



EXPERIENCE

Tom Nesbitt is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. Prior to founding DeShazo & Nesbitt, Tom was with the Austin office of Fulbright & Jaworski, now Norton Rose Fulbright, from 1998 to 2007.

Tom 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. He and his wife, Nancy, have two children.

EDUCATION

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

PROFESSIONAL HONORS

Super Lawyer, *Texas Monthly* magazine 2011-19

- 2016 Voted Top 100 Lawyers in Texas
- In 2012, 2014, 2015, 2016, 2017, 2018 and 2019 Voted Top 50 Lawyers in Central Texas Region (Austin, San Antonio, El Paso)

Best Lawyers in America, 2008-2019

- 2019 Litigation-Labor & Employment Lawyer of the Year for Austin/San Antonio Region
- 2018 Employment Law, Individuals Lawyer of the Year for Austin/San Antonio Region
- 2016 Employment Law, Management Lawyer of the Year for Austin/San Antonio Region.

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

CIVIC INVOLVEMENT

- We Are Blood, formerly the Blood & Tissue Center of Central Texas, Director (2014-present)
- Mothers' Milk Bank at Austin, Director (2002 - 2011)

- Baylor Alumni Association, now called Baylor Line Foundation, President (2015-2016)
- Susan G. Komen for the Cure Austin Affiliate, Director (2005-2007)
- 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

2019

- A Fresh Look at Covenants Not to Compete – Co-presented with the great Phil Durst; Austin Bar Association Labor & Employment Section, June 6, 2019.

2018

- Reputational Risk: Managing Perceptions with Image Repair – Co-Presented with Jeff Hahn of Hahn Public Communications, The University of Texas School of Law, 25th Annual Conference on Labor & Employment Law, Austin, May 10-11, 2018.
- Guest Lecturer on Pre-Trial Practice; University of Texas School of Law Advanced Civil Procedure Course, spring 2018.
- Sexual Harassment Legal Trends and Compliance Guidance – City of Cedar Park Chamber of Commerce Guest Speaker, February 14, 2018.

2016

- “Texas Rule 91a,” State Bar of Texas Employment Law Continuing Legal Education Conference, Dallas, January 13, 2016.

2015

- “2015 Covenants Not to Compete Update,” The University of Texas School of Law, 22nd Annual Conference on Labor & Employment Law, Austin, May 12-13, 2015.
- “Everything You Ever Wanted to Know About Employment Law but Were Afraid to Ask,” Presented with U.S. District Judge Xavier Rodriguez at Austin Bar Association Bench Bar Conference, Austin, April 15, 2015.

2014

- “Damages in Employment Cases,” State Bar of Texas Continuing Legal Education Conference “Handling Your First (or Next) Employment Law Case, Austin, October 17, 2014.

2013

- “You Can’t Take That with You! (Or Can You?): Legal Update on Non-Competes, Non-Disclosure, Non-Solicitation and Confidentiality Agreements,” Austin Bar Association Labor & Employment Section Meeting, October 5, 2013.