PENDER & COWARD
ATTORNEYS AND COUNSELLORS AT LAW



OF COUNSEL

JEFFREY D. WILSON

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EDUCATION

Juris Doctor, Washington and Lee University School of Law, 2002, Law Review, Lead Articles Editor

James Madison University, 1993

ADMISSIONS

Supreme Court of Virginia, 2007

United States District Court for the Eastern District of Virginia, 2007

Supreme Court of Texas, 2003

Fourth Circuit Court of Appeals, 2021

OVERVIEW

Jeffrey D. Wilson is an experienced employment attorney who represents employers throughout Virginia in employment counseling, workplace compliance, agency proceedings, workplace litigation, and appeals. With more than 20 years of legal experience, Jeff advises private businesses, public employers, management teams, and human resources professionals on day-to-day employment decisions and represents employers when disputes progress to EEOC or Department of Labor proceedings, litigation, or appeal. His broader practice includes government investigations and intellectual property matters.

Before entering private practice, Jeff served as a judicial law clerk to the Honorable Jackson L. Kiser of the U.S. District Court for the Western District of Virginia and gained additional experience as an intern with the Office of Staff Counsel for the U.S. Court of Appeals for the Fourth Circuit. Earlier in his career, Jeff worked in public policy, giving him an additional perspective on how legislative and regulatory changes affect employers and business operations.

Jeff combines proactive employment counseling with substantial litigation experience. He works with employers to address difficult personnel decisions before they become disputes, represents them before government agencies when disputes arise, and defends them in litigation and appeals when necessary.

Practice Areas

Jeff advises employers on a broad range of workplace legal matters, from day-to-day counseling and compliance through agency proceedings, litigation, and appeals.

Employment Law & Human Resources Counseling

Jeff provides day-to-day employment law and human resources counseling on hiring, discipline, termination, discrimination and retaliation, harassment, ADA accommodations, FMLA and other leave issues, wage-and-hour compliance, employee relations, workplace investigations, and policy development. He works with management and HR professionals to evaluate risk, document decisions, and resolve issues before they become agency charges or lawsuits.

Employment Litigation

Jeff represents employers in mediation, arbitration, trial and appellate litigation involving discrimination, retaliation, harassment, wrongful termination, wage-and-hour claims, restrictive covenants, trade secrets, and other workplace disputes. He works closely with clients to develop litigation strategies that protect their business interests while accounting for the practical and financial stakes of the dispute.

Employment Agreements, Employee Handbooks & Workplace Policies

Jeff prepares and reviews executive and other employment agreements , employee handbooks, workplace policies, confidentiality and non-solicitation agreements, non-compete agreements, and project labor agreements. He works with employers to tailor these documents to their operations, applicable law, and business objectives while reducing avoidable employment risk.

Government and Agency Investigations

Jeff represents employers in EEOC charges and investigations , U.S. Department of Labor audits and investigations, and other employment-related agency proceedings. He also represents organizations in civil investigations conducted by the Department of Justice, state attorneys general, and other state and federal agencies. He assists clients with factual investigations, agency responses, document requests, negotiations, and regulatory compliance.

Trademarks, Copyrights & Intellectual Property

Jeff also assists businesses and individuals with protecting intellectual property through trademark registration, copyright protection, trade secret counseling, and practical legal strategies designed to safeguard brands, creative assets, and proprietary business information.

Helping Employers Navigate Workplace Challenges

Jeff works with employers across the life cycle of workplace problems, from proactive counseling and difficult

personnel decisions through agency investigations, litigation, and appeals. His practice focuses on helping organizations identify risk early, make defensible employment decisions, and respond effectively when disputes arise.

He regularly advises employers on matters involving:

- Employment litigation, mediation, arbitration, and appeals
- Discrimination, retaliation, harassment, and wrongful termination claims
- ADA accommodations and disability discrimination
- FMLA, other leave issues, and wage-and-hour compliance
- Employee discipline, termination, and performance management
- Workplace investigations and harassment complaints
- EEOC and Department of Labor charges, audits, and investigations
- Human resources counseling and employment compliance
- Employee handbooks, workplace policies, and employment agreements
- Confidentiality, non-compete, non-solicitation, and trade secret issues
- Government investigations involving the Department of Justice, state attorneys general, and other agencies
- Trademark and copyright protection

Whether advising on a difficult personnel decision, responding to an agency charge, or defending litigation, Jeff provides practical legal guidance tailored to each client's operational needs and business objectives.

Clients Served

Jeff advises employers and organizations across the public and private sectors, including:

- Private employers
- Public employers and public agencies

- Local government entities
- Small and mid-sized businesses
- Corporate employers
- Management teams
- Human resources professionals
- Business owners and organizational leadership

His clients seek counsel on employment law, workplace compliance, personnel matters, government investigations, and related business risks. Jeff's role ranges from day-to-day adviser to litigation counsel, depending on the needs of the matter.

Representative Experience

Jeff's representative experience includes:

- Employment litigation, mediation, arbitration, and appeals in state and federal courts
- Discrimination, retaliation, harassment, and wrongful termination claims
- EEOC charges, position statements, investigations, and agency responses
- ADA accommodation and interactive-process issues
- FMLA and other leave issues, discipline, termination, and personnel decisions
- Department of Labor wage-and-hour audits and investigations
- Workplace investigations and employment compliance counseling
- Executive and other employment agreements, employee handbooks, and workplace policies
- Non-compete, non-solicitation, confidentiality, and trade secret matters
- Representation of public employers and local government entities in employment and related civil litigation
- Civil investigations conducted by the Department of Justice and state attorneys general

- Trademark and copyright registration and protection

His experience as a judicial law clerk, litigator, and public-policy professional provides a practical perspective on complex employment, regulatory, and business disputes.

Approach to Representation

Jeff believes effective employment counsel begins with understanding each client's business objectives, organizational culture, and operational realities. He works closely with management and HR professionals to identify options, assess legal and practical risk, and choose a course that can be implemented in the real workplace.

He values strong, long-term client relationships and aims to give clear advice before problems escalate. When a dispute does arise, he brings the same practical focus to agency proceedings, negotiations, litigation, and appeals.

Speaking & Professional Education

Jeff frequently speaks to public- and private-sector professional organizations and at continuing legal education programs on employment law and workplace management issues. His presentations address subjects including ADA and FMLA leave and accommodation issues, workplace investigations, employee discipline, and managing difficult employee situations.

Publications and Thought Leadership

Jeff is a frequent author on employment law issues affecting Virginia employers, including new legislation, court decisions, and agency guidance.

His publications have addressed topics including:

- Virginia's paid family and medical leave program
- Non-compete agreements and new limits on their use
- EEOC charges and workplace harassment guidance
- Religious accommodation after

  Groff v. DeJoy
- Pregnant Workers Fairness Act requirements

- FLSA overtime and exemption rules
- Employee handbooks, job descriptions, and confidentiality agreements
- Artificial intelligence, copyright, and trademark issues for businesses

Jeff regularly contributes to Pender & Coward's blog, providing practical guidance for employers, managers, and human resources professionals on changes in employment law. His articles are available on the firm's blog, along with other posts on labor and employment law.

Additional resources:

- Jeff's Publications
- Pender & Coward's Legal Insights

Frequently Asked Questions

What types of employers does Jeff Wilson represent?

Jeff represents private businesses, public employers, local government entities, and other organizations throughout Virginia. He works closely with owners, management teams, and human resources professionals on employment law and workplace compliance matters.

Can Jeff Wilson defend my business in an employment lawsuit?

Yes. Jeff represents employers in employment litigation , mediation, arbitration, and appeals involving discrimination, retaliation, harassment, wrongful termination, wage-and-hour claims, restrictive covenant disputes, and other workplace conflicts.

Can Jeff Wilson help my business respond to an EEOC or Department of Labor investigation?

Yes. Jeff represents employers responding to EEOC charges and investigations, U.S. Department of Labor audits and investigations, and other employment-related agency proceedings. He helps clients assess the facts, prepare responses and position statements, manage document requests, negotiate with agencies, and plan for litigation when a matter does not resolve.

Can Jeff Wilson review or update our employee handbook and employment agreements?

Yes. Jeff prepares and reviews employee handbooks, workplace policies, executive and other employment

agreements, confidentiality and non-solicitation agreements, and non-compete agreements. He works with employers to align those documents with applicable law, workplace practices, and business objectives.

Can Jeff Wilson help protect my company's trademarks and intellectual property?

Yes. Jeff advises businesses and individuals on trademark registration, copyright protection, trade secret issues, and practical strategies for protecting brands, creative assets, and other valuable intellectual property.

Does Jeff Wilson write about employment law issues?

Yes. Jeff regularly writes about new employment laws, court decisions, and agency guidance affecting Virginia employers. His publications help employers, managers, and human resources professionals understand how changes in the law affect their workplaces.

Contact Jeff Wilson

Whether your organization needs advice on a difficult personnel decision, assistance responding to an EEOC charge or government investigation, representation in employment litigation or an appeal, or guidance protecting valuable business assets, Jeff provides experienced counsel focused on practical solutions and the organization's objectives. To request a consultation, contact Pender & Coward.

MEMBERSHIPS

- Virginia Bar Association
- Norfolk/Portsmouth Bar Association
- Hampton Roads Global Commerce Council, board member
- Local Government Attorneys of Virginia

HONORS & AWARDS

- Coastal Virginia's Top Lawyers, Labor & Employment, 2020-2026
- Virginia's Legal Elite, Labor/Employment, 2018-2025
- Local Government Attorneys of Virginia Walter C. Erwin, III Special Project Award, 2022