



S. GORDON HILL

Shareholder

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PRACTICE FOCUS

Automotive
Employment Law
Intellectual Property &
Technology
Litigation
Cybersecurity, Data Breach &
Protection
ADA Accessibility
Noncompetes & Business
Divorce

EDUCATION

Vanderbilt University, B.A., 1993
Wake Forest University School
of Law, J.D., 1996; Moot Court
Board

BAR ADMISSIONS

American Bar Association
The Florida Bar
Hillsborough County Bar
Association
Federal Bar Association

In the often rapid pace field of employment law, Gordon Hill strives to be responsive, practical, and strategic while offering “out-of-the-box” solutions for clients’ unique issues.

Gordon's practice primarily involves employment litigation and counseling, noncompete litigation, trade secret litigation, business litigation, commercial litigation, and drafting of executive employment agreements, noncompete agreements, and employee handbooks and policies.

In his employment practice, Gordon advises, represents and defends corporate clients in a broad spectrum of employment-related issues. He has successfully defended clients in a wide variety of employment-related litigation, and provides proactive counseling and solutions to help clients manage their employees and avoid litigation. Gordon also represents clients in commercial litigation, including noncompete, trade secret, and business litigation. He has represented clients in a wide range of industries, including automotive, banking and credit union, construction, health care, hospitality, information technology, insurance, manufacturing, real estate development, restaurant, retail, software development, and staffing.

Gordon is active in both professional and Bar-related activities, including the Hillsborough County Bar Association, the Hillsborough County Bar Foundation, and the Defense Research Institute's Labor & Employment Section. He served on the HCBA's Board of Directors for ten years and served as President of the approximately 4,000 member HCBA from 2017-2018. Gordon has also served in various roles for DRI,

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COURT ADMISSIONS

All Florida State Courts
U.S. District Court, Middle
District of Florida

including chair of DRI's annual employment law seminar in 2017 and seminar vice chair in 2016 and is currently serving as Chair of the approximately 1,500 member Section. Through this work, Gordon is connected with some of the best defense employment lawyers throughout the country.

Gordon is also active in the Tampa community where he has served on the Boards of Directors of the Hillsborough County Bar Foundation, Big Brothers Big Sisters of Tampa Bay, the Culbreath Bayou Neighborhood Association, and the Robinson High School Foundation. He has been involved with the Vanderbilt Alumni Association for several years. In recognition of his community leadership, Gordon was appointed to serve as an Honorary Commander at MacDill Air Force Base, 6th Air Mobility Wing (2019-present).

Outside the office, Gordon enjoys traveling, exploring America's national parks, hiking, snow skiing, reading about U.S. and European history, and spending time with his wife and two daughters.

HONORS

- AV Preeminent® Rating, Martindale-Hubbell Peer Review
- Florida Super Lawyers (2009-2011, 2015-2019, 2021-2025)
- Florida Super Lawyers Rising Star (2009-2011)
- Florida Trend's Legal Elite NOTABLE Labor and Employment Lawyers (2024)
- Florida Trend's Legal Elite (2022)
- Tampa Bay Business Journal's Book of Lists (2014): One of Tampa Bay's Top Labor & Employment Attorneys
- Tampa Chamber of Commerce Leadership Tampa: (Graduate, 2010)
- *The Best Lawyers in America*® (2016-2026)
- The National Law Review: 2021 Go-To Thought Leader for Florida COVID Legislation
- *TAMPA Magazine's* Top Lawyers (2023-2025)
 - Employment Law (Individuals)
 - Employment Law (Management)
 - Labor Law (Management)

EXPERIENCE

- Achieved a zero "verdict" in defense of a client in a two week arbitration featuring allegations of misappropriation of trade secrets, noncompete violations, and tortious interference with contracts and

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business relationships.

- Attained numerous summary judgment and other dismissals in defense of a wide variety of employment-related cases ranging from allegations of sexual assault to enforcing severance agreements to termination of an employee with chronic back problems and complicated intermittent FMLA issues.
- Successfully resolved numerous large, medium and smaller-scale FLSA collective action claims.
- Drafted and negotiated countless executive employment agreements on behalf of both employers and executives.
- Drafted and negotiated countless noncompete and non-disclosure agreements and assisted clients implement best practices and procedures for preserving trade secrets and other confidential information and for protecting client's business interests.
- Regularly counsel clients in handling difficult and complicated human resources issues ranging from COVID-19 matters, furloughs and layoffs, voluntary early retirement and other severance programs, managing employees seeking FMLA leave and requesting ADA accommodations, and leading/assisting with employers' internal sexual and racial harassment investigations.

COMMUNITY & PROFESSIONAL

- Defense Research Institute
 - Labor & Employment Section
 - Chair (2022-Present)
 - Vice Chair (2021-2022)
 - Annual Seminar Program Chair, Nashville, TN (2016-2017)
 - Annual Seminar Program Vice-Chair, Austin, TX (2015-2016)
 - Steering Committee (2012-Present)
 - Seminar Planning Committee (2011-Present)
- The Florida Bar: Unlicensed Practice of Law Committee
- Hillsborough County Bar Association
 - President (2017-2018)
 - Board of Directors (2010- present); Secretary (2006-2007)
 - Young Lawyers Division Board (2001-2004); President (2005-2006)
- Hillsborough County Bar Foundation
 - President (2022-2023)

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- Secretary (2020-2021)
- Justice William Glenn Terrell Inn of Court
- The First Central Florida American Inn of Court
- Tampa Bay History Center: Board of Trustees
- Big Brothers Big Sisters of Tampa Bay: Board of Directors
- Culbreath Bayou Neighborhood Association: Board of Directors
- Robinson High School Foundation: Board of Directors
- Vanderbilt Alumni Association

NEWS & INSIGHTS

Seventy-Seven Hill Ward Henderson Attorneys Recognized in the 2026 Edition of *The Best Lawyers in America*® and *The Best Lawyers: Ones to Watch*® in America
Firm News, 8.21.25

Fifty-Eight Hill Ward Henderson Attorneys Named to 2025 Florida Super Lawyers List
Firm News, 6.26.25

Thirty-Eight Hill Ward Henderson Attorneys Recognized in *Tampa Magazine's* 2025 Top Lawyers
Firm News, 1.6.25

Gordon Hill Selected as a Florida Trend Legal Elite NOTABLE Labor and Employment Lawyer
Firm News, 9.10.24

Eighty-Three Hill Ward Henderson Attorneys Cited in The Best Lawyers in America 2025 Publication
Firm News, 8.15.24

Fifty-Seven Hill Ward Henderson Attorneys Recognized in 2024 Florida Super Lawyers Listing
Firm News, 6.24.24

Twenty-Nine Hill Ward Henderson Attorneys Recognized in *Tampa Magazine's* 2024 Top Lawyers
Firm News, 1.3.24

Eighty-Three Hill Ward Henderson Attorneys Cited in The Best Lawyers in America 2024 Publication
Firm News, 8.17.23

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Sixty-one Hill Ward Henderson Attorneys Recognized in 2023 Florida Super Lawyers Listing
Firm News, 6.27.23

Twenty-Six Hill Ward Henderson Attorneys Recognized in TAMPA Magazine's 2023 Top Lawyers
Firm News, 1.3.23

Eighty-One Hill Ward Henderson Attorneys Cited in The Best Lawyers in America 2023 Publication
Firm News, 8.18.22

61 Hill Ward Henderson Attorneys Recognized in 2022 Florida Super Lawyers Listing
Firm News, 7.1.22

Florida Trend Names Hill Ward Henderson Attorneys to 2022 Hall of Fame and Legal Elite
Firm News, 6.29.22

The National Law Review Has Named Hill Ward Henderson Attorneys 2021 Go-To Thought Leaders
Firm News, 12.28.21

Seventy Six Hill Ward Henderson Attorneys Cited in The Best Lawyers in America 2022 Publication
Firm News, 8.19.21

67 Hill Ward Henderson Attorneys Cited in The Best Lawyers in America 2021 Publication
Firm News, 8.20.20

Fifty Nine Hill Ward Henderson Attorneys Recognized in 2020 Florida Super Lawyers Listing
Firm News, 6.5.20

Hill Ward Henderson Attorneys Named 2018 Florida Super Lawyers
Firm News, 6.25.18

Hill Ward Henderson Attorneys Sworn In To Hillsborough County Bar Association Leadership Roles
Firm News, 6.22.18

2018 Best Lawyers Cites 44 Hill Ward Henderson Attorneys & Names Five "Lawyer Of The Year"
Firm News, 8.15.17

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Hill Ward Henderson Shareholder Sworn In As Hillsborough County Bar Association President
Firm News, 6.16.17

Hill Ward Henderson Attorneys Named 2017 Florida Super Lawyers
Firm News, 6.8.17

2017 Best Lawyers Cites 44 Hill Ward Henderson Attorneys & Names Two "Lawyers Of The Year"
Firm News, 8.15.16

Hill Ward Henderson Attorneys Named 2016 Florida Super Lawyers
Firm News, 6.15.16

Hill Ward Henderson Shareholder Presents At Florida Law Alliance Conference
Speaking Engagement, 10.14.15

2016 Best Lawyers Cites 40 Hill Ward Henderson Attorneys & Names Five "Lawyer of the Year"
Firm News, 8.17.15

Hill Ward Henderson Attorneys Named 2015 Florida Super Lawyers
Firm News, 6.11.15

Hill Ward Henderson Attorneys Present at the 11th Annual Tax & Business Update
Speaking Engagement, 5.23.13

Hill Ward Henderson Shareholders Elected To Hillsborough County Bar Association Board Of Directors
Firm News, 5.23.12

ARTICLES & PUBLICATIONS

- Presenter, "Equal Pay Act Issues", 2019 DRI Annual Meeting, Employment & Labor Law section
- Moderator, "One-on-One Discussion with Chair Victoria Lipnic", then Chair of the Equal Employment Opportunity Commission (EEOC), 2017 DRI Employment & Labor Law Seminar
- "Employment Law Check Up - Healthy Policies and Practices." Presenter, Florida Independent Concrete & Associated Products, Inc. Meeting & Educational Session, Orlando, May 26, 2015.
- "Rise of Fair Credit Reporting Act Claims." Presenter, HR Tampa, May 20, 2015.
- "Employee Theft - Deterring, Detecting & What to Do if Your Company Becomes a Victim." Co-Presenter, HR Tampa, May 20,

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2015.

- "Employment Law in the Wide World of Sports." Moderator, DRI Employment and Labor Conference, Scottsdale, AZ, May 6-8, 2015.
- "Leaves of Absence and the Florida Medical Leave Act." Presenter, FMLA Update & Overview, Suncoast HR, Clearwater, June 11, 2014.
- "Family & Medical Leave and the ADA - "New" Considerations for Employers." Presenter, 2012 HR Florida Conference & Expo from HR Florida State Council, Orlando, August 27-29, 2012.
- "Family & Medical Leave - New Considerations for Employers." Presenter, HR Florida 2011 Conference & Expo from HR Florida State Council, Orlando, August 29-31, 2011.
- "Practicing with Professionalism." Presenter, Seminar from The Florida Bar, 2005.

CLIENT ADVISORIES

Florida's CHOICE Act Becomes Law, Enhancing Certain Non-compete Agreements
Advisory, 7.7.25

Florida's Proposed CHOICE Act to Add Significant Teeth to Enforcement of Non-compete Agreements
Advisory, 5.14.25

DEI Changes Could Leave Businesses Exposed to Discrimination Charges
Advisory, 3.25.25

President Trump Signals Friendly Perspective on Non-Compete Agreements and Begins Revamp of National Labor Relations Board Policy
Advisory, 2.24.25

President Trump Eliminates Affirmative Action for Federal Contractors and Subcontractors – What You Need to Know
Advisory, 1.30.25

Court Invalidates FLSA's Overtime Salary Increase
Advisory, 11.19.24

Court Enters Order Barring Enforcement of FTC Rule Banning Non-Compete Agreements
Advisory, 8.21.24

Court Enters Limited Injunction on FTC Rule Banning Non-Compete Agreements
Advisory, 7.8.24

FTC Approves Rule That Prohibits Non-Compete Agreements for Most Workers
Advisory, 4.25.24

Final Rule Raises Salary Threshold for Employee Overtime Exemptions - Learn How This Could Affect You and Your Business
Advisory, 4.24.24

Proposed Rule Would Raise Salary Threshold for Employee Overtime Exemptions - Learn How This Could Affect You and Your Business
Advisory, 9.7.23

CDC Updates COVID-19 Mask Guidance for Fully Vaccinated Individuals - Learn More about What This Could Mean for Your Business
Advisory, 8.4.21

PUBLISHED DECISIONS

- Jones v. Asset Acceptance, LLC.
Not Reported in F.Supp.2d 2008 WL 4080269 8:07-CV-02382T24MSS
United States District Court, M.D. Florida, Tampa Division. August 28, 2008
- FusionStorm, Inc. v. Presidio Networked Solutions, Inc.
F.Supp.2d 2012 WL 1854277 8:11-CV-1969-T-33AEP
United States District Court, M.D. Florida, Tampa Division. May 21, 2012