

## Thomas R. DeVoe

Partner

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THOMAS DEVOE is a member of the firm's Labor and Employment Law department. His practice concentrates on counseling and defending employers and management in all areas of employment and labor law. As a litigator, Mr. DeVoe frequently represents clients in administrative proceedings and federal and state judicial proceedings involving, among other things, discrimination and other EEO claims, wage and hour disputes, wrongful discharge claims and non-compete and trade secret disputes. Mr. DeVoe also counsels employers daily on their employment practices and has had significant involvement in preparing and implementing affirmative action plans, drug and alcohol testing policies, leave of absence policies, non-competition and confidentiality agreements, and employee handbooks. In addition, Mr. DeVoe advises clients on employment-based immigration matters, including H, L, E and TN visas.



**Practice Groups:**

Litigation, Labor and Employment

**Bar/Court Admissions:**

State  
Indiana

**Year First Admitted to  
Practice Law:**

1992

**Education:**

Indiana University Maurer School of Law - Bloomington (1992), Princeton University (1988)

**Professional Affiliations /  
Recognitions:**

AV Peer Review Rating  
(LexisNexis/Martindale-Hubbell),  
American Bar Association, Indiana  
State Bar Association, Indianapolis  
Bar Association