



Jacob S. Gibson

Associate

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Focus Areas

Litigation and Trials
Discrimination and Harassment
Unfair Competition and Trade Secrets
Policies, Procedures and Handbooks
Investigations

Overview

Jacob Gibson represents employers from a wide array of industries in federal and state courts and before government agencies like the EEOC, defending against allegations of discrimination, harassment, retaliation, and other claims. Jacob also has significant experience litigating claims and resolving disputes involving non-compete and non-solicitation agreements, duties of loyalty and confidentiality, and claims for unfair competition and theft of trade secrets. Jacob also advises employers on topics such as discipline, leave, investigations, handbooks and policies, and employment agreements and restrictive covenants.

Before joining Littler, Jacob was an associate at an AmLaw 100 firm in the Southeast, where his practice was focused on management-side employment law as well as general commercial litigation.

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