

## Craig A. McDougal

### Partner

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### Services

Catastrophic Injury  
Complex Commercial Litigation  
Employment Counseling  
Employment Litigation & Class  
Actions  
ERISA Litigation  
Government & Regulatory  
Litigation  
OSHA Compliance & Litigation  
RIFS & Severance Plans  
Wage & Hour

### Industries

Energy Investment  
Financial Services  
Food, Restaurant & Beverage

Craig McDougal focuses his practice on labor and employment law and complex commercial litigation. He represents parties in state and federal court litigation and in arbitrations across the southwestern and southeastern United States and also in New York and Massachusetts. Mr. McDougal represents parties in administrative proceedings before the United States Department of Labor, Occupational Safety and Health Administration, the Equal Employment Opportunity Commission, the Texas Workforce Commission and other agencies. His commercial litigation practice includes business and partnership disputes, trade secret and restrictive covenant litigation and contractual disputes. He also handles significant transportation litigation for his clients including serious catastrophic injury cases.

Prior to joining the firm, Mr. McDougal was a partner at Crouch & Ramey, a litigation law firm based in Dallas, Texas, where his litigation practice included commercial claims, labor and employment, transportation, ERISA/employee benefits, and personal injury claims.

While attending law school, Mr. McDougal was an editor for the *Southwestern Law Journal*. Immediately after law school, he served as a clerk for the Honorable Paul N. Brown in the U.S. District Court for the Eastern District of Texas.

Mr. McDougal gives presentations and conducts training programs for clients and provides compliance



information and counseling and litigation defense on all areas of employment law including issues concerning Title VII of the Civil Rights Act of 1964, the American's With Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, discrimination and sexual harassment, covenants not-to-compete, employment contracts, employee benefits under ERISA, compensation under the Fair Labor Standards Act, and nonsubscriber litigation. Besides in Texas, he represents his clients in state and federal courts in Alabama, Arizona, Arkansas, Florida, Louisiana, Mississippi, Nebraska, New Mexico, North Carolina, Oklahoma, South Carolina, and Tennessee.

Mr. McDougal was recognized as a Texas "Super Lawyer" in 2022 and the 15 years immediately preceding by *Super Lawyers* magazine. He is AV Preeminent® rated by Martindale-Hubbell.\*

### **Education**

Southern Methodist University School of Law J.D. (1990)

University of Texas at Austin B.B.A. (1987) Finance

### **Admissions**

Texas (1990)

### **Court Admissions**

U.S. Court of Appeals for the Fifth Circuit

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

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

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

U.S. District Court for the Western District of Texas

### **Clerkships**

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### **Professional & Community Activities**

Dallas Bar Association, Member

American Bar Association, Member

State Bar of Texas, Member

Bar Association of the Fifth Federal Circuit, Member

KIPP Truth Academy, Dallas, Texas, Founding Board Member

KIPP Dallas-Ft. Worth College Preparatory Public Schools, Board Member



## Insights

### [News Releases](#)

Eleven Kilpatrick Townsend Attorneys Recognized as Texas Super Lawyers and Rising Stars  
September 1, 2020

### [News Releases](#)

Kilpatrick Townsend Attorneys Named 2019 Texas Super Lawyers  
October 22, 2019

### [News Releases](#)

Eight Kilpatrick Townsend Attorneys Named 2018 Texas Super Lawyers  
September 18, 2018

### [Alert](#)

Second Circuit Becomes the Second Federal Appeals Court to Hold That Title VII Prohibits Sexual Orientation Discrimination  
March 1, 2018

### [News Releases](#)

Kilpatrick Townsend Attorneys Named 2017 Texas Super Lawyers  
October 11, 2017