

THOMAS W. OSBORNE

Curriculum Vitae

CAREER HISTORY

More than more than thirty years of comprehensive litigation and advocacy experience including all phases of trial and appellate work as well as extensive administrative and supervisory expertise.

1992-Present

Employee Advocate, AARP Foundation Litigation

Supervised/conducted major employment discrimination trial litigation; co-counsel in class actions. Monitored outside counsel. Drafted *amicus* briefs filed in federal courts of appeals and U.S. Supreme Court. Advised Association members regarding employee rights. Drafted and analyzed proposed employment/civil rights/EEO legislation.

1991-1992

Trial Attorney, District of Columbia Office of the Corporation Counsel

First-chair trial attorney defending several major civil lawsuits against the District of Columbia, including employment discrimination cases.

1989-1991

Chief Criminal Appeals Counsel, Department of the Navy

Formulated government appeals policy. 96 per cent affirmance rate representing the U.S. in all criminal appeals. Briefed and orally argued cases. Provided guidance to Navy prosecutors. Supervised 15 attorneys.

1986-1989

Executive Officer, Naval Legal Service Office, Subic Bay, Philippines

Managed all operations of the U.S. Navy's largest overseas legal facility. Directed all legal service activities and managed budget/payroll and hiring/firing. Administered all liability claims against the Navy by service members as well as foreign nationals. Monitored all civil and criminal litigation in military and civilian courts involving service members. Supervised 24 attorneys and 31 support staff.

1983-1986

Trial Attorney, Torts Branch, Civil Division, U.S. Department of Justice

While serving as a Navy JAG Corps Officer was detailed for three years to act as lead counsel in complex, multi-party, federal trial and appellate admiralty cases throughout the United States, including tort and contract actions against the government as well as affirmative U.S. claims for damages/injunctions. Extensive first chair bench and jury trial experience. Briefed and orally argued appeals.

1979-1983 **Deputy Director, Admiralty Division, Office of the Judge Advocate General, Washington, DC**

Managed an office including five Navy JAG attorneys and four civilian support staff. Adjudicated admiralty claims against the Navy. Provided support to U.S. Department of Justice attorneys litigating admiralty cases involving the Navy in federal courts.

Senior Trial Attorney, U.S. Navy Legal Service Office, Pensacola, Florida

1976-1979 Defended more than 120 criminal cases involving military service members. Prosecuted several felony cases. Supervised six trial attorneys. Acted as government counsel in EEO and Workmens' Compensation proceedings. Acted as Administrative Hearing Officer.

MILITARY SERVICE

1976-1991 U.S. Navy JAG Corps.
1973-1976 Participant in Navy Law Education Program while attending law school.
1969-1973 U.S. Navy line officer; served tours of duty in two salvage ships as diving officer.

EDUCATION

J.D., University of Maryland School of Law, 1976
B.S. Chemistry (Honors), Washington College, Chestertown, Maryland, 1967
Attended University of Delaware graduate school and worked in private industry before joining the Navy in 1969.

BAR MEMBERSHIPS

Virginia, Maryland, District of Columbia, U.S. District Court for the District of Columbia, various U.S. Courts of Appeals, U. S. Supreme Court.

SELECTED PUBLICATIONS

Tom Osborne, *Will The European Union Directive On Equal Treatment Fulfill Its Purpose Of Combating Age Discrimination In Employment?*, *The International Lawyer*, Vol. 38, No. 3, Fall 2004, p. 867.

Tom Osborne and Laurie A. McCann, *Forced Ranking and Age-Related Employment Discrimination*, 31 *Human Rights*, No. 2, Spring 2004, p. 6.

Tom Osborne, *Rolling The Dice: Litigating Mixed Motive Cases After Desert Palace, Inc. v. Costa*, 54 *Labor Law Journal*, No. 3, Fall 2003, p. 180.

Tom Osborne, *EEOC v. Waffle House, Inc.: The Right Decision For The Right Reasons*, 53 *Labor Law Journal*, No. 2, Summer 2002, p. 53.

Tom Osborne, *Ageist Comment Evidence After Reeves*, *The Journal of Employment Discrimination Law*, Winter 2001, p. 34.

Tom Osborne, *Age Discrimination: Past, Present, Prologue*, *TRIAL*, December 2000, p. 54.

Tom Osborne, *The Supreme Court's Reeves Decision Levels The Playing Field In Employment Discrimination Cases*, *Clearinghouse Review*, November – December 2000, p. 420.

Tom Osborne, *Proving Age Discrimination With Ageist Comments*, *TRIAL*, December 1999, p. 18.