



JAKOB F WILLIAMS

ASSOCIATE

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BIOGRAPHY

Jakob F. Williams is a member of the Litigation Group, specializing in representing employers facing various challenges, including wage and hour disputes, discrimination, retaliation, whistleblower claims, and other state and federal employment issues. He has a comprehensive background, having represented employers on both sides of the spectrum—as plaintiffs and defendants—in restrictive covenant actions.

A large part of Jakob's practice involves advising employers on a range of matters, including compliance issues, workplace best practices, employment policies, workplace training, internal investigations, and diversity and equity initiatives. This anticipatory approach not only assists his clients in enhancing their company culture but also ensures that compliance practices are proactively improved, preventing the need for reactive remediation.

CLIENT EXPERIENCE

- A national pharmaceutical manufacturer
- A telecommunications provider
- A large municipality
- A regional assisted living company
- A national medical billing company
- Local, regional, and international heavy manufacturing firms
- Think tanks and community development organizations
- Medical, dental, and surgical practices

HONORS

Recipient of the Carl "Tobey" Oxholm Fellowship at the City Law Department, Tax Unit, 2019

EDUCATION

J.D., Drexel University's Thomas R. Kline School of Law, 2020

B.S., Michigan Technological University, 2017

ADMISSIONS

Pennsylvania
New Jersey

COMMUNITY & PROFESSIONAL

- Philadelphia Bar Association
- Philadelphia LGBT Bar Association
- Mantua Civic Association

REPRESENTATIVE MATTERS

- Represented a large municipality in several discrimination suits.
- Represented a healthcare provider in multi-state FLSA class and collective actions.
- Represented a regional healthcare provider in a whistleblower suit for less than 10% of the original demand.
- Conducted a comprehensive internal investigation of a law enforcement agency following complaints of workplace misconduct.

PRACTICE FOCUS

- Employment Litigation and Counseling
- Trade Secrets and Unfair Competition
- Wage & Hour Class and Collective Actions
- Diversity, Equity, and Inclusion Initiatives

NEWS

The DOL's Overtime Rule is Struck Down – No More Salary Threshold Increases for the New Year
Publication, *Employment Client Alert*, November 19, 2024

Royer Cooper Cohen Braunfeld Recognized Among 2025 Best Law Firms® for Excellence Across Multiple Practice Areas
Accolades, November 7, 2024

PUBLICATIONS

Texas Court Strikes Down FTC's Non-Compete Ban Nationwide
Publication, *Employment Law Client Alert*, August 21, 2024

FTC's Non-Compete Ban Effective Date Nears, PA Judge Denies Preliminary Injunction
Publication, *RCCB Alert*, August 2, 2024

The FTC Has Announced a Ban on Most Non-compete Agreements - Key Points for Employers to Know
Publication, *RCCB Employment Client Alert*, April 26, 2024

DOL Final Rule Increases White Collar Exempt Salary Thresholds Starting July 1, 2024
Publication, *RCCB Client Alert*, April 24, 2024