

Thomas A. Hickey

Shareholder

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Practice & Industry Areas

- Corporate Law
- Corporate Finance Law
- Executive Compensation
- Labor & Employment Law
- Securities Law & Corporate Governance
- Business Litigation
- Dispute Resolution
- Mergers and Acquisitions
- Healthcare Transactions

Education

- Fordham University School of Law, J.D.
 - National Moot Court Team, member
- College of the Holy Cross, B.A.

Bar & Court Admissions

- Florida, 1996
- New York
- United States District Court
 - Middle District of Florida
 - Eastern District of New York
 - Northern District of New York
 - Southern District of New York
 - Western District of New York
- United States Court of Appeals, 2nd Circuit
- United States Supreme Court

Overview

Tom Hickey devotes his practice to representing companies and senior management in executive compensation matters.

This experience includes contract negotiations, as well as the drafting of executive compensation and benefit plans, shareholder agreements, employment and separation agreements.

In addition to representing numerous CEOs, presidents and other senior management, his experience includes legal counsel pertaining to labor and employment affairs and general business matters. Tom represents a diverse clientele of publicly and privately held companies including retail companies, securities firms, insurance and health care companies, private equity firms, construction, real estate and development companies, publishing companies, colleges and universities, executive recruiting firms and domestic and foreign banks.

Tom has extensive trial and appellate experience at all levels of federal and state courts, as well as being a certified mediator in Florida and New York.

Honors

- *The Best Lawyers in America*®, Corporate Law “Lawyer of the Year” in West Palm Beach, 2018, 2021
- *The Best Lawyers in America*®, Corporate Law, 2015-24
- AV Rated as independently determined by Martindale-Hubbell

Publications & Presentations

- “2019 Banking Developments,” speaker, Florida Bankers Association 34th Annual Florida Bank Directors Forum, Naples, FL, October 3, 2019
- “[Compensation and Governance: Where the Rubber Meets the Road](#),” co-presenter, Aon, October 17, 2018
- “Overview of Banking and Industry Issues,” speaker, Florida Bankers Association 6th Annual CFO Symposium, Orlando, FL, May 25, 2017
- “Culture, Compensation and Governance: Critical Components to Every Company’s DNA, Whether Public, Private, or Nonprofit,” speaker, Gunster, April 26, 2017
- “Executive Compensation 2017: Avoiding traps and pitfalls in a complex environment,” J.P. Morgan Private Bank event, Boca Raton, FL, December 2016
- “Bank Executive Compensation and Employee Retention: Get It Right or Forget Doing a Bank Merger,” Florida Bankers’ Association annual meeting, Miami Beach, FL, June 2016
- “Where the Rubber Meets the Road,” executive compensation / corporate governance presentation, private Gunster event, Miami, FL, April 21, 2016
- Employment & Labor Law Forum, Cambridge Forums, Chicago, IL, June 2015
- “A Conversation on Compensation and Corporate Governance,” Jacksonville, FL, June 2015

Professional Associations & Memberships

- Supreme Court Certified Mediator
- Circuit Court Certified Mediator
- Alternative Dispute Resolution Panel, 1st Judicial District
- Panel of Arbitrators, 9th Judicial District, Member
- American Bar Association, Member
- Florida Bar
- New York State Bar Association

Civic & Community Service

- Independent Group Home Living, Advisory Board
- Chamber of Commerce of the Palm Beaches, Member