



## Shareholder

*Commercial Litigation, Corporate & Business Law, Labor & Employment Law, Insurance Regulation, Administrative Practice*

Phone: (850) 425-6654

Fax: (850) 425-6694

E-Mail: [tcrabb@radeylaw.com](mailto:tcrabb@radeylaw.com)

Tom Crabb practices corporate law and commercial litigation, primarily in the areas of health care, insurance, and other regulated industries.

Tom has represented clients in state and federal court and before the Division of Administrative Hearings, Florida Office of Insurance Regulation, and other agencies of the State of Florida. Tom was recently named a Super Lawyers Rising Star and was named a Best's Recommended Insurance Attorney for 2011.

Tom has transactional and litigation experience in many phases of corporate existence and operation. He has helped clients form new entities, solicit new investors, issue and transfer stock and other ownership interests, and amend organizational and governance documents. Tom has advised companies on matters ranging from contracts, privacy, and recordkeeping requirements to employment and other daily operational concerns.

When litigation is required to enforce or defend the rights of his clients, Tom has experience in all phases of civil litigation from initial pleadings through written discovery, depositions, motion practice, trial, and appeal. His litigation experience includes the representation of companies defending against class action lawsuits.

Tom has advised health care clients on matters ranging from HIPAA and federal Part II privacy regulations to managed care contracting and institutional operations.

Representing only employers, Tom has helped companies establish Fair Credit Reporting Act compliance programs and has assisted companies in wage and hour issues such as classifying positions under the federal Fair Labor Standards Act. Tom has defended both private and public sector employers against claims brought under federal, state, and local anti-discrimination laws such as Title VII, the Florida Civil Rights Act, and the Leon County Code of Ordinances. Tom recently won a favorable federal court ruling preserving the limited one year statute of limitations applicable to discrimination claims brought under the Leon County Code of Ordinances.



Tom has advised insurance company insurers on a variety of regulatory matters. Tom's experience includes assisting companies in obtaining a certificate of authority to transact insurance in Florida, form and rate approval, formation and licensure of managing general agents and other affiliated entities within an insurance holding company system, and producer licensing and appointment.

At the Florida State University College of Law, Tom graduated in the top five percent of his class, wrote the highest-scoring appellate brief of all first-year students, received numerous book awards, was inducted into the Order of the Coif, and was a member of the College of Law Moot Court Team. While with the Team, Tom competed in the Robert F. Wagner National Labor & Employment Law Competition in New York City and the Ruby R. Vale Interschool Corporate Moot Court Competition in Delaware.

Before going to law school, Tom owned an office equipment dealership in Clearwater, Florida, an experience that gives him a real world perspective on the opportunities and unique challenges companies face in doing business in Florida. Tom is an active member of the Tallahassee community and an avid golfer.

## Education:

- Juris Doctor, *Magna Cum Laude*, Florida State University College of Law, 2006
- Bachelor of Science, *Cum Laude*, University of South Florida, 2003
  - College of Business Administration - Finance Major
  - Beta Gamma Sigma National Business Honor Society

## Professional Experience:

- Radey Thomas Yon & Clark, P.A., Associate, 2006 - 2012
- Radey Thomas Yon & Clark, P.A., Shareholder, 2013 - Present

## Professional Associations and Admissions:

- The Florida Bar, 2006
- United States District Court for the Northern District of Florida, 2007
- Society of Financial Examiners (Institutional Member), 2008
- United States District Court for the Middle District of Florida, 2011
- United States District Court for the Southern District of Florida, 2012
- United States Court of Appeals, Eleventh Circuit, 2013

## Recent Publications and Presentations:

- The Confidentiality of Alcohol and Drug Abuse Patient Records Regulations: Recent Developments and Interaction with the HIPAA Privacy Rule," Professionals Resource Network, Inc. Fall Meeting, Amelia Island, Florida 2013

