



Jacob S. Gibson

Associate

3424 Peachtree Road NE
Suite 1200, Monarch Tower
Atlanta, GA 30326
main: (404) 233-0330
direct: (404) 443-3545
fax: (404) 233-2361
jsgibson@littler.com



Focus Areas

Litigation and Trials
Discrimination and Harassment
Wage and Hour
Whistleblowing, Compliance and Investigations
Unfair Competition and Trade Secrets
Policies, Procedures and Handbooks

Overview

Jacob Gibson represents employers before the EEOC, the Merit Systems Protection Board, other federal and state agencies, and in federal and state courts. He defends against allegations of discrimination, harassment, retaliation, wage and hour violations, and other charges, and advises employers on topics such as discipline, leave, drug testing, and handbooks and policies. Jacob also has significant experience litigating claims arising from restrictive covenants, including non-compete and non-solicitation agreements, and claims for unfair competition and misappropriation of trade secrets.

Before joining Littler, Jacob was an associate at an AmLaw 100 firm in Tennessee, where his practice was focused on management-side employment law as well as general commercial litigation. He was named the office's Pro Bono Lawyer of the Year in 2018.

During law school, Jacob served as judicial intern to Justice Sharon G. Lee of the Tennessee Supreme Court and as an editor for the *Boston University Law Review*. He competed in the Homer Albers Invitation Moot Court Competition, the Edward Stone Moot Court Competition, and mock trial.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Knoxville Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2024

Education

J.D., Boston University School of Law, 2016

B.A., University of Tennessee, 2013, *summa cum laude*

Bar Admissions

Georgia

Tennessee

Courts

U.S. District Court, Eastern District of Tennessee

U.S. District Court, Middle District of Tennessee

U.S. District Court, Northern District of Georgia

U.S. District Court, Southern District of Georgia

Publications & Press

Georgia Courts May Not Apply Foreign Law to Restrictive Covenants That Do Not Comply with the Georgia Restrictive Covenants Act

Little ASAP

September 19, 2023

Georgia Court: Nonsolicitation Clause Must Contain Geographic Limit

SHRM Online

July 19, 2023

Georgia Court of Appeals: Non-Solicitation-of-Employees Covenant Must Contain Express Geographic Limitation

Little ASAP

July 11, 2023

Speaking Engagements

Employee Handbooks and Policies in the 21st Century

Chattanooga Convention Center

November 2019

Wage and Benefit Issues

Chattanooga Convention Center

November 2019

The FLSA Master Class

American Payroll Association, Knoxville, Tennessee

October 2018

The FMLA – ADA Master Class

American Payroll Association, Knoxville, Tennessee

July 2018