Craig A. McDougal

Partner

2001 Ross Avenue
Suite 4400, Dallas, TX USA 75201
t 214.922.7157 | f 214.292.8406
cmcdougal@ktslaw.com

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. Craig 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, Craig 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, Craig 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.

Craig 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.

Craig was recognized in 2024 and 2025 for Labor and Employment Litigation and and again in 2026 and 2027 for both Arbitration and Labor and Employment Litigation by *The Best Lawyers in America*®. He was also recognized as a Texas "Super Lawyer" in 2025 and the 18 years immediately preceding by *Super Lawyers* magazine. Craig 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

Kilpatrick Attorneys Once Again Earn Outstanding Recognitions in 2027 Edition of The Best Lawyers in America®

August 20, 2026

News Releases

Over 100 Kilpatrick Attorneys Named 2025 Super Lawyers and Rising Stars

November 25, 2025

News Releases

126 Kilpatrick Attorneys Named 2024 Super Lawyers and Rising Stars

November 11, 2024

News Releases

Kilpatrick Breaks Record for Number of Attorneys Recognized in 2025 Edition of The Best Lawyers in America®

August 16, 2024

News Releases

Kilpatrick Townsend Earns Record-Breaking Recognition in 2024 Edition of The Best Lawyers in America®

August 17, 2023