JONES
FOSTER

Michael J. Gore

Shareholder

Contact

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Location

505 South Flagler Drive
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West Palm Beach
Florida 33401

Education

LL.M., Securities & Financial Regulation, Georgetown University

J.D., New York Law School

B.A., University of Florida

Admissions

The Florida Bar
U.S. Supreme Court
U.S. District Court, Southern District of Florida
U.S. District Court, Middle District of Florida



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 has been named to the prestigious *Best Lawyers in America* list in the areas of Commercial Litigation and 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.,10th Ed., and 11th Ed. (FL Bar, 2018, 2021, 2025).

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

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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.*

Honors & Distinctions

The Best Lawyers in America
Commercial Litigation, 2025-Present
Litigation - Construction, 2026
Ones to Watch, Litigation - Construction, 2022

Palm Beach Illustrated
Top Lawyers, Commercial Litigation, 2026
Top Lawyers, Construction Law, 2022-2025
Top Lawyers, Labor and Employment Law, 2024

Florida Pro Bono Coordinators Association
Silver Pro Bono Award presented by The Supreme Court of Florida

Affiliations

The Florida Bar
Labor and Employment Section
Real Property, Probate & 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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