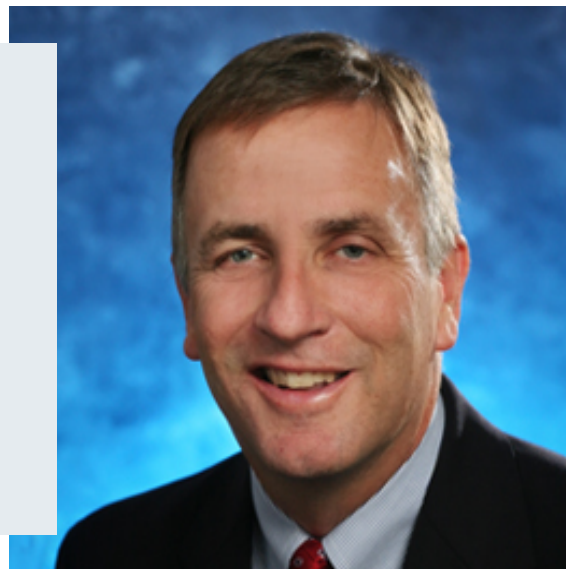


Thomas C. Pence

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Thomas C. Pence is a partner and litigation attorney with Foley & Lardner LLP, where he represents employers in all aspects of labor and employment law. He represents employers in labor negotiations, labor arbitrations, and NLRB proceedings. Thomas also counsels employers concerning all aspects of employment and labor law, including reductions in force, the ADA, the FMLA, and workplace harassment. He works with employers to develop problem prevention processes, training programs, and alternative dispute resolution programs. Thomas is a frequent speaker on labor and employment law topics and is the former chair of the firm's Labor & Employment Practice.

Awards and Recognition

Thomas has been Peer Review Rated as AV® Preeminent™, the highest performance rating in Martindale-Hubbell's peer review rating system and is listed in *Chambers USA: America's Leading Business Lawyers* (2005 – 2020). He has been selected by his peers for inclusion in the current edition of *The Best Lawyers in America*® in the area of labor and employment law. Thomas was also selected for inclusion in the 2007 and 2008 *Wisconsin Super Lawyers*® lists.

Education

- **Indiana University in (J.D., 1980)**
- Indiana University (Bachelor's Degree, 1977)
 - Elected to the Order of the Coif

Admissions

- Wisconsin

- U.S. Court of Appeals for the Third and Seventh Circuits
- U.S. Supreme Court