

# Craig A. Kubiak

Appleton, WI

920.750.5049 | ckubiak@amundsendavislaw.com



## PARTNER

### Overview

Not only does Craig get to know a client's business, but he gets to know each client personally. He tailors solutions to find the overall best fit for every client. Craig represents businesses and individuals facing employment, regulatory and contractual issues.

Craig has more than 30 years of experience in litigation on behalf of employers, health care professionals and physician groups. Craig represents employers in a variety of employment-related issues, including discrimination claims, the Family and Medical Leave Act (FMLA), and the Americans with Disabilities Act (ADA). Craig also guides clients through employment contracts and non-compete agreements, including litigating restrictive covenant cases for clients across the country.

In a rapidly changing health care market, independent groups, and the individual physicians that comprise them, must be nimble and creative to take advantage of the available practice and business opportunities. Craig represents physicians and independent health care groups in business matters, including helping to establish new physician practices. Throughout his career in health care, Craig has seen the ebbs and flows of the physician and health care system relationship. He has extensive experience assisting groups of employed physicians to work collaboratively with systems to become independent, yet ensure the systems have the coverage they need to provide quality care. The physicians and health care groups value Craig's ability to quickly identify and solve the problems inherent in this process.

Outside the office, Craig volunteers with WI K9SOS Search and Rescue. He and his K9 partner, Riggs, work with law enforcement and fire officials to find missing people.

### SERVICES

Business Litigation  
Employment Litigation  
Health Care  
Employment Advice & Counsel  
Behavioral Health Care Providers  
Labor, Employment & Immigration  
PFAS  
Unfair Competition Counseling & Litigation

### EDUCATION

Marquette University, J.D.,  
1991, *magna cum laude*  
Marquette University, B.A.,  
1988

### ADMISSIONS

Wisconsin  
Supreme Court of the United States

## Experience

Defeat of Competitor's Preliminary Injunction

Court Order Obtained to Stop Agreement Violations by Former Employee and New Employer

Obtained a Seven-Figure Settlement for a Physician in a Wrongful Termination Case

Handles Corporate, Employment, Regulatory and Contracting Work for a Medical Practice

Assists an IT Consulting and Staffing Company with Their Employment, Corporate and Contracting Work

Represented an NFL Football Club in Arbitrations Before the Commissioner of Football

Provided Advice and Counsel to Specialty Physician Groups Regarding Compliance, Stark and Anti-Kickback Issues

Provides Advice to Various Health Care Practice Groups on ACO Issues, Including Maximizing the Practice Groups' Share of Financial Incentives

Represented a Regional Health Care System for all Labor and Employment Issues

Successful Resolution of Non-Compete Case for Military Supply Chain Contractor

## Membership & Involvement

- Member: State Bar of Wisconsin; The Honorable Robert J. Parins Legal Society of Northeast Wisconsin
- Board of Directors: WI K9SOS Search and Rescue

## Honors

- Selected to *Wisconsin Law Journal's* Powerlist – Health Care Law: 2025

## Firm News

Craig Kubiak Included on *Wisconsin Law Journal's* 2025 Powerlist – Health Care Law

Firm News, *Wisconsin Law Journal*, June 2, 2025

Attorney Craig Kubiak Joins Amundsen Davis's Appleton Office  
Firm News, March 20, 2023

## Speaking Engagements

Avoiding Employee Threats to Intellectual Property  
Speaking Engagement, Wisconsin State Bar Association, Seminar; Green Bay, WI,  
June 21, 2024

PFAs in Food Packaging  
Event, Amundsen Davis and Green Bay Innovation Group, Seminar; Butte des  
Morts Country Club, Appleton, WI, March 20, 2024

Amundsen Davis's Leadership & Management Certification Training Series  
Event, Webcast, 2023

Addressing Mental Health Issues in the Workplace  
Event, Amundsen Davis Webcast, August 8, 2023

## Blog Posts

U.S. Supreme Court Upholds Catholic Charity's Religious Exemption From  
Wisconsin Unemployment Tax  
*Labor & Employment Law Update*, June 5, 2025

Federal Judge Blocks FTC Non-Compete Ban  
*Labor & Employment Law Update*, August 21, 2024

Is the FTC's Ban on Non-Competes a Non-Issue?...Not Yet  
*Labor & Employment Law Update*, August 15, 2024

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