



John M. Bredehoft
Partner

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John is a partner in the Labor and Employment Law Practice Group of Kaufman & Canoles. His practice emphasizes litigation and litigation-avoidance strategies, and regularly includes discrimination and harassment matters, executive contracts, trade secret and computer crime cases, and advice and litigation on covenants restricting post-employment competition.

practice areas

- Labor & Employment

representative matters

- Defended multiple federal court “collective” actions alleging unpaid overtime under the Fair Labor Standards Act, as well as other single-employee claims
- Successfully enforced many covenants restricting competition by former employees, including obtaining preliminary injunctions against unfair competition and money damages for violation of a valid covenant
- Successfully defended against many attempts to enforce invalid covenants, either by negotiated resolution or litigation, on behalf of new employers
- Serves as national counsel for large insurer providing advice on employment grievance arbitration agreements to insurer’s clients nationwide
- Successfully defended employers against many claims under federal anti-discrimination laws, including obtaining summary judgment for an employer in a race case where a supervisor admittedly used “the n-word”

recognition and honors

- Best Lawyers in America, 1995–2012
- Norfolk Labor and Employment Lawyer of the Year; Best Lawyers in America, 2010
- America’s Leading Business Lawyers; *Chambers USA*, 2004-2011
- Virginia Super Lawyers, Corporate Counsel Edition; *Law & Politics*, 2008-2010
- Virginia Super Lawyers; *Law & Politics*, 2007–2011
- Virginia’s Legal Elite; *Virginia Business Magazine*, 2009-2011
- AV® Rated; Martindale-Hubbell
- Past member; Virginia State Bar faculty on Professionalism
- Current member; Virginia State Bar faculty on Professionalism for Law Students
- “Lawyer of the Year;” Metropolitan Washington Employment Lawyers Association, 1996

associations

- Virginia Bar Association; Chairman, Section on Labor Relations and Employment Law, 2006–2007; Member, Governing Council, Section on Labor Relations and Employment Law, 1997–2009
- American Bar Association; Labor & Employment, Litigation
- District of Columbia Bar
- Defense Research Institute; Former Member
- Virginia Continuing Legal Education Advisory Committee on Employment Law

education

- Harvard College; A.B., *magna cum laude* in History, 1980
- Harvard Law School; J.D., *cum laude*, 1983

press and publication

- 53 Kaufman & Canoles Attorneys Named Virginia Business Magazine's Legal Elite 2011
- 40 K&C Attorneys Named "Best Lawyers in America" 2012
- 36 K&C Attorneys Named as Super Lawyers 2011 and 14 Named as Rising Stars 2011
- Kaufman & Canoles Named to 2011 Chambers USA
- 39 Kaufman & Canoles Attorneys Named Virginia Business Magazine's "Legal Elite" 2010
- 4 Kaufman & Canoles Labor & Employment Attorneys Named in Corporate Counsel Edition of Super Lawyers 2010
- 36 K&C Attorneys Named to Best Lawyers in America 2011
- Kaufman & Canoles Named to 2010 Chambers USA
- 31 K&C Attorneys Named as Super Lawyers & 11 Named as Rising Stars 201
- 39 K&C Attorneys Named Virginia Business Magazine's Legal Elite 2009
- 4 K&C Attorneys Named "Lawyers of the Year"
- 4 Kaufman & Canoles Attorneys Named in Corporate Counsel Edition of Super Lawyers 2009
- 35 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2010
- 30 Attorneys Named Super Lawyers, 12 Named Rising Stars
- Kaufman & Canoles Named to Chambers USA 2009
- 36 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2009
- 4 Kaufman & Canoles Attorneys Named in Corporate Counsel Edition of Super Lawyers 2008
- Kaufman & Canoles Attorneys Named as Super Lawyers & 8 Named as Virginia Rising Stars 2008
- Kaufman & Canoles Named to Chambers USA 2008: America's Leading Lawyers for Business
- Kaufman & Canoles Announces New Partners
- 34 Kaufman & Canoles Attorneys Named Best Lawyers in America 2008
- 30 Kaufman & Canoles Attorneys Named in Virginia Super Lawyers 2007
- Kaufman & Canoles named to Chambers 2007 Leading Business Lawyers List
- 34 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2007