



Oliver D. Frey

PARTNER

Columbus

52 East Gay Street
Columbus, Ohio 43215

t: 614.464.6323
odfrey@vorys.com

Practice Areas

Employment Litigation
Labor and Employment

Education

Duke University School of Law,
J.D., *cum laude*, 2016

Elon University, B.A., *magna cum laude*, 2013

Bar & Court Admissions

Ohio

North Carolina (inactive)

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

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

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

U.S. Court of Appeals for the Sixth
Circuit

U.S. Court of Appeals for the Fifth
Circuit

Admitted to practice law only in

Oliver is a partner in the Vorys Columbus office and a member of the labor and employment group. His practice focuses on employment litigation in both state and federal courts, including single-plaintiff matters such as discrimination, harassment, or retaliation claims, as well as class and collective actions, and appeals. Oliver also has significant experience litigating employment-adjacent tort and contract matters, including trade secret, non-compete, and defamation cases.

Oliver's significant accomplishments include:

- Obtaining summary judgment for employers in various discrimination, harassment, retaliation, and defamation cases; and successfully defending those victories on appeal.
- Obtaining a preliminary injunction against a client's former employee who took confidential and trade secret information to a competing business.
- Obtaining exclusion of an opposing party's expert witnesses prior to trial, which resulted in the opposing party filing a motion for voluntary dismissal of their lawsuit.
- Successfully presenting oral argument on appellate matters before the Ohio Tenth District Court of Appeals and the Ohio Civil Rights Commission.
- Successfully limiting certification of a putative nationwide collective action claim against a client under the Fair Labor Standards Act (FLSA).

Prior to joining Vorys, Oliver worked as a senior law clerk to the Honorable Chief Judge Thomas A. Varlan for the United States District Court for the Eastern District of Tennessee. He also clerked for the Honorable Judge Curtis L. Collier for the United States District Court for the Eastern District of Tennessee.

Oliver received his J.D. *cum laude* from Duke University School of Law. He received his B.A. *magna cum laude* from Elon University.

the states listed above.

Clerkships

Honorable Chief Judge Thomas
A. Varlan, United States District
Court for the Eastern District of
Tennessee, 2017-2018

Honorable Judge Curtis L. Collier,
United States District Court for
the Eastern District of Tennessee,
2016-2017