



Thomas M. Gannon

Senior Advisor / Of Counsel

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Thomas M. Gannon is an accomplished general counsel and senior business executive with more than two decades of experience guiding organizations through complex litigation, commercial disputes, compliance and risk management across the construction and manufacturing industries. A seasoned litigator, he has taken or defended over 2,000 depositions and served as lead counsel on numerous multimillion-dollar product liability and toxic tort matters, including cases cited by the U.S. Supreme Court. His deep courtroom experience and pragmatic business acumen have made him a trusted advisor to senior leadership, effectively bridging legal strategy with operational and commercial objectives.

Before transitioning to in-house legal leadership, Tom built his career in New York City, handling high-profile litigation involving mass torts, product liability, construction and labor law, including matters related to the World Trade Center attacks and the 9/11 Victim Compensation Fund. In 2011, he became the first general counsel for TRM Contracting LLC, a New York-based construction management firm, where he directed all legal, business and compliance affairs and represented major real estate developers, start-ups and national retailers in contract negotiations and dispute resolution.

In 2017, Tom joined a global contractor specializing in architectural envelopes and interior systems. As Vice President, General Counsel, and Corporate Secretary, he advised domestic and international executives and board members on risk, litigation strategy, contract negotiation and governance, overseeing legal operations across 37 states and Canada. He is recognized for achieving favorable outcomes in high-stakes disputes, streamlining legal processes, and fostering collaboration across disciplines and cultures.

Selected Project Experience

- ▶ Provided legal and risk management oversight for a \$1.3B global contractor, covering all U.S. legal matters, corporate insurance, and compliance across 37 states. Managed 20+ outside law firms nationwide.
- ▶ Served as Corporate Secretary with responsibility for board meetings, minutes, and advisory. Partnered across HR, finance, HSE, procurement, IT, and project teams to support business operations.
- ▶ Led contract negotiations exceeding \$1.5B with Fortune 500 developers, educational, medical, and cultural institutions nationwide.
- ▶ Directed legal strategy for complex litigation, achieving 93% favorable resolution of inherited and active matters. Guided outside counsel and insurers on company product complexities to maximize recovery.
- ▶ Partnered with HR on employee handbook, DEI initiatives, workforce reductions, and key employment and collective bargaining agreements.
- ▶ Guided executive team through the Covid-19 pandemic, securing "essential work" status to maintain operations. Drafted protective contract language addressing supply chain, cost escalation, and force majeure risks.
- ▶ As in-house counsel, drafted and negotiated agreements with developers, vendors, and subcontractors, including residential projects valued at \$100M and \$30M. Resolved \$250K in disputes.
- ▶ Represented construction management firm in administrative and civil hearings. Supervised outside counsel and implemented reporting systems for violations and claims, saving \$400K.
- ▶ Managed high-exposure construction, professional liability, and product liability cases. Trained junior attorneys and expanded firm's Connecticut practice. Led 9/11 Victim Compensation Fund team, securing \$60M in awards with a 100% mediation success rate.



EDUCATION

- **Elisabeth Haub School of Law at Pace University**
JD
- **Fairfield University**
BA, Political Science

CERTIFICATES

- Financial Analysis & Valuation for Lawyers (2021) & Negotiation Mastery (2020) – Harvard Business School Online

BAR ADMISSIONS

- New York; Connecticut; USDC Eastern and Southern Districts of New York