

Tom Nesbitt



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EXPERIENCE

Tom Nesbitt is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. He is admitted to practice in the U.S. District Courts for the Western, Southern and Northern Districts of Texas and the U.S. Court of Appeals for the Fifth Circuit. Prior to founding DeShazo & Nesbitt, Tom was with the Austin office of Fulbright & Jaworski.

EDUCATION

Doctor of Jurisprudence, with honors, The University of Texas, 1998
Bachelor of Arts Degree in English, Baylor University, 1994

PROFESSIONAL HONORS

Best Lawyers in America, 2008, 2009, 2010, 2011, 2012, 2013

Super Lawyer, *Texas Monthly* magazine 2011, 2012

Voted Top 50 Lawyers in Central Texas Region (Austin, San Antonio) 2012

Rising Star, *Texas Monthly* magazine 2004-2010

PROFESSIONAL ACTIVITIES

- State Bar of Texas
- Austin Bar Association
 - Labor and Employment Section
 - Local Rules Committee, Co-Chair (2005-06)
 - New Civil Courthouse Committee
- Breakfast with the Judiciary Series, Chair
- Robert W. Calvert American Inn of Court (2005-07)
- Travis County District Court Settlement Weeks, *pro-bono* mediator

CIVIC INVOLVEMENT

- Mothers' Milk Bank at Austin, Director (2002 - 2011)

- Susan G. Komen For the Cure Austin Affiliate, Director (2005 - 2007)
- Seton Forum
- Austin Area Research Organization, McBee Fellow (2006-2007)
- Leadership Austin Class of 2007
- Entrant, 2007 *Austin Chronicle* Hot Sauce Festival (honorable mention designation rejected; formal protest of results pending)

REPRESENTATIVE SPEECHES AND PRESENTATIONS

2012

- “Non-Compete Agreements: Where Have We Come From and Where We Go From Here,” The University of Texas School of Law, 19th Annual Conference on Labor & Employment Law, Austin, May 17-18, 2012.

2011

- Guest Speaker on Employment Law, Baylor University Executive MBA Program, June 2011.

2010

- “Minimizing Risk in Employment Decisions” Farm Credit Bank of Texas Directors’ Conference, Dallas, Texas, July 14, 2010.
- “Announcing the Fix”: Challenges and Strategies for Communicating New Policies and the Resolution of Employment Disputes” The University of Texas School of Law, 17th Annual Conference on Labor & Employment Law, Austin, May 20-21, 2010.
- “Covenant Not to Compete Update,” Austin Bar Association Labor & Employment Section Continuing Legal Education Conference, Austin, February 5, 2010.

2009

- “The Employee Free Choice Act,” The University of Texas School of Law, 16th Annual Conference on Labor & Employment Law, Austin, May 28-29, 2009.
- Guest Speaker on Employment Law, Baylor University Executive MBA Program, June 2009.

2008

- “Trade Secrets and Covenant Not to Compete Update” and Panelist on Unfair Competition Litigation, 2008 Page Keeton Civil Litigation Conference, University of Texas School of Law, October 30, 2008.
- “Email and Blogging Update,” The University of Texas School of Law, 15th Annual Conference on Labor & Employment Law, Austin, May 29-30, 2008.
- “Covenants Not to Compete,” State Bar of Texas Advanced Employment Law Conference, Houston, Texas, January 31-February 1, 2008.

2007

- “Covenants Not to Compete,” The University of Texas School of Law, 14th Annual Conference on Labor & Employment Law, Austin, May 17-18, 2007.
- “Covenant Not to Compete Legal Landscape After *Sheshunoff*,” Panelist, Austin Bar Association Labor & Employment Section Meeting, February 8, 2007

2006

- “Top 10 Documenting Mistakes,” Texas Society for Healthcare Human Resources Administration and Education Annual Conference, Austin, Texas, September 6, 2006
- Guest Speaker on Employment Law, Baylor University Executive MBA Program, June 2006
- 13th Annual Conference on Labor & Employment Law, Planning Committee, The University of Texas School of Law, Austin, May 18-19, 2006
- “Protecting Trade Secrets, Proprietary IP, and Litigating Employee Departures to Competitors,” The University of Texas School of Law 19th Annual Technology and Computer Law Conference, Austin, Texas, June 8, 2006