



**John M. Bredehoft**  
Member

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John's practice emphasizes civil litigation and litigation-avoidance strategies. He works primarily in the fields of employment law, discrimination (including housing and public accommodation discrimination), and consumer finance and regulation. John is a member of our Employment Law Practice Group and an active participant in the firm's Credit Union initiative. He is a member of the Firm's COVID-19 Task Force, and has advised scores of clients on legal compliance, risk reduction, and employee management strategies in the time of pandemic (including his many well-received Town Hall webcasts for client groups). He is admitted to practice in Maryland and the District of Columbia, as well as in Virginia; he appears frequently in civil litigation of all stripes in the "Rocket Docket" of the United States District Court for the Eastern District of Virginia. Former Chair of the Virginia Bar Association Section on Labor Relations and Employment Law, past Chair of the Virginia State Bar Section on the Education of Lawyers, and a former member of the VSB Standing Committee on Professionalism, John is a frequent speaker and compliance trainer to lawyers, corporate managers, law students, and to business groups nationwide. He has spoken in venues from Oregon to Key West, from Boston to San Diego, and in every law school in Virginia, on topics such as telework, harassment avoidance, legal professionalism, consumer class actions, fair credit reporting, and reasonable accommodations in cyberspace. He is the editor for the Virginia Employment Law section of *Chambers Global Practice Guide* (2019 and 2020).

**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; won unanimous reported decision in first-in-the-nation appellate case as well as winning first-in-the-nation federal district court case
- Regularly provides representation and counsel in class actions against financial institutions alleging procedural or regulatory irregularities
- 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

## REPRESENTATIVE MATTERS (CONT.)

- Represented employers in ADA and Fair Housing Act accessibility matters
- Routinely defends employers in administrative and federal court proceedings alleging claims of harassment, discrimination, or failure to hire under anti-discrimination laws including Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, and the Americans with Disabilities Act
- Experienced in arbitration involving employment or civil rights matters, consumer claims, and other cases
- Provides training, policy guidance, and advice on specific situations to employers of all sizes regarding compliance with Civil Rights Act of 1964 and other employment or financial regulatory laws

## RECOGNITION AND HONORS

- Go To Lawyer – Employment Law; *Virginia Lawyers Weekly*, 2021
- *Best Lawyers in America*, 1995-2024
- Norfolk Litigation - Labor and Employment Lawyer of the Year; Best Lawyers in America 2019
- Top Lawyers; *CoVaBIZ*, 2020-2023
- Norfolk Employment Law - Management Lawyer of the Year; Best Lawyers in America, 2013, 2018, 2024
- Norfolk Labor and Employment Lawyer of the Year; Best Lawyers in America, 2010
- America's Leading Business Lawyers, Tier One; *Chambers USA*, 2004-2023
- Virginia Super Lawyers, Corporate Counsel Edition; *Law & Politics*, 2008-2010
- Virginia Super Lawyers; *Law & Politics*, 2007-2023
- Virginia's Legal Elite; *Virginia Business Magazine*, 2009-2022
- AV® Rated; Martindale-Hubbell
- Virginia State Bar faculty on Professionalism; past member
- Virginia State Bar faculty on Professionalism for Law Students; Long-time former statewide 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; former 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 and multiple national conference presentations for Appellate Advocacy Committee
- Virginia Continuing Legal Education Advisory Committee on Employment Law

## ADMISSIONS

- Virginia, 1992
- District of Columbia, 1983
- Maryland, 2014
- Supreme Court of the United States, 1987
- U.S. Court of Appeals for the First Circuit, 1986
- U.S. Court of Appeals for the Third Circuit, 1998
- U.S. Court of Appeals for the Fourth Circuit, 1990
- U.S. Court of Appeals for the Ninth Circuit, 1988
- U.S. Court of Appeals, D.C. Circuit, 1985
- United States District Court, District of Columbia, 1985
- United States District Court, Eastern District of Virginia, 1992
- United States District Court, District of Montana, 1991
- United States Bankruptcy Court, Eastern District of Virginia, 1992
- United States Tax Court, 1989

## EDUCATION

- Harvard College; A.B., *magna cum laude* in History, 1980
- Harvard Law School; J.D., *cum laude*, 1983

## PRESS AND PUBLICATION

- 54 Kaufman & Canoles Attorneys Named *Best Lawyers in America*© 2024, 6 Named “Lawyer of the Year,” and 10 Named “Ones to Watch”
- Kaufman & Canoles Named to 2023 Chambers USA: America’s Leading Lawyers for Business
- 16 Kaufman & Canoles Attorneys Named as Super Lawyers & 4 Named as Rising Stars
- NAFCU Webinar – Confidentiality, Collegiality and Collaborative Decision-Making: An Effective Board of Directors
- 44 Kaufman & Canoles Attorneys named as Top Lawyers 2023 in *CoVaBIZ Magazine*
- 53 Kaufman & Canoles Attorneys Named *Virginia Business Magazine*’s “Legal Elite” 2022
- 48 Kaufman & Canoles Attorneys Named to *Best Lawyers in America*© 2023, 4 Named “Lawyer of the Year” and 8 Named “Ones to Watch”
- Kaufman & Canoles Named to 2022 Chambers USA: America’s Leading Lawyers for Business
- 17 Kaufman & Canoles Attorneys Named as Super Lawyers & 3 Named as Rising Stars in *Virginia Super Lawyers & Rising Stars 2022*
- 40 Kaufman & Canoles Attorneys Named as Top Lawyers 2022 in *CoVaBIZ Magazine*
- 52 Kaufman & Canoles Attorneys Named *Virginia Business Magazine*’s “Legal Elite” 2021
- 48 Kaufman & Canoles Attorneys Named to *Best Lawyers in America*© 2022, 4 Named “Lawyer of the Year” and 8 Named “Ones to Watch”
- Kaufman & Canoles Named to 2021 Chambers USA: America’s Leading Lawyers for Business
- Lender Representation Client Alert - CDC’s Nationwide Eviction Moratorium, May 2021
- 19 Kaufman & Canoles Attorneys Named as Super Lawyers & 3 Named as Rising Stars in *Virginia Super Lawyers & Rising Stars 2021*
- 40 Kaufman & Canoles Attorneys Named as Top Lawyers 2021 in *CoVaBIZ Magazine*
- 53 Kaufman & Canoles Attorneys Named *Virginia Business Magazine*’s “Legal Elite” 2020
- 46 Kaufman & Canoles Attorneys Named to *Best Lawyers in America* 2021 and 5 Named “Lawyer of the Year” and 7 Named “Ones to Watch”
- 18 Kaufman & Canoles Attorneys Named as Super Lawyers 2020 and 4 Named as Rising Stars 2020
- The CARES Act Webinar, April 2020
- Kaufman & Canoles Named to 2020 Chambers USA: America’s Leading Lawyers for Business
- 45 Kaufman & Canoles Attorneys Named as Top Lawyers 2020 in *CoVaBIZ Magazine*
- 48 Kaufman & Canoles Attorneys Named *Virginia Business Magazine*’s “Legal Elite” 2019
- 45 Kaufman & Canoles Attorneys Named *Best Lawyers in America* 2020 and 3 Named Lawyers of the Year
- Kaufman & Canoles Named to 2019 Chambers USA: America’s Leading Lawyers for Business
- 18 Kaufman & Canoles Attorneys Named as Super Lawyers 2019 and 6 Named as Rising Stars 2019
- 48 Kaufman & Canoles Attorneys Named *Virginia Business Magazine*’s “Legal Elite” 2018
- 8 Kaufman & Canoles Attorneys Named *Best Lawyers’ 2019 Lawyers of the Year*
- 43 Kaufman & Canoles Attorneys Named *Best Lawyers in America* 2019 and \* Named “Lawyers of the Year”
- 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
- Employment Law Update - Spring 2016
- Credit Union Legal Predictions - 2016 Kaufman & Canoles Named to 2015 Chambers USA
- 44 Kaufman & Canoles Attorneys Named *Virginia Business Magazine*’s Legal Elite 2015

## PRESS AND PUBLICATION (CONT.)

- 32 Kaufman & Canoles Attorneys Named as Super Lawyers 2016 and 4 Named as Rising Stars 2016
- 42 Kaufman & Canoles Attorneys Named to *Best Lawyers in America* 201
- 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 *Best Lawyers in America* 2013 Lawyers of the Year
- 41 Kaufman & Canoles Attorneys Named to *Best Lawyers in America* 2013
- Kaufman & Canoles Named to 2012 Chambers USA
- 40 Kaufman & Canoles Attorneys Named as Super Lawyers 2012 and 14 Named as Rising Stars 2012
- 53 Kaufman & Canoles Attorneys Named Virginia Business Magazine's Legal Elite 2011
- Regulatory Update - October 2011 40 Kaufman & Canoles Attorneys Named *Best Lawyers in America* 2012
- 36 Kaufman & Canoles Attorneys Named as Super Lawyers 2011 and 14 Named as Rising Stars 2011
- Kaufman & Canoles Named to 2011 Chambers USA
- 39 Kaufman & Canoles Attorneys Named Virginia Business Magazine's "Legal Elite" 2010
- 4 Kaufman & Canoles Labor & Employment Attorneys Named in Corporate Counsel Edition of Super Lawyers 2010
- 36 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2011
- Kaufman & Canoles Named to 2010 Chambers USA
- 31 Kaufman & Canoles Attorneys Named as Super Lawyers & 11 Named as Rising Stars 2011
- 39 Kaufman & Canoles Attorneys Named Virginia Business Magazine's Legal Elite 2009
- 4 Kaufman & Canoles Attorneys Named "Lawyers of the Year"
- 4 Kaufman & Canoles Attorneys Named in Corporate Counsel Edition of Super Lawyers 2009
- 35 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2010
- 30 Attorneys Named Super Lawyers, 12 Named Rising Stars
- Kaufman & Canoles Named to Chambers USA 2009
- 36 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2009
- 4 Kaufman & Canoles Attorneys Named in Corporate Counsel Edition of Super Lawyers 2008
- Kaufman & Canoles Attorneys Named as Super Lawyers & 8 Named as Virginia Rising Stars 2008
- Kaufman & Canoles Named to Chambers USA 2008: America's Leading Lawyers for Business
- Kaufman & Canoles Announces New Partners
- 34 Kaufman & Canoles Attorneys Named Best Lawyers in America 2008
- 30 Kaufman & Canoles Attorneys Named in Virginia Super Lawyers 2007
- Kaufman & Canoles named to Chambers 2007 Leading Business Lawyers List
- 34 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2007