

Hugo S. "Brad" deBeaubien

PARTNER

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A management-side labor and employment lawyer, Brad's practice focuses on a wide variety of state and federal employment laws, including wage and hour litigation, discrimination and retaliation actions, restrictive covenant and trade secret claims, and other employment-related disputes. Brad also represents creditors and other stakeholders in bankruptcy matters and represents secured and unsecured creditors, financial institutions, and trustees. He routinely represents defendants in preference and fraudulent transfer litigation.

Brad regularly advises clients regarding compliance with employment laws such as:

- Age Discrimination in Employment Act (ADEA)
- Americans with Disabilities Act (ADA)
- Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FMLA)
- Florida Civil Rights Act
- Title VII

Brad also works closely with clients to develop and update employment policies, employee handbooks, employment and independent contractor agreements, restrictive covenant agreements, and severance agreements.

SERVICE LINE

Bankruptcy, Insolvency & Creditors' Rights
Labor & Employment
Litigation & Disputes

INDUSTRY SECTOR

Health Care

PRIMARY LOCATION

Tampa, FL

EDUCATION

Drawing on his experience as a teacher prior to law school, Brad often speaks to students about personal finance and budgeting through the American Bankruptcy Institute's Credit Abuse Resistance Education program. Brad and his wife enjoy sharing their love of music, reading, and travel with their two young daughters.

J.D., *magna cum laude*, Order of the Coif, Florida State University, 2008

B.A., College of William and Mary, 2002

BAR & COURT ADMISSIONS

Florida, 2008

U.S. District Court, Middle District of Florida, 2008

U.S. District Court, Southern District of Florida, 2010

U.S. District Court, Northern District of Florida, 2011

PROFESSIONAL & COMMUNITY AFFILIATIONS

- American Bar Association
- Hillsborough County Bar Association
- American Bankruptcy Institute
- Leadership Tampa (Class of 2024)
- Tampa Bay Bankruptcy Bar Association, Board of Directors (2015-2018)
- Credit Abuse Resistance Education (CARE) Program, Chair (2012-2018)
- Tampa Connection (Class of 2013-2014)

HONORS

- AV® Peer Review Rated by Martindale-Hubbell
- *Best Lawyers in America*, 2020-2026
- Florida Super Lawyer by *Super Lawyers* magazine, 2022-2025
- Florida Rising Star by *Super Lawyers* magazine, 2011-2020
- Florida Legal Elite by *Florida Trend* magazine, 2020
- Florida Legal Elite Up & Comers by *Florida Trend* magazine, 2019
- *Tampa Bay Business Journal's* Up & Comers Award, 2009