



**John M. Bredehoft**  
Member

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John's practice emphasizes litigation and litigation-avoidance strategies, as a member of our Employment Law and Consumer Finance Practice Groups and an active participant in the firm's Credit Union initiative. He is admitted to practice in Maryland and the District of Columbia, as well as in Virginia. Former Chair of the Virginia Bar Association Section on Labor Relations and Employment Law, and current Chair of the Virginia State Bar Section on the Education of Lawyers, he is a frequent speaker to lawyers, law students, and to business groups nationwide.

#### **PRACTICE AREAS**

- Labor & Employment
- Consumer Finance

#### **INDUSTRIES**

- Credit Unions

#### **REPRESENTATIVE MATTERS**

- Won dismissal of several federal civil cases against credit unions, the first such dismissals in the nation, alleging their websites did not comply with the Americans with Disabilities Act
- Defended multiple federal court "collective" actions alleging unpaid overtime under the Fair Labor Standards Act, as well as other single-employee claims
- Enforced many covenants restricting competition by former employees, including obtaining preliminary injunctions against unfair competition and money damages for violation of a valid covenant
- Counsel employers on ADA compliance and employment law provisions
- Defended against many attempts to enforce invalid covenants, either by negotiated resolution or litigation, on behalf of new employers
- Represented employers in ADA accessibility matters
- Defended employers against many claims under federal anti-discrimination laws
- Experienced in arbitration involving employment or civil rights matters, consumer claims, and other cases

#### **RECOGNITION AND HONORS**

- Best Lawyers in America, 1995-2018
- Norfolk Employment Law - Management Lawyer of the Year; Best Lawyers in America, 2013, 2018
- Norfolk Labor and Employment Lawyer of the Year; Best Lawyers in America, 2010
- America's Leading Business Lawyers, Tier One; *Chambers USA*, 2004-2018
- Virginia Super Lawyers, Corporate Counsel Edition; *Law & Politics*, 2008-2010
- Virginia Super Lawyers; *Law & Politics*, 2007-2018
- Virginia's Legal Elite; *Virginia Business Magazine*, 2009-2017
- AV® Rated; Martindale-Hubbell

## RECOGNITION AND HONORS CONT.

- Virginia State Bar faculty on Professionalism; past member
- Virginia State Bar faculty on Professionalism for Law Students; current Chair
- “Lawyer of the Year;” Metropolitan Washington Employment Lawyers Association, 1996

## ASSOCIATIONS

- Virginia State Bar Standing Committee on Professionalism; Member
- Virginia State Bar Education of Lawyers Section; Current Chair; Board of Governors, 2013-present
- 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
- District of Columbia Bar
- Maryland State 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

- Kaufman & Canoles Named to 2018 Chambers USA: America's Leading Lawyers for Business
- 31 Kaufman & Canoles Attorneys Named as Super Lawyers 2018 and 5 Named as Rising Stars 2018
- Credit Union Prevails in ADA Case, CUTimes.com, January 2018
- Credit Union Legal Update - Legal Hurdles for 2018
- ADA Lawsuits Against CUs Spike in December, CreditUnionTimes, January 5, 2018
- 48 Kaufman & Canoles Attorneys Named to Virginia Business Magazine's Legal Elite 2017
- ADA: What You Must Know to Protect Your Credit Union
- Kaufman & Canoles Named to 2017 Chambers USA
- 6 Kaufman & Canoles Attorneys Named Best Lawyers' 2018 Lawyers of the Year
- 46 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2018
- Employment Law Alert - April 5, 2017
- 29 Kaufman & Canoles Attorneys Named as Super Lawyers 2017 and 5 as Rising Stars 2017
- 48 Kaufman & Canoles Attorneys Named to Virginia Business Magazine's Legal Elite 2016
- The New Wage-Hour Rules
- Arbitration: The CFPB's Latest Bogeyman
- 40 Kaufman & Canoles Attorneys Named Best Lawyers in America 2017
- Credit Unions Head into Overtime Preparing for New Wage and Hour Rules
- Kaufman & Canoles Named to 2016 Chambers USA
- 32 Kaufman & Canoles Attorneys Named as Super Lawyers 2016 and 4 Named as Rising Stars 2016
- Employment Law Update - Spring 2016
- Credit Union Legal Predictions - 2016
- 44 Kaufman & Canoles Attorneys Named Virginia Business Magazine's Legal Elite 2015
- Kaufman & Canoles Named to 2015 Chambers USA
- 42 Kaufman & Canoles Attorneys Named Best Lawyers in America 2016
- BYOD Creates Credit Union Legal Risks
- 32 Kaufman & Canoles Attorneys Named as Super Lawyers 2015 and 7 Named as Rising Stars 2015
- 45 Kaufman & Canoles Attorneys Named to Virginia Business Magazine's Legal Elite 2014
- 42 Kaufman & Canoles Attorneys Named Best Lawyers in America 2015
- 29 Kaufman & Canoles Attorneys Named as Super Lawyers 2014 and 8 Named as Rising Stars 2014
- Kaufman & Canoles Named to 2014 Chambers USA
- 54 Kaufman & Canoles Attorneys Named to Virginia Business Magazine's Legal Elite 2013
- 42 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2014
- 29 Kaufman & Canoles Attorneys Named as Super Lawyers 2013 and 14 Named as Rising Stars 2013
- Kaufman & Canoles Named to 2013 Chambers USA; America's Leading Lawyers for Business
- 55 Kaufman & Canoles Attorneys Named to Virginia Business Magazine's Legal Elite 2012
- 6 Kaufman & Canoles Attorneys Named Best Lawyers' 2013 Lawyers of the Year
- 41 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2013