUSCHBLACKWELL.COM

OVERVIEW

Randy considers it a bit ironic that he moves so freely from one side of restrictive covenant litigation to the other.

He has worked both sides of the fence, at times representing companies and at other times employees in cases that concern trade secrets, noncompete clauses and nonsolicitation agreements. He enjoys the relatively fast pace of these types of cases, being able "to run into court and get it done." Clients appreciate his efficiency.

Randy has clients in industries as diverse as corrugated packaging, chemical manufacturing and healthcare. He represents them in all matters relating to labor and employment law, from day-to-day counseling to class action litigation.

Randy also has argued employment discrimination cases in a long list of U.S. district and appeals courts, making his practice national in scope.

Industries

Healthcare

Manufacturing

Services

Employment Litigation Defense

Healthcare Labor & Employment and Immigration

Labor & Employment

Non-Competes & Restrictive Covenants

Trade Secrets & Business Information Protection

"Randall takes time to understand our business and provides legal advice with that knowledge in mind."

— Chambers USA 2026

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Experience

- Secured summary judgment for ammunition manufacturer in defense of workers' compensation retaliatory discharge allegation.
- Provides day-to-day labor & employment counsel for manufacturer of polyurethane and recycled rubber products.
- Awarded numerous summary judgments for healthcare entities, Fortune 100 and Fortune 500 clients in myriad of employment discrimination claims in state and federal jurisdictions across the United States.
- Won defense verdict on behalf of pharmaceutical company on whistleblower claim.
- Worked on integration team for a $29.1 billion acquisition on behalf of Fortune 100 pharmacy benefits manager, making it one of the largest pharmacy benefits managers in the United States.
- Obtained expeditious summary judgment on Family Medical Leave Act (FMLA) retaliation claims in U.S. District Court for the District of New Jersey on behalf of global leader in paper products. Plaintiff alleging FMLA violations was shown on social media to have traveled, fraternized and otherwise abused FMLA terms.

Recognition

- *Benchmark Litigation*, Local Litigation Star, 2026
- *The Best Lawyers in America*®
    - Employment Law - Individuals, 2016-2027
    - Employment Law - Management, 2016-2027
    - Labor Law - Union, 2016-2027
    - Litigation - Labor & Employment, 2013, 2015-2027
    - Best Lawyers® Labor Law - Union "Lawyer of the Year," St. Louis, 2023
- *Chambers USA*, Labor & Employment, 2026

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Education

- J.D., Saint Louis University School of Law
  - *cum laude*
- B.A., University of Missouri
  - *magna cum laude*

Admissions

- Missouri
- U.S. District Court, District of Colorado
- U.S. District Court, Central District of Illinois
- U.S. District Court, Northern District of Illinois
- U.S. District Court, Northern District of Illinois (Trial Bar)
- U.S. District Court, Eastern District of Michigan
- U.S. District Court, Eastern District of Missouri
- U.S. Court of Appeals, Fourth Circuit
- U.S. Court of Appeals, Sixth Circuit
- U.S. Court of Appeals, Eighth Circuit
- U.S. Court of Appeals, Ninth Circuit

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2026 Benchmark Litigation - Litigation Star

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