



JEFFREY J. WILCOX

Shareholder

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Tampa, Florida 33602
T: 813.222.8725

PRACTICE FOCUS

Automotive
Employment Law
Noncompete Litigation
Litigation
Insurance Coverage Litigation
Personal Injury
Cybersecurity, Data Breach & Protection
COVID-19 Response Team

EDUCATION

Florida State University, B.A.,
2006, Honors
Florida State University
College of Law, J.D., 2009,
Honors

BAR ADMISSIONS

American Bar Association
The Florida Bar
Hillsborough County Bar
Association

Jeff Wilcox helps clients navigate difficult employment and workforce issues to reach practical solutions that reduce future risk and liability.

Jeff represents employers in litigation involving claims of employment harassment, discrimination, retaliation, leave laws, wage and hour laws, whistleblower laws, enforcement of and defense against non-solicitation and non-competition agreements, background check laws, and other employment-related claims. He represents numerous industries, including clients within the automotive, retail, hospitality, health services, transportation, manufacturing, and construction industries.

Jeff also represents clients in litigation involving complex commercial and consumer claims, including complex business disputes, contract disputes, cybersecurity and data breach claims, automotive compliance, and claims under the Telephone Consumer Protection Act. He has experience litigating and resolving complex state and federal class and collective action lawsuits.

In addition to litigation, Jeff counsels and advises employers on various employment issues. He creates new and reviews current employment-related documents, including personnel policies and handbooks, executive employment agreements, confidentiality and restrictive covenant agreements, compensation plans, background check authorizations and disclosures, arbitration agreements, severance agreements, and advises employers on applying and enforcing such documents. He also routinely advises employers on issues within the

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COURT ADMISSIONS

All Florida State Courts

Eleventh Circuit Court of Appeals

U.S. District Court, Middle District of Florida

U.S. District Court, Northern District of Florida

U.S. District Court, Southern District of Florida

workplace, including issues involving hiring, termination, medical leave, compensation, employment classifications, retaliation, harassment, loss of confidential information, and contract disputes. Jeff also has experience guiding employers through employment-related agency investigations, including investigations by the Equal Employment Opportunity Commission and the Department of Labor.

Outside the office, Jeff enjoys travelling with his wife, Britney, and following Florida State University sports.

HONORS

- Florida Super Lawyers Rising Star (2014-2022)
- Florida Trend's Legal Elite - Up and Comers (2019, 2020)
- Hillsborough County Bar Association: Outstanding Young Lawyer Award (2014)
- The National Law Review: 2021 Go-To Thought Leader for Florida COVID Legislation

EXPERIENCE

- Represented hospitality employer in a collective action lawsuit defending claims of misclassification and unpaid overtime
- Represented hospitality employer in lawsuit prosecuted by Equal Employment Opportunity Commission defending claim of retaliation
- Represented automotive dealership in drafting all pay plans
- Represented energy provider in lawsuit enforcing non-compete, non-solicitation, and confidentiality restrictions against former employees
- Represented beverage supplier in Fair Labor Standards Act classification audit of entire workforce
- Represented medical provider in collective action lawsuit defendant claims of misclassification and unpaid overtime
- Represented automotive manufacturer in lawsuit defending claims of Family and Medical Leave Act retaliation and interference
- Represented retailer in Department of Labor audit and investigation regarding claimed misclassification of assistant managers and unpaid overtime
- Represented temporary staffing agency in Fair Credit Reporting Act compliance review

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- Represented entity in class action lawsuit defending against claims of improper marketing text campaigns under the Telephone Consumer Protection Act
- Represented automotive dealership in Telephone Consumer Protection Act compliance review
- Represented mergers and acquisition purchasers and sellers in employment-related due diligence analysis

COMMUNITY & PROFESSIONAL

- Leadership Tampa, Class of 2021
- Defense Research Institute
 - Employment and Labor Law Committee, Membership Vice Chair (2020-Present)
- Hillsborough County Bar Association
 - Young Lawyer's Division
 - President (2019-2020)
 - Board Member
- Success 4 Kids & Families
 - Treasurer (2018 to Present)
 - Executive Committee (2018 to Present)
 - Board of Directors (August, 2015 to Present)

NEWS & INSIGHTS

61 Hill Ward Henderson Attorneys Recognized in 2022 Florida Super Lawyers Listing
Firm News, 7.1.22

The National Law Review Has Named Hill Ward Henderson Attorneys 2021 Go-To Thought Leaders
Firm News, 12.28.21

58 Hill Ward Henderson Attorneys Recognized in 2021 Florida Super Lawyers Listing
Firm News, 6.23.21

Shareholder Jeffrey J. Wilcox Selected to Join Leadership Tampa Class of 2021
Firm News, 12.3.20

**JEFFREY J.
WILCOX**

Florida Trend Names Hill Ward Henderson Attorneys to Hall of Fame, Legal Elite, and Up & Comers
Firm News, 6.22.20

Fifty Nine Hill Ward Henderson Attorneys Recognized in 2020 Florida Super Lawyers Listing
Firm News, 6.5.20

Florida Trend Names Hill Ward Henderson Attorneys to Hall of Fame, Legal Elite, and Up & Comers
Firm News, 6.24.19

Hill Ward Henderson Attorneys Sworn in to Hillsborough County Bar Association Leadership Roles
Firm News, 6.10.19

Hill Ward Henderson Elects Five Shareholders
Firm News, 1.11.19

Hill Ward Henderson Attorneys Named 2018 Florida Super Lawyers
Firm News, 6.25.18

Hill Ward Henderson Attorneys Sworn In To Hillsborough County Bar Association Leadership Roles
Firm News, 6.22.18

Attorney Jeffrey J. Wilcox To Present at 2017 Employment Law Conference
Firm News, 11.10.17

Hill Ward Henderson Attorneys Named 2017 Florida Super Lawyers
Firm News, 6.8.17

Hill Ward Henderson Attorneys Named 2016 Florida Super Lawyers
Firm News, 6.15.16

Hill Ward Henderson Attorneys Named 2015 Florida Super Lawyers
Firm News, 6.11.15

Hill Ward Henderson Attorney Named Outstanding Young Lawyer Of The Year
Firm News, 7.21.14

EVENTS

Webinar: Return to Work Issues and Other COVID-19 Related Implications - [Click here to view recording.](#)
Event, 5.20.21

ARTICLES & PUBLICATIONS

- Return to Work Issues and Other COVID-19 Related Implications, Hill Ward Henderson Webinar, May 20, 2021 (co-presenter Robert Shimberg)
- Employment Issues for Small Businesses, Tampa Bay Chamber Minority Business Accelerator Legal Program, March 12, 2021
- Restrictive Covenant Enforcement and Defense in the New Normal, 2020 HR Florida Conference (co-presenter Greg Brown)
- Property Tax Impact of Disney Decision and Navigating Issues Related to Employee Exposure to COVID-19, Indian American Business Association and Chamber, August 27, 2020 (co-presenter Patrick Risch)
- Planning Options and Considerations for Employers Navigating COVID-19 in the Workplace, Hill Ward Henderson Webinar, April 2020 (co-presenters Gordon Hill and Kirsten Vignec)
- Hiring and Separations When Restrictive Covenants are in Play, 2019 HR Florida Conference (co-presenter Greg Brown)
- Issues with Halloween costumes at the workplace, Newsradio 970 WFLA AM Tampa Bay, October 30, 2019
- Arbitration Agreements for Dealerships, Hill Ward Henderson Webinar, August 2019
- 7 Wage and Hour Mistakes Seasoned Employers Still Make, Florida Law Alliance Fall Employment Law Conference, October 2017
- 7 Questions to Ask When Establishing Cause for Disciplining and Terminating Employees, Lorman Education Services Webinar, August 30, 2017
- The New Fair Labor Standards Act Regulations: Optimizing Implementation Costs to Fit Your Culture, August 26, 2016 (co-presenter CBIZ)
- A Lawyer's Update: Patient Protection and Affordable Care Act Litigation. (J. Logan Murphy, Ethen Shapiro, co-authors). (October 2011). *For The Defense*, 53, 41.

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CLIENT ADVISORIES

CDC Updates COVID-19 Mask Guidance for Fully Vaccinated Individuals - Learn More about What This Could Mean for Your Business

Advisory, 8.4.21

PUBLISHED DECISIONS

- FusionStorm, Inc. v. Presidio Networked Solutions, Inc.
F.Supp.2d, 2012 WL 1854277 8:11-CV-1969-T-33AEP
United States District Court, M.D. Florida, Tampa Division. May 21, 2012