



## Robert Thomas

Associate

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**Robert Thomas is a trusted advisor to clients embroiled in commercial disputes, focusing his practice on complex commercial litigation, labor and employment issues and disputes, and insurance coverage matters.**

Businesses count on him to provide sound counsel when the stakes are high, and he works with his clients to provide the most efficient and cost-effective solutions.

Prior to law school, Robert served as an Ensign in the United States Navy. During his undergraduate studies, Robert led more than 60 Midshipmen as Battalion Commander of the Duke University Naval Reserve Officer Training Corps, where he supervised and implemented physical, professional, and academic training for his peers.

### PRACTICES

Commercial Litigation  
 Alternative Dispute Resolution  
 ERISA and Benefits Litigation  
 Insurance Coverage and Risk Management  
 Banking Litigation  
 Labor and Employment  
 Employment Litigation and Class Actions

### EDUCATION

William & Mary School of Law, J.D., 2008  
 Graduate Research Fellow  
*The Advocate*, Features Staff  
 CALI Excellence for the Future Awards:  
 Evidence and Trademark Law  
*William & Mary Bill of Rights Journal*  
 Duke University, B.A., 2003  
 Dean's List with Distinction  
 Duke Naval ROTC Academic Honors  
 Duke Naval Reserve Officer Training Corps

### BAR ADMISSIONS

Colorado

### EXPERIENCE

Robert assists clients in both federal and state courts in the following matters:

- Commercial disputes
- Insurance coverage
- Labor and employment disputes
- Employment policies and practices
- Litigation

### CLIENT RESULTS

#### Representative Matters

Defending an insurance brokerage firm against allegations of breach of fiduciary duty, fraud, and civil theft.

Advocating the rights of several homeowners affected by the 2012 Waldo Canyon fire who were taken advantage of by a predatory public adjuster.

Defending several employers against allegations of wrongful termination.

Defending multiple insurance companies against allegations of bad faith.

Defending employers against unfair labor practice charges, including union allegations of bad faith failure to bargain.

Assisting with constitutional and procedural challenges to recent Colorado

initiatives and referenda.

## **PUBLICATIONS**

"*Colorado Construction Law*, Contributing Editor,"

"*The Developing Labor Law*, Contributing Editor,"

## **PROFESSIONAL AND CIVIC AFFILIATIONS**

- Hispanic National Bar Association, Member
- American Bar Association, Member
- Colorado Bar Association, Member