



Thomas N. McCormick

PARTNER

Orange County

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Practice Areas

Class Actions

Employment Litigation

Labor and Employment

Litigation and Appeals

Education

University of Wisconsin Law
School, J.D., *cum laude*, 2002

University of Wisconsin-
Platteville, B.S., *magna cum
laude*, 1997

Bar & Court Admissions

California

United States District Court for
the Northern District of California

United States District Court for
the Southern District of California

United States District Court for
the Central District of California

United States District Court for
the Eastern District of California

Tom is a partner in the litigation group and the managing partner of the Vorys Orange County office. Tom has a broad range of litigation and client counseling experiences with a specific focus on employment litigation, complex commercial disputes and class action litigation.

Tom represents national and international companies in high stakes litigation pending in California state and federal court. In employment matters, he regularly handles harassment, discrimination and disability/leave of absence claims. In addition, he also leads the defense in multiple Class Action and PAGA lawsuits. Tom also has significant experience representing national retail stores in private arbitrations across the country addressing employment related claims.

In complex commercial cases, Tom regularly litigates contract, tort and consumer sales practices act claims. He has successfully represented public universities in several high-profile disputes, counseled numerous student athletes regarding NCAA compliance and eligibility issues, and served as lead counsel in multiple consumer class actions.

Notable experience includes:

- Obtaining a defense verdict after a month long jury trial in California state court for a national building supplier on claims of failure to warn and design defect
- Lead counsel in two consumer class actions resulting in settlements valued at more than \$14 million
- Obtaining dismissals or negligible settlements in a number of harassment and discrimination cases filed against national retail stores throughout the country
- Serving as seconded in-house counsel for an international retail company with over 3,000 locations and assisting with litigation management, client counseling and numerous strategic initiatives
- Obtaining restraining orders and preliminary injunctions on behalf of a retail company and a national manufacturer pursuant to non-compete agreements and successfully defending an individual employee against similar claims brought by his former employer

Ohio

United States District Court for
the Southern District of Ohio

*Admitted to practice law only in
the states listed above.*

Clerkships

The Honorable James L. Graham,
United States District Court for
the Southern District of Ohio,
2005-2006

Tom is a member of the Federal Bar Association and the Orange
County Bar Association.