



William A. Schramkowski

Associate

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Practice Areas

Appellate
Litigation and Trials
Unfair Competition and Trade Secrets
Discrimination and Harassment

Informazioni generali

William A. (Alex) Schramkowski represents employers in labor and employment cases at the trial and appellate level. He frequently advises on issues concerning compliance and risk management and litigates in cases involving statutory and contractual claims. His prior cases have concerned Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Immigration and Nationality Act, the Defend Trade Secrets Act, the Tennessee Human Rights Act, and other federal and state employment law statutes and regulations.

Alex devotes significant time to providing strategic advice and litigation assistance to companies that protect their confidential information, trade secrets, customer relationships, and core business activities through the use of restrictive covenants. His cases often involve high-stakes competitive events which develop on an accelerated timeline, and he frequently aids clients in seeking or defending against applications for injunctive relief based on restrictive covenants and trade secrets.

Prior to joining Littler, Alex served as a judicial law clerk to the Hon. Jeffrey Usman of the Tennessee Court of Appeals in Nashville, Tennessee.

While attending Belmont University College of Law, Alex served as the editor-in-chief of the *Belmont Law Review* and achieved success as a member of the moot court team.

Professional and Community Affiliations

- Mentor, Belmont University College of Law American Inn of Court, 2025-present
- Member, American Bar Association

- Member, Tennessee Bar Association

Riconoscimenti

- Named, National Champion & Best Oral Advocate, *NALC Appellate Advocacy Competition*, 2023
- Named, Regional Co-Champion & #1 Best Regional Advocate, *ABA National Appellate Advocacy Competition*, 2022-2023
- Recipient, Bruin Scholarship, *Belmont University School of Law*, 2020-2023

Studi

J.D., Belmont University College of Law, 2023

B.A., Rhodes College, 2020, *cum laude*

Abilitazioni professionali

Tennessee

Tribunali

U.S. District Court, Eastern District of Tennessee

U.S. District Court, Middle District of Tennessee

U.S. District Court, Western District of Tennessee

Publications & Press

Thumb on the Scale: Tennessee Enacts New Reasonableness Presumptions for Noncompete Agreements While Outlawing Covenants for Lower-Wage Earners

Littler ASAP

May 13, 2026

Look Before You Leap: The Measured Approach to Analyzing Registration Statutes Under the Dormant Commerce Clause

48 Vt. L. Rev. 355

2024