

Andrew Froman

Partner

Tampa

t: 813.769.7505

f: 813.769.7501

m: 941.928.4069

Email



Service Focus

- Privacy and Cyber
- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Crisis Communications and Strategy

Industry Focus

- Automotive Dealership
- Manufacturing

Overview

Andrew Froman is a partner in the Tampa office of Fisher & Phillips, LLP. Andrew has practiced employment law for 29 years, on behalf of management, throughout Florida. He has successfully tried cases to juries in state and federal court, as well as successfully tried several bench trials. He also has defended and enforced many matters involving protection of trade secrets and confidential information, non-competition and non-solicitation agreements on behalf of clients.

When not litigating, he is devoted to counseling employers on how to avoid workplace crises, comply with all applicable laws and prevent litigation. He is widely sought out due to his experience on advising clients on matters associated with employee handbooks and policies, employment contracts, and confidentiality agreements, non-competition agreements, and severance agreements and other federal and state laws and regulations affecting employment. By way of example, Andrew has experience representing a number of financial services clients in Financial Industry Regulatory Authority (FINRA) arbitration matters, and private arbitration disputes involving trade secret and restrictive covenant disputes.

Andrew is a graduate of University of Florida and University of Miami School of Law.

Credentials

Education

- J.D., 1994, University of Miami School of Law
- B.S., 1978, University of Florida

Bar Admissions

- Florida

Court Admissions

- Florida District Courts of Appeal
- Florida Supreme Court
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Northern District of Florida
- U.S. District Court for the Southern District of Florida
- U.S. Supreme Court

Recognitions

- Recognized in *The Best Lawyers in America* (2020 - 2025)

Affiliations

Professional Activities

- Member, John E. Shebb Chapter of American Inns of Court, Sarasota, Florida
- Founding Member & Past Chair, Labor and Employment Law Section of the Sarasota County Bar Association
- Member, Labor and Employment and Administrative Law Sections of the Florida Bar

Community Activities

- Board President of the non-profit Family Law Connection in Sarasota, Florida
- Board Member and Human Resources Committee Chair for the Boys and Girls Clubs of Sarasota County, Florida
- Former Board Member of the Woman's Resource Center of Sarasota County, Florida

- Former Member of School Advisory Council, Ashton Elementary School, Sarasota County, Florida

Insights

INSIGHTS

12/17/24

Federal Appeals Court Revives University Worker's Equal Pay Claim: How Your School Can Ensure Compliance

Andrew Froman

[Read more →](#)

EVENT

11/21/24

A Look Forward: Preparing Your Management Team for a Compliant 2025: Tampa

Christine E. Howard, Andrew Froman, Alissa Kranz, Steven M. Bernstein, Connie Yang, Elysse V. Gorney, LaKisha M. Kinsey-Sallis

[Read more →](#)

EVENT

Thursday, September 21, 2023 and Tuesday, September 26, 2023

Restrictive Covenants and Trade Secrets in the Post-Pandemic World

Michael P. Avila, Barbara Jean D'Aquila, Michael P. Elkon, Andrew Froman, Rick Grimaldi, Kathleen Laubenstein, Christopher P. Stief, Robert Yonowitz

[Read more →](#)

INSIGHTS

08/29/23

Former Employees Who Couldn't Wait to Leave Their Florida Employer Before Illegally Competing Ordered to Pay Heavy Price

Andrew Froman

[Read more →](#)

EVENT

08/28/23

2023 HR Florida Conference and Expo

Jennifer B. Carroll, Andrew Froman, LaKisha M. Kinsey-Sallis, Brett P. Owens

[Read more →](#)

EVENT

Tuesday, October 25, 2022 and Tuesday, November 1, 2022

Pay Equity Virtual Summit Series 2022: Ensuring Compliance with Pay Equity Mandates and Defending Pay Equity Litigation

Alba V. Aviles, Cheryl L. Behymer, Kathleen McLeod Caminiti, Melissa Camire, Jessica D. Causgrove, Deepa K. Desai, Andrew Froman, Cheryl Pinarchick, Sarah Wieselthier, Sheila M. Abron

[Read more →](#)

The Top 17 Workplace Law Stories from April 2022

Cheryl L. Behymer, Steven M. Bernstein, Amanda M. Blair, Steven R. Cupp, J. Micah Dickie, Benjamin M. Ebbink, Daniel E. Farrington, Andrew Froman, Greg Grisham, Teresa J. Hardyman, Edward F. Harold, Brett Holubeck, Courtney Leyes, Emily N. Litzinger, Todd B. Logsdon, Reyburn W. Lominack III, Todd A. Lyon, Richard R. Meneghello, Samantha J. Monsees, Joshua D. Nadreau, Hannah Sweiss, A. Kevin Troutman, Kristin R.B. White, Sheila M. Abron, Kelly Ahern, Melissa Camire

[Read more →](#)

Florida Home Healthcare Worker Found to be Misclassified as Contractor – An Employer’s Survival Guide to Avoid Similar Fate

Andrew Froman

[Read more →](#)

Improper Job Application Questions Put Florida Employer in Jeopardy of Losing Workplace Disability Claim

Andrew Froman

[Read more →](#)

Fisher Phillips Attorneys Receive Top Honors in Best Lawyers in America®

Michael V. Abcarian, Stephanie R. Alexander, William E. Altman, Christopher Alvarez, Joseph W. Ambash, Craig R. Annunziata, Davis C. Bae, Gregory D. Ballew, Kelsey E. Schiappacasse, Cheryl L. Behymer, Clarence M. Belnavis, Steven M. Bernstein, Suzanne K. Bogdan, D. Albert Brannen, Kathleen McLeod Caminiti, Jocelyn Campanaro, Christopher J. Capone, Michael D. Carrouth, Charles S. Caulkins, Lyle M. Chan, J. Randall Coffey, Theresa M. Connolly, Laurel K. Cornell, Steven R. Cupp, Kevin J. Dalton, J. Micah Dickie, Burton F. Dodd, David B. Dornak, Benjamin Dudek, Todd Alan Ewan, Daniel E. Farrington, Brian J. Finucane, Todd A. Fredrickson, Andrew Froman, Joseph W. Gagnon, Brian J. Gershengorn, Lauren G. Goetzl, Rosemary S. Gousman, Michael R. Greco, Paul Greco, Rick Grimaldi, Greg Grisham, Lori A. Guner, Raymond C. Haley III, Edward F. Harold, JonVieve D. Hill, Christopher C. Hoffman, James R. Holland II, Christine E. Howard, Clyde H. Jacob III, David S. Jones, Matthew R. Korn, Danielle Krauthamer Zobel, Edwina C. Kye, Arthur V. Lambert, Terry E. Lardakis, Aymara Ledezma, Courtney Leyes, Karl R. Lindegren, Steven M. Loewengart, Reyburn W. Lominack III, Nathan K. Low, Darin L. Mackender, Scott M. Mahoney, Jeffrey E. Mandel, C. F. W. Manning II, Howard A. Mavity, James J. McDonald Jr., Phillips L. McWilliams, Richard A. Millisor, Stephen C. Mitchell, Danielle Hultenius Moore, R. Henry Moore, Timothy J. Murphy, Gregory V. Murray, Warren L. Nelson, Steven M. Nobil, Daniel P. O'Brien, James Patrick, Jonathan P. Pearson, Regina A. Petty, Ann Margaret Pointer, James C. Polkinghorn, John M. Polson, Keith M. Pyburn Jr., Roger K. Quillen, Melody L. Rayl, Thomas Paul Rebel, Mark J. Ricciardi, Ashton M. Riley, Stephen J. Roppolo, Jeffrey A. Savarise, Susan M. Schaecher, Cheryl L. Schreck, David E. Schreiner, Stephen Scott, Timothy H. Scott, Joseph P. Shelton, Craig P. Siegenthaler, Jeffrey D. Smith, John W. Stapleton, Shanon R. Stevenson, Terri R. Stewart, Christopher P. Stief, Cathy M. Stutin, Douglas R. Sullenberger, James Sullivan, Martin F. Thompson, Megan Reese U'Sellis, Pavneet Singh Uppal,

Teresa Valderrama, Joshua H. Viau, Timothy J. Weatherholt, Jeff Weintraub, Alexander A. Wheatley, Benton N. Wood, Robert Yonowitz, George D. Adams, Richard R. Meneghello, Hannah Sweiss, Robert M. Robenalt, Todd A. Lyon, Todd B. Logsdon, J. Hagood Tighe, Danielle S. Urban, Sheila M. Abron, Kristin R.B. White, Michelle I. Anderson

[Read more →](#)

[View All →](#)