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THOMAS J. SAWYER

SHAREHOLDER

PRACTICE FOCUSLABOR & EMPLOYMENT LAW
LABOR & EMPLOYMENT LITIGATION**Odin
Feldman
Pittleman PC**

BAR ADMISSIONS

- Virginia
- District of Columbia
- Maryland
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the District of Columbia Circuit
- U.S. Court of Appeals for the Federal Circuit
- U.S. District Court for the Eastern District of Virginia
- U.S. District Court for the Western District of Virginia
- U.S. District Court for the District of Columbia
- U.S. District Court for the District of Maryland
- U.S. Bankruptcy Court for the Eastern District of Virginia
- U.S. Bankruptcy Court for the District of Columbia
- U.S. Court of Federal Claims
- U.S. Tax Court

EDUCATION

- **LL.M., Labor & Employment Law**
Georgetown University Law Center, 1995
- **J.D.**
William & Mary Law School, 1987
- **B.A.**
University of Virginia, 1984

Throughout his more than 30-year career, Tom has represented employers in a broad spectrum of employment matters, including wage and hour, discrimination, and employee termination. He is known particularly for his employee defection work, including drafting and enforcing non-competes and other employment-based restrictive covenants, and litigating related contract, fiduciary duty, trade secret, tortious interference, conspiracy, and unfair competition disputes.

Tom's clients include national and international companies, as well as numerous local companies based in the Washington, D.C. area. He has particularly deep experience counseling technology and government contracting companies on employment issues and representing them in related litigation.

Prior to joining the Firm, Tom was the head of the Labor & Employment practice of an 1,100-attorney, international law firm and the co-founding partner of its Northern Virginia office.

SELECT PROFESSIONAL ORGANIZATIONS

American Bar Association, Section on Labor & Employment Law, 2005-15

- Committee on Employee Rights and Responsibilities
- Subcommittee on Covenants Not to Compete and Trade Secrets

Lex Mundi

- Labor & Employment Law Committee, 2008-10

Greater Washington Board of Trade

- Virginia Public Affairs Committee, 2006-07

HONORS & AWARDS

- AV Preeminent® Peer Rated by Martindale-Hubbell® Peer Review Ratings™
- 2008-2019, Chambers USA
Labor & Employment, Virginia
- 2014-2022, The Best Lawyers in America®
Employment Law-Management
Litigation-Labor & Employment
- 2012-2019, International Who's Who of Management Labour & Employment Lawyers
- 2006-2020, *Virginia Super Lawyers*
Employment Law
- 2007-2020, *D.C. Super Lawyers*
Employment Law

AREAS OF CONCENTRATION

- Employee Defection
- Non-competition, Non-solicitation, Non-disclosure, and other Employment-based Restrictive Covenants
- Wage & Hour, including FLSA and State and Local Wage & Hour Laws
- Employment Discrimination, including Title VII, ADA, ADEA, FMLA, USERRA, and State and Local Human Rights Acts
- Employment Termination, including WARN
- Employment Agreements, including Commission Plans and other Incentive Compensation Agreements