ANDREW W. MCLAUGHLIN

PARTNER

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Andrew W. McLaughlin is a partner in the Tampa office of Shutts & Bowen LLP, where he is a member of the Corporate Practice Group.

Andrew is experienced in employee benefits, guiding clients through complex issues related to 401 (k) plans, ESOPs and health benefits. Andrew also assists clients with executive compensation and equity incentive plans including restricted stock, stock options and other incentive plans. As part of his practice, Andrew advises clients regarding Code Section 409A. His proven track record includes the resolution of matters with the IRS and Department of Labor.

In addition, Andrew assists private, public, and non-profit employers through his labor and employment practice. His experience includes both the provision of proactive advice and assistance with disputes involving employment discrimination, wrongful discharge, severance issues, restrictive covenants, wage and hour disputes, confidentiality and non-compete agreements, employment contracts and employee benefits litigation.

Practice Areas

Corporate

Labor and Employment

Accolades

- Chambers and Partners, Chambers USA: Employee Benefits & Executive Compensation
  - Up & Coming (2023, 2024)
- Best Lawyers: Ones to Watch (2024, 2025)

Education

- Georgetown University Law Center, LL.M., 2012
  - Employee Benefits Certificate
- Stetson University College of Law, J.D., *cum laude,* 2011
- University of Florida, B.A. Economics, 2005

Bar Admissions

Florida

Court Admissions

- S. District Court for the Northern District of Florida
- S. District Court for the Middle District of Florida
- S. District Court for the Southern District of Florida

Professional and Civic

- The Florida Bar
  - Labor & Employment Law Section
- Hillsborough County Bar Association
  - Young Lawyers Division
- Florida West Coast Employee Benefits Council
  - Vice President 2023-2025

Presentations

- "No Good Deed Goes Unpunished: Avoiding the Legal Pitfalls When Trying to Help Employees," HR Florida State Council, Inc. Conference & Expo (August, 2023)
- "Labor and Employment for Florida Public Officials & Regulated Employees," Florida Association for Constitutional Officers (July, 2023)
- "What To Know: Expanding E-Verify Requirements," St. Pete Chamber of Commerce (July, 2023)
- "Cybersecurity for the HR Professional," 2022 HR Florida Conference & Expo (August, 2022)
- "COVID-19 Conundrum - The Latest Guidance Surrounding the Pandemic and How it Affects Employers," Florida Tax Collectors Association (April, 2022)

- "What's New with the FMLA and ADA?" 85th Annual Florida Public Human Resources Association (FPHRA) Conference (July, 2021)
- "Small Business Virtual Tax Roundtable: Paycheck Protection Program (PPP) Tax Issues and Employee Retention Credit (ERC) Update," U.S. Small Business Administration Office of Advocacy Webinar (February, 2021)
- "PPP Loan Forgiveness Overview," Webinar (August, 2020)
- "Three Things That Make Employers Uncomfortable," Florida Public Human Resources Association (FPHRA) 1st Annual Education Series (August, 2020)
- "Virtual Webinar - Navigating Issues That Make HR Uncomfortable," South Brevard Society for Human Resource Management (May, 2020)
- "Do Not Repeat the Same Wage and Hour Mistakes in 2019," 2019 HR Florida Conference & Expo (August, 2019)
- "HR and Compliance Updates," Florida Tax Collectors Association Fall Educational Forum (August, 2022)
- "You be the Judge," Florida Tax Collectors Association Fall Educational Forum (August, 2022)
- "Sexual Harassment: Audit Your Campus Policies & Procedures to Minimize Risk & Ensure Compliance," Paperclip Communications Webinar (February, 2018)
- "Faculty & Staff Sexual Misconduct: Minimize the Risk of Misconduct & Respond to Claims Appropriately," Paperclip Communications Webinar (December, 2017)
- "Politics & Beyond: How (and if) Employers Should Limit Activism in the Workplace," HR Tampa (August, 2016)