

## Jacob A. “Jake” Lewis

### Associate

Jake Lewis focuses his practice on resolving a broad range of employment litigation matters, including defense of employers under Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Fair Labor Standards Act, the Family Medical Leave Act, and state anti-discrimination laws. He has significant experience handling Department of Labor audits and related litigation involving misclassification of employees and payment of overtime and minimum wage. Jake also prosecutes and defends unfair competition disputes from preliminary injunctive relief through trial, typically involving non-compete agreements, non-disclosure agreements, and misappropriation of trade secrets.

In addition, Jake advises on best practices for maintaining regulatory compliance to help employers minimize litigation. He guides business owners and human resources professionals through a variety of workplace issues, primarily involving the hiring, firing, investigation, discipline, and compensation of employees. Jake also prepares employee handbooks, onboarding documents, non-compete and non-solicitation agreements, non-disclosure agreements, and severance agreements.

Jake earned his B.A. and M.A., both in political science, from The University of Texas at Dallas. He earned his J.D., *cum laude*, from Washington and Lee University School of Law. While in law school, Jake served as a staff writer for the *Washington and Lee Law Review* and senior articles editor for the *German Law Journal*. He also interned for the Honorable Harold R. DeMoss Jr. of the United States Court of Appeals for the Fifth Circuit.

### Experience

- Successfully defended very large small-box retailer in federal court in multiple lawsuits across the country involving allegations of discrimination, violations of the Fair Labor Standards Act, and



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**Practices**  
Labor & Employment

**Education**  
J.D., *cum laude*, Washington and Lee University School of Law (2013)  
M.A., Political Science, The University of Texas at Dallas (2009)  
B.A., Political Science, The University of Texas at Dallas (2008)

**Bar Admissions**  
Texas

**Court Admissions**  
United States District Court, Northern District of Texas  
United States District Court, Southern District of Texas  
United States District Court, Western District of Texas

violations of the Family Medical Leave Act.

- Obtained complete dismissal of defamation, discrimination, and breach of contract claims filed by former employee of major chemicals manufacturer and distributor.
- Obtained temporary restraining order and temporary injunction against former Human Resources Manager of a large trailer manufacturer who stole and disclosed the company's confidential information after termination.
- Counseled clients and litigated cases in a range of employment matters including Title VII, ADEA, ADA, FMLA, and FLSA wage and hour claims and compliance.
- Represented several companies facing Department of Labor audits regarding overtime and minimum-wage compliance.

### Press Releases

- "Gray Reed Establishes Task Force to Help Get Clients "Back to Business"" (April 21, 2020)
- "Gray Reed Welcomes Six Attorneys in Q2 2017" (May 25, 2017)

### Thought Leadership

- "An Unexpected Hurdle: How to Handle Employees Who Refuse to Return to Work", Gray Reed Legal Alert (May 1, 2020)
- "An Overview of Governor Abbott's Executive Order on Reopening Texas", Gray Reed Legal Alert (April 29, 2020)
- "San Antonio City Council Enacts Revised Mandatory Paid Sick Leave Ordinance (Updated as of 11/22/19)", Gray Reed Legal Alert (October 7, 2019)
- "Long-Awaited Overtime Change Arrives", Gray Reed Legal

Alert (September 27, 2019)

- “Dallas City Council Enacts Mandatory Paid Sick Leave Ordinance”, Gray Reed Legal Alert (April 25, 2019)
- “Department of Labor Proposes Rule Change to FLSA’s “Regular Rate””, Gray Reed Legal Alert (April 18, 2019)
- “E-Verify is Down ... What do I do?”, Gray Reed Legal Alert (January 14, 2019)
- “Paid Sick Leave Required By Law? Austin is “Keeping It Weird””, Gray Reed Legal Alert (March 14, 2018)

#### Speeches and Presentations

- “Employment Law Q&A as Texans Go Back To Work”, Gray Reed Webinar (May 4, 2020)

#### Organizational Involvement

- American Bar Association
- Dallas Bar Association
- Dallas Association of Young Lawyers
- Texas Young Lawyers Association