GRAYROBINSON



Thomas H. Loffredo

Fort Lauderdale Managing Shareholder

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Focus

- Appellate
- Banking and Finance
- Labor and Employment
- Litigation
- Mediation and Alternative Dispute Resolution

Management-side labor and employment lawyer and commercial litigator helping clients navigate workplace issues and business disputes. Working to problem solve for clients and the community.

Tom Loffredo has been advising corporate clients in labor and employment litigation and compliance matters for more than thirty years. A trusted and reassuring counselor, his practice covers all aspects of workplace issues and disputes, including discrimination, harassment, wrongful discharge, and wage and hour claims. He also serves clients in a consultative capacity, collaborating on regulatory compliance issues, corporate governance, risk mitigation planning, management training, and the development and implementation of employment policies, procedures, and handbooks. His client representations span a diverse range of sectors, including financial services, government, nonprofit, and boating and marine, among others.

Tom guides employers through complex and oftentimes high-profile litigation, arbitrations, class actions, and appeals. He represents clients before the Equal Employment Opportunity Commission and various state and local agencies on matters involving Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Fair Labor Standards Act, and other federal, state, and local anti-discrimination and employment statutes and common-law claims. He also counsels management clients in matters before the National Labor Relations Board in collective bargaining negotiations and in union organizing campaigns.

In addition to his depth of experience in labor and employment law, Tom represents a variety of corporate clients in general commercial litigation and corporate governance matters. An adaptable and forward-thinking lawyer, he works closely with leadership and key stakeholders to anticipate and contain potential challenges, identify systemic legal issues, and resolve problems as expeditiously as possible. As a complement to his robust litigation practice, Tom serves as a Florida Supreme Court Certified Circuit Mediator for labor and employment and general commercial disputes and as counsel to the Ann Storck Center and multiple other nonprofit organizations.

Recognition

- *Best Lawyers in America*, 2016-2027
  - Commercial Litigation
  - Litigation - Labor and Employment
  - Mortgage Banking Foreclosure Law
- *The Boca Raton Observer*, Top Lawyers, 2023, 2025-2026
- *Fort Lauderdale Illustrated*, "Top Lawyer," 2020-2021
- *Lawdragon* 500 Leading U.S. Corporate Employment Lawyers, 2020-2022, 2026-2027
- Florida *Super Lawyers*, 2009-2026

Affiliations

- Academy of Florida Management Attorneys
- American Bar Association
- Broward County Bar Association
  - Co-Chair, Labor and Employment Law Section
- Federal Bar Association
- Litigation Counsel of America, Trial Lawyer Honorary Society, Fellow
- The Florida Bar
- Junior Achievement of South Florida
  - Board Member and General Counsel
- Leadership Broward Foundation
  - Board Member, 2010-2017
- The FLITE Center
  - General Counsel
  - Board Chair, 2015-2019
- Second Chance Society
  - Board Member and General Counsel

Credentials

- J.D., University of Miami School of Law, 1990, *cum laude*
  - *University of Miami Law Review*
- B.S., University of Florida, B.S., 1987

Admissions

- Florida
- U.S. District Court for the Southern, Middle, and Northern Districts of Florida
- U.S. Court of Appeals for the 11th Circuit
- U.S. Supreme Court