



Daniel J. Clark

PARTNER

Dan is a partner in the Vorys Columbus office and a member of the labor and employment group. He has significant experience with ERISA litigation, employment discrimination cases, wage and hour class actions and collective actions, collective bargaining and traditional labor disputes.

Columbus

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Columbus, Ohio 43215

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Practice Areas

Corporate Diversity, Equity and
Inclusion Programs

Employee Benefits and Executive
Compensation

Employer Internal Investigations

Employment Counseling

Employment Litigation

Labor and Employment

Labor Relations

Litigation and Appeals

Education

The Ohio State University Moritz
College of Law, J.D., 2002, with
Honors

Wittenberg University, B.A.,
summa cum laude, 1999, Phi
Beta Kappa

Bar & Court Admissions

Ohio

U.S. Supreme Court

Career highlights include:

- Successfully defending plan sponsors in ERISA breach of fiduciary duty litigation
- Defending clients in nationwide Fair Labor Standards Act collective actions
- Successfully representing plan sponsors in litigation challenging benefit determination
- Representing multiemployer plans and employers in delinquent contribution and withdrawal liability matters
- Obtaining a judgment in favor of a national employer in a case of race discrimination brought by the Ohio Civil Rights Commission
- Negotiating numerous collective bargaining agreements for manufacturers

Dan has lectured on topics relating to harassment training, employee relations, workplace investigations, the Fair Labor Standards Act (FLSA) and compliance with the Family and Medical Leave Act (FMLA). Dan is also a member of Vorys' drone and autonomous vehicle working group.

Dan received his J.D. with honors from The Ohio State University Moritz College of Law. He also participated in the Ohio State Summer Law Program at Oxford University in 2000. He received his B.A. *summa cum laude* from Wittenberg University where he received the Jeffery Mao Award in Political Science and was a member of Phi Beta Kappa.

U.S. Court of Appeals for the Third Circuit

U.S. Court of Appeals for the Sixth Circuit

U.S. Court of Appeals for the Ninth Circuit

U.S. Court of Appeals for the Tenth Circuit

U.S. Court of Appeals for the D.C. Circuit

U.S. District Court for the Eastern District of Michigan

U.S. District Court for the Northern District of Ohio

U.S. District Court for the Southern District of Ohio

Admitted to practice law only in the states listed above.

Industries

Colleges and Universities

Financial Institutions

Manufacturing

Retail and Consumer Products

Honors & Recognitions

The Best Lawyers in America, Labor Law – Management "Lawyer of the Year," 2025

The Best Lawyers in America, Employment Law – Management, 2023-2026; Labor Law – Management, 2023-2026; Litigation – ERISA, 2024-2026; Litigation – Labor and Employment, 2022-2026

Columbus CEO, Best Lawyers, Litigation – Labor and Employment, 2022-2023; Labor and Employment Law, 2024; Litigation – Labor Employment Benefits, 2025

Columbus CEO, Top Lawyers in Columbus, 2015

Ohio Super Lawyers Rising Stars, Employment & Labor, 2010, 2013-2016

Professional and Community Activities

The Children's Center for Development Enrichment, Board Member

Lettuce Work, Board Member

Ohio Supreme Court, Lawyer-to-Lawyer Mentor