

# NESBITT

## LEGAL PLLC

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### **Tom Nesbitt**

#### **BIOGRAPHY**

Tom Nesbitt is an attorney and mediator. He 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, now known as Norton Rose Fulbright.

#### **EDUCATION**

University of Texas School of Law, J.D., with honors (1998)

Baylor University, B.A. in English (1994)

#### **PROFESSIONAL HONORS**

*Best Lawyers in America*, 2008-2024

- 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.

Super Lawyer, *Texas Monthly* magazine 2011-24

- Voted Top 100 Lawyers in Texas in 2024 and 2016
- Voted Top 50 Lawyers in Central Texas Region (Austin, San Antonio, El Paso) 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2012.

#### **PROFESSIONAL ACTIVITIES**

- Austin Bar Association  
Local Rules Committee, Co-Chair (2005-06)  
New Civil Courthouse Committee
- Breakfast with the Judiciary Series, Chair
- University of Texas School of Law Student Mentor Program

## **CIVIC INVOLVEMENT**

- We Are Blood, formerly the Blood & Tissue Center of Central Texas, Director (2014-present)
- 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**

### **2024**

- “Update on Non-Competes,” San Antonio Federal Bar Association, San Antonio, Texas, November 12, 2024.
- Retaliation Overview, State Bar of Texas Employment Law 101 Conference, Dallas, Texas, January 10, 2024.

### **2023**

- Guest Lecturer on Pre-Trial Practice; University of Texas School of Law Advanced Civil Procedure Course, Spring 2023.

### **2022**

- Trade Secret and Non-Compete Update – Co-presented with Carlos Soltero; University of Texas 29<sup>th</sup> Annual Labor and Employment Law Conference, May 5, 2022.
- Guest Lecturer on Pre-Trial Practice; University of Texas School of Law Advanced Civil Procedure Course, Spring 2022.

### **2021**

- Guest Lecturer on Pre-Trial Practice; University of Texas School of Law Advanced Civil Procedure Course, Spring 2021.

### **2020**

- What Phil Durst Tried to Teach Us About The Ethics and Effectiveness of Civility — Co-presented with Christopher Hahn; University of Texas 27<sup>th</sup> Annual Labor & Employment Law Conference, May 8, 2020.

### **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, 25<sup>th</sup> 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, 22<sup>nd</sup> 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.