



Steven Grimes

Partner

Chicago

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Steve brings a unique set of global experiences to his clients, having honed his investigation skills as a federal prosecutor, demonstrated his courtroom expertise leading or co-leading twelve trials, and having developed a pragmatic approach to client-service while in-house as a chief compliance officer and litigator at a multinational Fortune 500 company.

Steve is a former U.S. federal prosecutor, an experienced trial lawyer, and a former chief compliance officer and senior litigation counsel for a global publicly-traded Fortune 500 company. Steve's practice encompasses serving as lead trial counsel on complex business disputes, providing compliance and data security counseling, and leading sensitive internal investigations and government interactions. Steve's in-house experiences greatly aid his ability to provide pragmatic service to his clients. Steve also spent over two years leading Winston's Asia Litigation practice and heading Winston's Hong Kong office.

Steve is a true trial lawyer, having taken 12 cases to trial as lead or co-lead counsel (having yet to lose at trial). As a trial lawyer, his litigation practice covers many substantive areas, including complex commercial disputes, *qui tam* defense, mass torts/product liability, civil RICO, distributor/supply disputes, shareholder disputes, antitrust/competition, financial/audit claims, technology and trade secret litigation, health care fraud, bribery, auction and sports memorabilia fraud, environmental claims, and consumer class actions. Steve's experience is in both federal and state courts in the U.S., as well as various courts and forums around the world.

In addition to trial work, Steve focuses a significant portion of his practice conducting internal investigations, often across borders, and interfacing with regulators on behalf of his clients. He works with companies and individuals across financial services, healthcare/life sciences, insurance, technology, manufacturing, and other industries to investigate allegations related to trade secret theft, insider trading/securities fraud, sports memorabilia and auction fraud (Steve is one of the few attorneys in the country with significant experience in this area), accounting, banking, and insurance fraud, PPP loan fraud, tax fraud, healthcare fraud, technology and data security breaches, anti-money laundering, conflicts of interest, trade sanctions, financial disclosures, campaign finance, and anti-bribery and corruption laws. In one highly publicized matter, Steve assisted a financial firm with the investigation and ultimate federal prosecution and conviction for theft of trade secrets and obstruction of justice by two of the firm's employees.

On the consulting side of his practice, Steve provides advice to companies and boards seeking to build, improve, and defend compliance programs. Having worked with dozens of companies, both private and public, and having built a compliance program from the ground up while in-house, Steve is able to identify and help clients work through common road blocks and resource constraints within their organizations.

Steve previously served as an assistant United States attorney for the U.S. Department of Justice, assigned to the Public Corruption Section in Chicago. As a federal prosecutor, the jury sided with Steve in each case that he tried. He prosecuted corporate executives, public officials, and law enforcement officers for fraud, bribery, extortion, and perjury, including the prosecutions of a member of Chicago Mayor Richard Daley's cabinet; a county commissioner; a former Chicago alderman; the president of a large pharmaceutical company; the CEO, president, and vice president of a large privately held sports memorabilia auction house; and several Chicago building inspectors.

As a prosecutor, working hand-in-hand with law enforcement, Steve also investigated and prosecuted a wide range of criminal cases involving corporate fraud, cybercrime, theft of trade secrets, tax fraud, health care fraud, racketeering, terrorism, sex trafficking, drug and gun trafficking, murder, and gang violence. Steve's work often garnered local and national headlines and he has been featured in various media forums, including a featured role on CNBC's "American Greed."

Key Matters

- Defending a series of product liability cases brought against a manufacturer of infant formula
- Defending a client as lead trial counsel in a dispute over alleged breaches of a settlement agreement
- Defending several food manufacturers in class action claims related to food ingredients and labelling
- Defending a bet-the-company cross-border trade secret litigation for an international manufacturing company
- Defending McDonald's Corporation in class action cases brought by consumers about McDonald's food, including the infamous "obesity case." Steve also represented McDonald's in a series of class action cases about the trans fatty acid (TFA) levels in McDonald's french fries
- Member of the team that successfully brought Lanham Act claims against a trade organization for disparaging makers of high fructose corn syrup
- Key member of the team that defended Microsoft in a high-stakes trade secret lawsuit alleging theft of volume management software
- Led the prosecution team that brought highly publicized fraud charges against William Mastro, an influential sports memorabilia figure, in connection with Mr. Mastro's efforts to rig online auctions and his alteration of the "most expensive baseball card in the world"
- Member of the team that prosecuted a man for cyberstalking an ESPN sportscaster
- Led the prosecution team that won the first-ever life sentence for a Chicago-area sex trafficker for enslaving a number of young women

- Instrumental in bringing a RICO case against a Chicago-area gang, the Hobos, who were found guilty of committing nine murders

Recent Experience

EQT Private Equity Acquisition of Chr. Hansen's Natural Colors Division

Recognitions

Steve was recognized in the 2024 edition of *The Best Lawyers in America*[®] for White-Collar Criminal Defense. He was recognized in the 2021 and 2023 editions of *Lawdragon 500 Leading Global Litigators*. He was named a "Dispute Resolution Star" in Competition/Antitrust, Commercial and Transactions, and White-Collar Crime by *Benchmark Litigation Asia-Pacific 2019–20*. He has also been named to *China Business Law Journal's* (CBLJ) 2020 "A-List of China's Top 100 Lawyers" (foreign firms).

Steve was listed as a "Key Lawyer" in *The Legal 500 US 2021*. He was recognized by *The Legal 500 US* from 2018–2023 for Cyber Law, Trade Secrets, and Dispute Resolution: Corporate Investigations & White Collar Criminal Defense. In 2018, he was named to *Chicago Daily Law Bulletin's* "Forty Under 40" list. Steve was recognized as a 2019 "Emerging Lawyer" by *Leading Lawyers* which identifies the top 2% of lawyers who are under 40 years old.

Steve was awarded the "Mitch Mars Prosecutorial Award" by the Chicago Crime Commission in 2014. He was the recipient of the "Homeland Security Director's Award" in 2012, which is a national award given for superior investigative performance. Steve also received the "Chicago Crime Commissions Star of Distinction Award" in 2011.

Activities

Steve co-taught "Computer Crime and the Legal System," focusing on the legal issues surrounding cyber, technology, data security, and trade secret law, at the University of Illinois Law School (with David Glockner); and he has served as an adjunct professor of law at Loyola University Chicago Law School. Steve regularly publishes articles and speaks to lawyers and corporations about trial strategy, compliance, investigations, and trade secret matters.

Credentials

EDUCATION

Steve received a J.D., *magna cum laude*, from Cornell Law School in 2005, where he was elected to Order of the Coif. He received a B.S. in organizational development and human resources management, *magna cum laude*, from Miami University in 2001.

ADMISSIONS

- Illinois

CLERKSHIPS

- USDC - Northern District of IL for the Honorable Amy J. St. Eve

Related Insights & News

SPEECHES

- “How to Handle Whistleblower Complaints Against Executive Management,” Kroll and Duff & Phelps CLE Presentation, Co-presenter, Nov. 12, 2020
- “How to handle the most rigorous investigation in China?” International Anti-Commercial Bribery and Compliance Conference, Shanghai, Moderator, Dec. 12, 2019
- “It’s Raining Regulation – Handling Uncertainty Both Internally and Externally,” Lexology Live: Shanghai, Moderator, Dec. 3, 2019
- “Trade Secrets: Are you Prepared for Data Theft?” C-Integrity Symposium 2019, Hong Kong, Speaker, May 8, 2019
- “The Role, Purpose and Perspective: White Collar Defense From the Perspective of an In-House Counsel, the Role We Play as a Defense Lawyer and the Purpose of the Prosecutor,” C-Integrity Symposium 2019, Hong Kong, Keynote Speaker, May 8, 2019
- “Trade Secrets: Global Laws, Risks, and Trends,” 46th Global Legal ConfEx & Law Tech Exhibition, Singapore, Speaker, Feb. 21, 2019
- “Trade Secrets Theft: Legal Teams Weigh In on Prevention & Investigation,” Winston & Strawn and FTI Consulting Webinar, Co-presenter, Jan. 24, 2019
- “China-US Trade and Cross-Border Investment,” hosted with the Hong Kong Electronic Industries Association, the Toys Manufacturers’ Association, the Toy Manufacturers Association, the Hong Kong Young Industrialists Council, and Monte Jade Science and Technology Association, Hong Kong, Speaker, Nov. 15, 2018
- “Minimizing Risk from Distributors, Vendors, Brokers, and Intermediaries,” the 12th Annual China Anti-Corruption Compliance Summit, Shanghai, Speaker, Oct. 2018
- “Trade Secrets Protection and Enforcement,” Sandpiper Partners’ 2nd Annual Trade Secrets Protection, Enforcement, and Litigation Conference, Chicago, Speaker, Jun. 21, 2018
- “Trade Secret Protection – Practical Advice on Protecting and Defending Your Organization’s Trade Secrets,” Winston & Strawn eLunch, Speaker, Jun. 12, 2018
- “Hardening Defenses: Knowing What You Must Defend, When and How to Defend It,” Law Firm and General Counsel Cyber Security Summit, Chicago, Speaker, Jun. 7, 2018
- “Trade Secrets Theft and Protection,” CRBEN Quarterly Meeting, Speaker and Host, Jan. 2018
- “Practical Advice from a Former Chief Compliance Officer: How to Build, Grow, and Measure a Corporate Compliance Program,” The Real Deal Webinar, Speaker, Nov. 2017
- “Cybersecurity and Data Breach Responses for Financial Institutions: Recent Developments and Best Practices,” CBA Financial Institutions Committee, Speaker, Nov. 2014
- “Keynote: Turning Lemons into Lemonade: How the FBI Can Be Your Best Ally,” at the SC Congress Chicago 2014, Speaker, Nov. 2014

PUBLICATIONS

- “[The Anticorruption Manual: A Guide for State Prosecutors](#),” Chapter author for NAAG’s, Jun. 2021
- “[Corporate Compliance Strategies To Protect Data](#),” *CISO Mag Magazine*, Co-author, Nov. 2020
- “[Assessing Extraterritorial Reach of DTSA After III Decision](#),” *Law360*, Co-author, Apr. 28, 2020
- “[Trade Secrets in Review](#),” *Intellectual Property & Technology Law Journal*, Co-author, Mar. 1, 2020
- “Reasonable Measures’ For Protecting Trade Secrets: A Primer,” *Law360*, Co-author, Feb. 27, 2019

- “When To Call The Feds For Trade Secret Theft Investigations,” Law360, Co-author, Feb. 5, 2019
- “Trade Secrets, Cross-Border Disputes, and the ITC,” *Hong Kong Lawyer*, Co-author, Nov. 2018
- “Trade Secrets—A Holistic Approach,” *Bloomberg Law*, Co-author, Jul. 2018
- “The Path to Restitution After Lagos,” Law360, Co-author, Jul. 2018
- “Moving Your Compliance Program to the Next Level,” *Thomson Reuters Forum Magazine*, Interviewee, Spring 2018
- “Plaintiffs Increasingly Pursuing Class Action Securities Fraud Claims Following Data Breaches,” Winston & Strawn Briefing, Co-author, Jan. 30, 2018
- “Biometric Privacy Litigation: The Next Class Action Battleground,” *Bloomberg BNA’s Class Action Litigation Report*, Co-author, Jan. 2018
- “Q&A With Steven Grimes and Robb Adkins of Winston & Strawn LLP,” *Corporate Compliance Insights*, Interviewee, Dec. 2017
- “Medical Directors At Risk Under Anti-Kickback Statute,” Law360, Aug. 2014
- “Health Care ‘Kickbacks’ Cover More Than You Might Think,” Law360, Co-author, Aug. 2014
- “SEC Is Focusing On Cybersecurity—And So Should You,” Law360, Co-author, Mar. 2014
- “High Court May Tighten Reins On Data Breach Class Actions,” Law360, Feb. 2014

RECOGNITIONS

Winston Attorneys Recognized in *The Best Lawyers in America*® 2024

AUGUST 17, 2023

RECOGNITIONS

Winston Attorneys Featured on *Lawdragon’s* 500 Leading Global Litigators List 2023

JULY 21, 2023

RECOGNITIONS

Winston & Strawn Recognized in *The Legal 500 U.S.* 2023

JUNE 7, 2023

RECOGNITIONS

Winston & Strawn Recognized in *The Legal 500 U.S.* 2022

JUNE 8, 2022

BLOG

Taiwan’s MOJ Raids 10 Chinese Tech Companies for Local Talent Poaching Immediately After Taiwan’s Legislature Amends Its Anti-Espionage Law To Include Stiff Penalties

JUNE 2, 2022

RECOGNITIONS

Winston & Strawn Recognized in *The Legal 500 U.S.* 2021

JUNE 10, 2021

ARTICLE

China Trade Secret Ruling Shows U.S. Cos. Path To Protection

JUNE 1, 2021

IN THE MEDIA

Steve Grimes on How To Be a Top Lawyer

MARCH 24, 2021

BLOG

Hong Kong Citizen Indicted for Conspiracy To Pass Million-Dollar Semiconductor-Related Trade Secrets To China

MARCH 23, 2021

BLOG

Agtech Company Syngenta Scores an Early Win in Trade Secret Case Over Hybrid Seed Technology

MARCH 9, 2021

RECOGNITIONS

Winston Partners Recognized in the 2021 *Lawdragon* Global Litigation 500

MARCH 1, 2021

BLOG

2020 Privacy Law Year in Review

FEBRUARY 9, 2021

Capabilities

Antitrust/Competition

Litigation/Trials

Commercial Litigation & Disputes

Government Investigations, Enforcement & Compliance

Class Actions & Group Litigation

Compliance Programs

Privacy & Data Security

Government Program Fraud, False Claims Act & Qui Tam Litigation

Trade Secrets, Non Competes & Restrictive Covenants

International Arbitration

Product Liability & Mass Torts

International Trade

Media & Entertainment

Technology, Media & Telecommunications

Health Care

Automotive & Mobility

Financial Services

Food & Beverage