



Tyrone P. Thomas

Partner

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Tyrone advises major universities and professional sports teams on a broad range of employment, compensation and compliance issues. He also counsels nonprofit and for-profit entities, including educational institutions, trade associations and sports organizations, on matters involving C-suite executives.

Tyrone has handled high-profile investigations involving allegations of workplace misconduct, fiscal impropriety, and violations of NCAA and professional sports league rules for over 20 years.

In his sports law practice, Tyrone advises professional teams on league compliance issues, internal investigations, employment matters, sponsorship arrangements and other legal matters. He also serves as outside general counsel for collegiate athletic programs, where he regularly:

- Provides strategic legal advice on how schools can leverage the new framework for NIL opportunities and revenue share to expand opportunities for their athletics programs and athletes.
- Advises university boards on institutional policies and programs to increase options and structure for financial partnerships with third parties.
- Conducts sensitive and high-profile investigations.
- Appeals penalties assessed to institutions, athletics staff and student-athletes.
- Counsels on best practices regarding the impact and compliance of the new college athletics business structure in connection with Title IX.
- Advises on employment contracts and policies for athletics personnel and contractors.

Tyrone also represents companies on sponsorship and endorsement arrangements with college athletes.

In his executive compensation practice, Tyrone advises boards, presidents and executive committees on employment, consulting and separation agreements. He also helps them develop strategic compliance plans regarding:

- Employee recruitment and retention programs.
- Internal Revenue Service pay regulations.
- Compensation benchmarking.
- Structure of incentive/deferred compensation arrangements.
- Incentive programs.
- Form 990 reporting.
- Employee recruitment and retention programs.

Tyrone has advised on executive employment arrangements and transitions involving over 300 academic institutions.

Services

- Entertainment & Sports Law
- Executive Compensation
- Employee Benefits & Compensation

Before Fox Rothschild

Tyrone joined us from the D.C. office of an international law firm where he Co-Chaired the Sports Law Practice. He also formerly Co-Chaired the Sports and Entertainment Practice of another global firm. Earlier in his law career, Tyrone was an associate at national and international firms.

Beyond Fox Rothschild

Tyrone speaks frequently on topics such as executive search and compensation for groups such as the National Association of College and University Attorneys, the American Council on Education, the Association of Governing Boards of Universities and Colleges, the Council of Independent Colleges and the American Association of State Colleges and Universities. He has served as a legal analyst for *The New York Times*, ESPN, *Forbes*, the Associated Press, Bloomberg, *Sports Illustrated*, *The Chronicle of Higher Education*, *Sports Business Journal*, and *University Business*.

Bar Admissions

- District of Columbia
- New York

Education

- Tulane University Law School (J.D., 2001)
 - Certificate in Sports Law
- Dartmouth College (B.A., 1994)

Memberships

- Tulane University, Sports Law Advisory Board, 2022-2026
- National Bar Association, Deputy General Counsel, 2016-2017
- Sports Lawyers Association

Honors & Awards

- Selected to the "Best Lawyers in America" list for Sports Law and Employment Law (2023-2026) in Washington, DC by *Best Lawyers*
- Selected to the list of attorneys recognized by Chambers & Partners in its Diversity & Inclusion Awards for Outstanding Contribution, North America (2022)
- Selected to the list of "Power Players: Outside Counsel" by *Sports Business Journal*, 2021
- Selected to the "Power List, Lawyers of Color," by *Savoy Magazine*, 2020
- Selected to the list of "Most Influential Black Lawyers" by *Savoy Magazine*, 2018