



## Thomas A. Davis

Principal and Office Litigation Manager  
Birmingham  
P 205-332-3101  
F 205-332-3131  
Thomas.Davis@jacksonlewis.com

### Practices

Class Actions and Complex Litigation  
General Employment Litigation  
Non-Competes and Protection Against Unfair Competition  
Wage and Hour

### Industries

Automotive  
Chemicals

### Education

Samford University  
Cumberland School of Law  
J.D., 1992  
Cordell Hull Teaching Fellow

Emory University  
B.A., 1989

### Admitted to Practice

- 6th Circuit Court of Appeals, 2013
- 10th Circuit Court of Appeals, 2009
- 11th Circuit Court of Appeals, 1994
- Alabama - M.D. Ala., 1992
- Alabama - N.D. Ala., 1992
- Alabama - S.D. Ala., 1992
- Florida - N.D. Fla., 2004

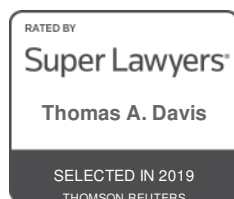
Thomas A. Davis is a Principal and Litigation Manager in the Birmingham, Alabama, office of Jackson Lewis P.C. He managed the Birmingham office from the opening in 2007 to 2013.

Mr. Davis is responsible for all aspects of legal practice related to the workplace, including providing advice on internal human resource strategies. He also manages all aspects of office administration, as well as a team of lawyers and paralegals working on employment litigation, including multi-plaintiff, collective actions and class action litigation, throughout the country. A significant part of Mr. Davis' work includes the defense of multi-plaintiff cases throughout the Southeast. Mr. Davis also manages the administrative charges outsourced by a Fortune 30 Company across the country. In addition, he regularly trains and provides general advice on a variety of legal issues related to preventing and managing employment claims. This includes providing strategic advice on complex matters and insight on how to address and establish internal systems to effectively respond to claims with a goal to avoiding litigation and any internal business disruption. Mr. Davis is also a leader in the field of alternative and fixed fee billing to assist clients in lowering their outside counsel legal fees. This includes partnering with EPLI carriers on various matters.

In addition, Mr. Davis is the office's subject matter authority on non-compete and trade secret litigation. He has defended and prosecuted these cases across Alabama.

Earlier in his legal career, Mr. Davis was a Judicial Clerk for Judge Robert B. Propst, U.S. District Court, Birmingham, Alabama from August 1992 to August 1993. Mr. Davis was a Cordell Hull Teaching Fellow, received Best Paper in Antitrust in the fall of 1991, and was a member of the *Cumberland Law Review*.

### Honors and Recognitions



### Trial Experience

- Alabama, 1992

- *Howell v. Alfa Insurance* (2015)
- *Jones v. Alfa Insurance* (2015)
- *Dodd v. Regional Medical Center* (2013)
- *BioTech v. Wilson* (2009)
- *Smith v. Target* (2005)
- *Bracey v. Target* (2005)
- *Tom James Clothier v. Greg Brown* (2004)
- *Shuman v. Alfa Insurance* (2002)
- *Reynolds v. Alfa Insurance* (1999)
- *Saia v. Alfa Insurance* (1997)
- *Poore v. Southern Natural Gas* (1996)
- *Carpenter v. Del Monte* (1994)
- *Samples v. Alfa Insurance* (1993)

### **Professional Associations and Activities**

- Alabama State Bar
- American Bar Association
- American Employment Law Council
- Birmingham Bar Association
- Project Corporate Leadership (1995)

### **Pro Bono and Community Involvement**

- Birmingham Rotary (Sunrise), Member (1994-present) and Officer (1999-2006)