

ANDREW E. UNDERKOFER

Counsel / Jacksonville

aunderkofler@fordharrison.com / P: 904-357-2027



Andy Underkofler represents businesses on a wide range of employment law matters.

Andy represents employers ranging from small businesses to multi-national corporations in matters including active litigation, administrative agency actions, pre-suit investigations, and advice and counseling. He guides executives, managers, and human resource professionals through all stages of employment discrimination, workplace harassment, disability accommodations, retaliation, workplace leave, wage and hour, and unfair labor practices issues.

Andy is actively involved in the Jacksonville legal and professional community. He serves as the Co-Chair for the Jacksonville Bar Association Labor & Employment Committee, served on the Jacksonville Bar Association Chili Cook-Off Committee from 2017 to 2024, and has been an active member of the Jacksonville Bar Association Young Lawyers Section since 2017. For his commitment to the Young Lawyers Section, Andy received the Jacksonville Bar Association Young Lawyers Section Outstanding Service Award for 2022–2023. Andy is a member of the Jacksonville Chamber of Commerce's young professional's group, ImpactJAX, and served as the ImpactJAX Public Policy Committee Chairman for 2023. And is also a member of the Jacksonville Chapter of the Federal Bar Association and was an Associate member of the Chester Bedell American Inn of Court for 2018–2019.

Andy is passionate about pro bono work. He sits on the Board of Directors for Jacksonville Area Legal Aid and has consistently participated in the Jacksonville Area Legal Aid Landlord-Tenant Clinic since 2019 in addition to handling various other pro bono matters. For his efforts, Andy received the Jacksonville Area Legal Aid Kathy Para Outstanding Pro Bono Service Award in 2023.

Prior to joining FordHarrison, Andy was an associate in the Jacksonville offices of two international general services law firms, focusing his practice on commercial litigation. While earning his J.D. at the University of Virginia School of Law, Andy was a member of the Trial Advocacy Team and a winner of the 2016

EDUCATION

- » University of Virginia School of Law (J.D., 2017)
- » University of Florida (B.A. 2014)

BAR ADMISSIONS

- » Florida
- » District of Columbia

COURT ADMISSIONS

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

Cavalier Classic mock trial competition. He also served as the Chairman of the University of Virginia Student Bar Association Building and Grounds Committee, a member of the Law and Business Society, and completed the Law and Business Program.

Andy earned his undergraduate degree from the University of Florida, where he was inducted into Florida Blue Key, completed the Honors Program and the Bob Graham Center for Public Service Public Leadership Minor, served as the Secretary of Student Affairs and Services for the university's student government, and served on the university's Land Use and Facilities Planning Committee.

Representative Experience

- » Represented one of the world's largest retailers in multiple discrimination, retaliation, and wage and hour actions.
- » Achieved dismissal with prejudice of an employment discrimination action before the Florida Commission on Human Relations for a government contractor.
- » Achieved a no reasonable cause determination on an employment discrimination charge from the Jacksonville Human Rights Commission for a manufacturer.
- » Achieved dismissal of an employment discrimination action before the Florida Commission on Human Relations for a non-profit community health organization.
- » Counsels non-profits on employment law issues and employee conflicts.
- » Regularly achieves nominal settlements for federal and state employment lawsuits.
- » Defended a publicly-traded company in a \$500 million securities dispute.
- » Represented an international chemical company in a \$100 million construction dispute.
- » Represented a national food producer in a dispute with its suppliers and a related coverage dispute with its insurers.
- » Achieved dismissal for a Fortune 500 company's subsidiary in federal court.

Honors & Awards

- » *The Best Lawyers in America: Ones to Watch*, Litigation - Labor and Employment and Labor and Employment Law - Management (2025 - 2026)
- » William A. Van Nortwick, Jr. Fourth Judicial Circuit Pro Bono

Award (2018-2025)

- » Jacksonville Area Legal Aid Kathy Para Outstanding Pro Bono Service Award (2024)
- » Jacksonville Bar Association Young Lawyers Section Outstanding Service Award (2022–2023)

Memberships

- » Member, Jacksonville Bar Association
- » Member, Jacksonville Chapter of the Federal Bar Association
- » Member, ImpactJAX
- » Associate, Chester Bedell American Inn of Court, 2018–2019

News & Insights

- » June 29, 2022 - FordHarrison Grows with Two Partners and Four Associates

Offices

- » *Jacksonville:*
225 Water Street, Suite 710
Jacksonville, Florida 32202