Alexander V. Cranford

Associate

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Alexander "Alex" Cranford is an associate in the Firm's Baltimore office and a member of the Labor & Employment Group.

Alex Cranford advises employers in all areas of employment law, with a focus on workplace litigation, including wrongful termination, retaliatory discharge, discrimination, and harassment.

He is also experienced in defending administrative claims as well as those brought in state and federal courts involving the Americans with Disabilities Act, Title VII, the Family and Medical Leave Act, the Fair Labor Standards Act, and the Maryland Wage Payment and Collection Act.

In addition to litigation, Alex routinely advises and counsels employers on establishing and implementing employment policies and procedures.

⚖️ Representative Matters

- Represented a national landscaping business in a lawsuit for unpaid wages under the Maryland Wage Payment and Collection Law. Secured a defense verdict in a bench trial as first-chair counsel.
- Represented a national food distribution company in a lawsuit filed by a former employee for race, national origin, and disability discrimination in the United States District Court. Secured summary judgment of all claims.
- Represented a large health care system in a race discrimination and retaliation lawsuit filed by a former employee. Secured summary judgment on all claims.
- Defended a hospital in state whistleblower retaliation lawsuit filed by a former employee in the United States District Court. Won summary judgment on all claims at the trial court.
- Represented a local demolition company in a wrongful termination suit in D.C. Superior Court. Secured dismissal as a sanction for inappropriate litigation conduct.
- Represented a large bioengineering firm in a lawsuit alleging misappropriation of trade secrets in the United States District Court. Secured a favorable settlement.
- Represented a large technology company in a claim for disability discrimination and harassment brought by a former employee. Plaintiff voluntarily withdrew the complaint after company filed a summary judgment motion.
- Represented a large restaurant franchise in a class action brought by former employees under the Fair Labor Standards Act. Obtained a favorable settlement.
- Represented a publicly traded automotive supply company in a discrimination and hostile work environment lawsuit filed by two former employees in the United States District Court. Secured dismissal of all claims.
- Represented a local fire protection company in a theft and Computer Fraud and Abuse Act lawsuit against a former employee who unlawfully stole and encrypted company data for use in subsequent employment. Secured a favorable settlement, which included the return of all company data.
- Represented a local credit union in a national origin discrimination claim made by a former employee in the United States District Court. Secured dismissal of the claim on procedural grounds.
- Represented a large automobile retailer in a lawsuit for unpaid commission in the United States District Court. Successfully moved to compel arbitration and obtained a favorable settlement.

Professional Honors & Activities

- Selected to Maryland Rising Stars (2024 – 2026)
- Listed Best Lawyers: Ones to Watch® in America for Litigation – Labor and Employment (2024 – 2026); Labor and Employment Law - Management (2026)

Publications

- "Health Care Employers Get Ready: Virginia Mandates New Workplace Violence Incidents Reporting System Obligations" (May 2025)

Speaking Engagements

- "Cannabis in the Workplace Symposium," Maryland Commission on Civil Rights (2024)

Webinars

- The ADA's Interactive Process – Recent Developments and Best Practices for Employers (October 2025)

Education

- University of Maryland Francis King Carey School of Law, J.D., 2018
- Salisbury University, B.A., 2015, magna cum laude

Admissions

- Maryland, 2018
- U.S. District Court for the District of Maryland
- U.S. District Court of Appeals for the Fourth Circuit