



Thomas D. Rees heads the firm's Litigation and Employment Practice. He focuses his practice primarily on employment law and private education law. In the employment area, Tom represents employers in litigations over employment terminations; restrictive covenants, trade secrets, and other employee mobility issues; employment discrimination and sexual harassment matters; employment contract disputes; and defamation and privacy related matters. Tom also serves employers in a wide variety of non-litigation matters, including contract negotiation, preparation of policies and procedures, and hiring and termination. These services help employers to avoid and resolve disputes without resorting to the courtroom.

In the education area, Tom represents a number of independent schools in the Philadelphia area, handling employment, student discipline, contract, and governance matters. Tom also handles complex litigation and dispute resolution in the areas of land use and zoning law and government regulation.

Tom serves as an employment arbitrator for the American Arbitration Association. He often speaks on employment and education law topics before Bar Association and private industry groups.

Education

- University of Pennsylvania Law School, J.D.
- Stanford University, A.B., Honors: Dean's List; Major: Political Science

Professional Affiliations

- Montgomery Bar Association - Past Co-Chair of the Education Law Committee; Past Chair and Co-Chair of the Employment Law Committee; Employment Law course planner and lecturer; Past Chair of the Real Estate and Land Use Planning Committee
- Pennsylvania Bar Association - Past Chair of the Municipal Law Section
- Pennsylvania Bar Institute - Employment Law course planner and lecturer
- American Arbitration Association - National Panel of Employment Arbitrators member
- Montgomery County Chamber of Commerce (and predecessor Chambers), VP/General Counsel, 1998-2011
- Recipient of the Kenneth R. Taylor Award for Excellence in Chamber Service, 2001

Honors & Awards

- AV® Preeminent™ Peer Review Rated by Martindale-Hubbell®
- Selected to Pennsylvania Super Lawyers, Employment Law, 2004, 2007-present
- *Corporate Counsel* Business Edition Magazine, Super Lawyer – Employment Law, 2008-2016
- Best Lawyers in America®, Employment Litigation, 2018-present
- *Main Line Today* Top Lawyer, 2019

Civic & Community Activities

- Main Line Art Center, Director (2012-2018), Board President (2013-2015), Board Secretary (2015-2018)
- King of Prussia Rotary, 2004-2017 (Speaker Chair, 2014-2015)
- Gladwyne Free Library, Board of Trustees Member (2000-2005 and 2007-2012) and President (2004-2005)
- Gladwyne Civic Association, President (1995-1997)



Areas of Practice

- Employment Law
- Employment Contracts
- Employment Litigation
- Employment Mobility
- Education Law
- Independent School Law
- Labor Law
- Litigation
- Contract & Business Litigation
- Construction Litigation
- Arbitration
- Local Counsel & Expert Testimony
- Pennsylvania Expert Witness Services
- Real Estate Law
- Real Estate Litigation
- Municipal & Government Law
- Real Estate Taxation
- Zoning and Land Development
- Eminent Domain

Bar Admissions

- New York
- Pennsylvania
- U.S. District Court Eastern District of Pennsylvania
- U.S. Court of Appeals 3rd Circuit
- U.S. Supreme Court