



## Jacob S. Gibson

Associate

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## Practice Areas

Litigation and Trials  
Discrimination and Harassment  
Unfair Competition and Trade Secrets  
Handbooks and Policies  
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*®, 2021-2025

## 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's Restrictive Covenants Act Does Not Require That Restrictive Covenants Contain Express Geographic Restriction**

*Littler ASAP*

September 13, 2024

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

*Littler 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**

*Littler ASAP*

July 11, 2023

## Events & 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