



Clifford R. Perry III

Partner

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Cliff joined Laner Muchin as an associate and has been a partner at the firm since 1999. He represents employers nationwide in state and federal courts, as well as before administrative agencies, handling all areas of employment law. Cliff is a trusted litigator for high-stakes matters, including class actions, multiple plaintiff and single plaintiff cases and EEOC pattern and practice class claims.

In addition to litigation, Cliff advises clients in both the private and public sectors, including serving as a Special Assistant Attorney General for the State of Illinois. His clients span a diverse range of industries, such as banking, finance, transportation, manufacturing, distribution, technology, sports, entertainment and restaurant/hospitality. He also has substantial experience defending employers in Biometric Information Privacy Act (BIPA) class actions and leads Laner Muchin's BIPA litigation and compliance subgroup.

Beyond his legal practice, Cliff is actively involved in his community. He served as an Executive Producer for the award-winning documentary *Becoming Bulletproof*, which follows the making of a Western costume drama featuring a diverse group of disabled individuals from across the United States. Additionally, Cliff is a former board member of Special Gifts

Practice Areas

Counseling and Transactional

- EEO and Other Corporate Investigations
- Employee Handbooks, Personnel Policies and Procedures
- Employment Counseling
- Non-Compete, Executive Employment and Other Agreements
- OSHA, EEO and Other Training Programs
- Wage and Hour Compliance and Audits

Employment Litigation

- Employment Contract Disputes

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Theatre, a nonprofit organization that empowers children and young adults with severe disabilities to perform in live plays and musicals.

HONORS, MEMBERSHIPS AND PUBLICATIONS

- Selected to the Illinois Super Lawyer list (2006-present)
- Selected as a Leading Lawyer multiple years
- Received the highest possible peer-review rating of “AV” from Martindale-Hubbell, the leading attorneys’ directory in the United States
- Current or former member of the Federal Bar Association, the American Bar Association, the Illinois State Bar Association and the Chicago Bar Association
- Selected as the 2018 Animal Welfare Leadership Award Recipient, PAWS Chicago
- Board of Directors Member, Better Business Bureau of Chicago and Northern Illinois, 2017-2018
- While attending law school, Cliff served on the Editorial Board of the Washington University Law Review
- Featured in Super Lawyers Magazine, "Not a Dry Eye in the House: What Cliff Perry Learned While Helping People with Disabilities Take the Stage" (2025) (<https://www.superlawyers.com/articles/illinois/not-a-dry-eye-in-the-house/>)
- Author, State Administrative Preclusion In ADEA Federal Court Suits – Answering Elliot’s Call, 67 Wash. U. L. Q. 1131

Experience

Below are representative samples of the types of matters Cliff handles on behalf of Laner Muchin clients:

- ✓ Defending employers in Biometric Information Privacy Act class actions.

- Employment Torts
- Non-Compete / Trade Secrets

Public Sector

- Class Actions / EEOC Pattern and Practice
- Discrimination, Retaliation and Harassment
- ERISA, Disability and Leave Laws
- Individual, Class and Collective Wage and Hour Actions

Education

Northwestern University,
B.S. in Industrial Engineering and Management Sciences, 1987

Washington University
School of Law, J.D., 1990

Admissions

Illinois

U.S. Supreme Court

U.S. Court of Appeals for the Seventh Circuit

U.S. District Courts for the Northern, Central and Southern Districts of Illinois

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

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

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- ✓ Defending employers in wage and hour matters, including class and collective actions.
- ✓ Defending employers in breach of employment contract actions.
- ✓ Representing employers in breach of non-compete agreement and non-solicitation actions (as both plaintiff and defendant).
- ✓ Defending employers in defamation, interference with economic advantage, and infliction of emotional distress actions (and other, similar, employment torts).
- ✓ Defending employers in employment discrimination, disability, retaliation, wrongful termination and harassment actions.
- ✓ Defending landlords in fair housing actions.
- ✓ Defending employers in statutory and common law whistleblower claims.
- ✓ Defending employers and trustees in ERISA fiduciary claims.
- ✓ Regularly counseling employers on all of these issues and advising on employee handbooks and policies, background checks, discipline and discharge matters, and lawsuit prevention and avoidance.

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

Trial Bar of the U.S. District
Court for the Northern
District of Illinois

News, Events, and Publications

34 Laner Muchin Attorneys Honored in 2025 Leading Lawyers Publication

02.27.2025

Clifford Perry Featured in Super Lawyers Magazine

02.04.2025

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22 Laner Muchin Attorneys Named in 2025 Illinois Super Lawyers Lists

01.23.2025

Laner Muchin Attorneys Selected to the 2024 Illinois Super Lawyers and Rising Stars Lists

01.25.2024

Laner Muchin Attorneys Selected to the 2023 Illinois Super Lawyers and Rising Stars Lists

01.24.2023

Fourteen Laner Muchin Attorneys Named 2020 Illinois Super Lawyers & Rising Stars

01.29.2020

Illinois Supreme Court Reaches Decision in the Rosenbach "Biometric" Case

01.26.2019

Fourteen Laner Muchin Attorneys Named 2019 Illinois Super Lawyers & Rising Stars

01.24.2019

Laner Muchin Partner Cliff Perry Received 2018 Animal Welfare Leadership Award

03.19.2018

Laner Muchin Attorneys Named 2018 Illinois Super Lawyers & Rising Stars

01.01.2018

Twenty-Seven Laner Muchin Attorneys Named 2018 *Illinois Leading & Emerging Lawyers*

01.01.2018

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Fast Laner

Illinois Supreme Court Holds a Violation of BIPA Occurs and Accrues with Each Scan

Clifford R. Perry III, 03.27.2023

Illinois Supreme Court Rules a Five-Year Statute of Limitations Applies to BIPA Claims

Cliff Perry, Dave Moore and Amber Peters, 02.10.2023