



OF COUNSEL  
**JEFFREY D. WILSON**

Phone / Fax: (757) 502-7341

[jwilson@pendercoward.com](mailto:jwilson@pendercoward.com)

---

## 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

Jeff Wilson is an experienced attorney with over 20 years of practice in employment law, litigation, local government, and intellectual property matters. He is a trusted advisor and advocate for employers seeking employment law solutions and navigating the complexities of employment law. Jeff's practice includes:

### ▪ Employment-Related Litigation

: Jeff has a proven track record of representing both private and public employers in resolving disputes through mediation, arbitration, litigation, and appeals. Whether defending against wrongful termination claims to protecting employer's trade secrets, Jeff works closely with clients to identify and implement the most effective solutions for their specific challenges.

### ▪ Responding to State and Federal Agency Investigations

: When employers face investigations by agencies such as the Equal Employment Opportunity Commission, Department of Labor, or state labor boards, Jeff provides skilled representation to protect their interests. His services drafting persuasive responses to charges, preparing for audits, and negotiating favorable outcomes.

---

### VIRGINIA BEACH

222 Central Park Ave. Suite 400  
Virginia Beach, VA 23462

### CHESAPEAKE

709 Greenbrier Parkway  
Chesapeake, VA 23320

### SUFFOLK

117 Market Street  
Suffolk, VA 23434

▪ **Drafting Employment Agreements, Policies, and Handbooks**

: Jeff creates customized employment agreements, workplace policies, and employee handbooks that align with clients' business objectives while minimizing legal risks. This includes crafting non-compete agreements, confidentiality agreements, executive contracts, project labor agreements, and comprehensive policy manuals.

▪ **General Employment Counseling**

: Jeff offers practical, forward-thinking counsel on workplace policies and day-to-day human resources issues. He helps employers create productive, legally compliant workplaces.

▪ **Responding to Civil Investigations**

: Jeff assists clients in responding to civil government investigations conducted by the Department of Justice, state Attorneys General, and other state and federal agencies. He ensures compliance while safeguarding client interests.

▪ **Intellectual Property Assistance**

: Jeff supports individuals and businesses in obtaining and protecting intellectual property, including trademarks and copyrights. His guidance helps clients safeguard their innovations and creative assets.

Before entering private practice, Jeff served as a judicial clerk for the Honorable Jackson L. Kiser, U.S. District Court Judge for the Western District of Virginia. He gained valuable experience as an intern in the Office of Staff Counsel for the Fourth Circuit Court of Appeals.

Before he went to law school, Jeff worked in public policy where he learned firsthand how the law affects employers. He moved from helping make laws to practicing law, enabling him to assist employers protect their interests and focus on achieving their missions. Jeff believes that from strong, cooperative relationships with clients are key to achieving the best legal outcomes.

Jeff is a frequent National Business Institute guest speaker, lecturing on employment and privacy-related topics. His presentations include:

- Dealing with the Troubled/Troubling Employee
- Utilizing Alternative Dispute Resolution Tactics in Employment Matters
- Workplace Behavior and Privacy Issues

---

**VIRGINIA BEACH**  
222 Central Park Ave. Suite 400  
Virginia Beach, VA 23462

**CHESAPEAKE**  
709 Greenbrier Parkway  
Chesapeake, VA 23320

**SUFFOLK**  
117 Market Street  
Suffolk, VA 23434

- Investigative Research: Public Records and Publicly Available Information
- Lawfully Managing Student Records Without Violating Privacy Rights

## **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, 2020-2025
- Virginia's Legal Elite, Labor/Employment, 2018-2024
- Local Government Attorneys of Virginia Walter C. Erwin, III Special Project Award, 2022