

EDWARD B. CARLSTEDT

Partner / Tampa

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Ed Carlstedt serves as the office managing partner for FordHarrison's Tampa office.

His practice focuses on trade secret, non-compete and restrictive covenant disputes as well as representing management in employment law matters, including defending employers against harassment, discrimination and retaliation claims. Ed has extensive experience in matters involving trade secret, non-compete and restrictive covenant related issues, and has handled dozens of evidentiary hearings in federal and state courts in connection with such disputes. He has also defended employers in discrimination, harassment, medical leave, wage and hour and other complex litigation matters in state court, federal court, and arbitration proceedings. Ed routinely counsels clients regarding employment issues that arise on a day to day basis and reviews employment and restrictive covenant agreements.

Ed served on the Tampa Connection Board of Directors and was the President of the Tampa Gator Club. He is also a Leadership Tampa Bay Alumnus.

Representative Experience

- » Prosecuted numerous restrictive covenant and trade secret cases on behalf of publicly traded and private companies.
- » Defended publicly traded and private companies against parties claiming violations of Title VII of the Civil Rights Act, The Americans with Disabilities Act, the Family and Medical Leave Act, and the Florida Civil Rights Act.
- » *Per Florida Bar rules, information on litigation and other legal successes has not been disclosed but is available upon request.*

Honors & Awards

- » AV® Preeminent Peer Review Rated by Martindale Hubbell
- » *The Best Lawyers in America* - Employment Law - Management, and Litigation - Labor and Employment (2019 - 2026)
- » *Florida Trend* magazine, "Legal Elite" (2007, 2009, 2010,

EDUCATION

- » Stetson University College of Law (J.D., *cum laude*, 1997)
- » University of Florida (B.A., 1994)

BAR ADMISSIONS

- » Florida

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

FIRM LEADERSHIP

- » Tampa Office Managing Partner
- » Management Group

2012, 2013, 2015, 2017-2022)

- » "Florida Super Lawyers," *Super Lawyers* magazine (2013-2024)

Memberships

- » Hillsborough County Grievance Committee 2006-2009
- » Hillsborough County Bar Association Board of Directors, Young Lawyers Division, 2001-2002
- » Federal Bar Association
- » American Bar Association

News & Insights

- » July 17, 2025 - Expansive Florida Noncompete Bill Becomes Law Without Governor's Signature
- » May 19, 2025 - Florida Legislature Passes Expansive New Noncompete Bill, Awaiting Governor's Signature
- » August 21, 2024 - Federal District Court Blocks FTC's Noncompete Rule
- » August 13, 2024 - If The FTC Ban On Non-Competes Is Not Enjoined, What Is Your Company's "Plan B"?
- » August 17, 2023 - Nineteen Florida-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Eight Listed in Ones To Watch

Offices

- » *Tampa:*
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