

## Michael J. Gore

### Shareholder

### Contact

mgore@jonesfoster.com

561 650 0409

### Location

505 South Flagler Drive

Suite 1100

West Palm Beach

Florida 33401

### Honors & Distinctions

#### The Best Lawyers in America

Commercial Litigation, 2025

Ones to Watch, Litigation - Construction,

2022

#### Palm Beach Illustrated

Top Lawyers, Construction Law, 2022-

Present

Top Lawyers, Labor and Employment Law,

2024

#### Florida Pro Bono Coordinators Association

Silver Pro Bono Award presented by The

Supreme Court of Florida

### Education

LL.M., Securities & Financial

Regulation, Georgetown University

J.D., New York Law School

B.A., University of Florida

### Admissions

The Florida Bar



Michael Gore, a Jones Foster Shareholder and member of the **Corporate & Tax** and **Complex Litigation & Dispute Resolution** teams, concentrates his practice in the areas of employment, construction, and securities law. Experience with complex litigation matters enables Mike to provide his clients with insight into potential pitfalls and strategic considerations throughout the stages of litigation and dispute resolution. He provides targeted and practical solutions that include preventative measures designed to reduce or avoid disputes.

Mike represents clients in a wide variety of industry sectors as well as municipalities, routinely providing counsel in the area of employment law and practices, corporate investigations, contract review and drafting, and drafting employment policies and handbooks.

In the area of construction law, Mike represents developers, builders, contractors, homeowners, business owners, and design professionals in matters involving construction delays, contract disputes, claims of construction defects, and construction liens.

Mike advises clients on issues involving complex and ever-changing securities laws and regulations for traditional securities as well as emerging technologies such as cryptocurrencies. He has represented issuers of securities, brokerage firms, and investors, and draws on his unique experience of working in the Investor Protection Bureau at the New York State Attorney General's Office. He earned an LL.M. in Securities & Financial Regulation from the Georgetown University Law Center.

Mike was named to the prestigious *Best Lawyers in America* "Ones to Watch" list in the area of Construction Litigation. Notably, he co-authored "Expert Witnesses," Florida Construction & Practice, 8th Ed., (FL Bar, 2015) and "Trial Preparation," Florida Construction Law & Practice, 9th Ed. and

## **Experience Highlights**

### **Construction Company Noncompete Dispute**

Representation of the seller of a construction company in a noncompete lawsuit involving a multimillion-dollar sale of the business, resulting in a favorable walk-away settlement.

### **Successful Defense of General Contractor and Subcontractor in Discrimination Action**

Representation of both the general contractor and subcontractor in claims brought by several employees asserting race and national origin discrimination. Favorable global settlement for less than 10% of initial demand.

### **Defense of Municipality in FLSA Dispute**

Lead counsel in collective action brought by approximately 60 employees against a municipal client, resulting in a favorable settlement for the client in an amount less than 5% of initial demand.

### **Defense of Florida Subdivision**

Representation of public owner in marine construction contract dispute involving allegations of delay, design defects, and breach of contract which resulted in a favorable settlement for the client.

### **Representation of Design Professionals in Construction Defect Litigation**

Representation of design professionals in numerous complex litigation matters involving claims of negligence regarding the construction of high-rise condominiums.

### **Successful Defense of Employer in Dispute Over Post-Termination Commissions**

Summary judgment in favor of the employer and against the employee who brought claims for post-termination commissions pursuant to an alleged oral agreement.

### **Successful Defense of Employer in Overtime Claim**

Successfully defended overtime claim against an employer by way of employee's voluntary dismissal.

### **Employment Policy Drafting and Formulation**

Representation of numerous corporate clients in the formulation and adoption of written employment policies and handbooks in accordance with state and federal employment laws, including FLSA, FMLA, ADA, and newly-enacted laws such as the FFCRA.

### **Employment Law Compliance Training**

Customization, presentation, and on-site training for management-level employees to ensure compliance with state and federal employment laws.

### **Successful Dismissal of Whistleblower Complaint in School Principal**

### **Investigation Case**

Dismissal of Complaint with prejudice in the matter of *Pinkos v. The School Board of Palm Beach County*, whereby the Plaintiff brought claims under Florida's Public Whistleblower's Act.

### **Successful Recovery in Investor Fraud Case**

Recovered \$15 million in the representation of an investor defrauded by the general partner.

### **Negotiation of Executive Employment Agreements & Separation Agreements**

- Representation of global conglomerate in the termination of executive-level employees, including the negotiations of separation and release agreements.
- Representation of publicly-traded company in an executive employment agreement and compensation package.

### **Corporate Investigations**

Hired to conduct neutral third-party investigations into employee claims of a hostile work environment.

### **Disability Discrimination and Retaliation Lawsuit\***

Defeated summary judgment attempt by Fortune 500 company on federal and state discrimination and retaliation claims in federal court.

### **Defense of Businesses in Website Accessibility Claims**

Representation of businesses in website accessibility cases where a plaintiff alleges that aspects of website functionality are not ADA compliant.

### **Representation of Investor in Securities Law Violation Suit**

Lead counsel in representation of investor against broker-dealer in fraud/churning case, which resulted in a \$850,000 settlement.

### **Securities Law Violations by Wall Street Firms\***

Helped investigate and prosecute some of the largest Wall Street firms for securities law violations during the 2008 financial crisis.

\* *Matters handled prior to joining Jones Foster.*

## **Affiliations**

### **The Florida Bar**

Member, Labor and Employment Section  
Member, Real Property Probate and Trust Law Section

### **American Bar Association**

Member, 2017-Present

### **Palm Beach County Fair Housing/Equal Employment Board**

Vice-Chair, 2023-Present  
Member, At-Large, 2023

**Associated General Contractors of America East Coast Chapter**  
Member, 2022-Present

**United Way of Palm Beach County**  
Campaign Cabinet Industry Lead, 2022-2023

**Claims and Litigation Management Alliance**  
Member, 2017-2022

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