



JEFFREY J. WILCOX

Shareholder

101 East Kennedy Boulevard
Suite 3700
Tampa, Florida 33602
T: 813.222.8725

PRACTICE FOCUS

Automotive
Employment Law
Litigation
Insurance Coverage Litigation
Personal Injury
Cybersecurity, Data Breach & Protection
Corporate Compliance and Investigations
Noncompetes & Business Divorce

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. Jeff also conducts and assists clients with internal investigations and compliance efforts.

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

HONORS

- Florida Super Lawyers Rising Star (2014-2024)
- 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
- *The Best Lawyers in America*® (2024-2026)
- *TAMPA Magazine's* Top Lawyers (2025)
 - Employment Law (Management)

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

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- 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
- 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
- DRI
 - Employment and Labor Law Committee, Membership Chair
- Hillsborough County Bar Association
 - Board Member
 - Young Lawyer's Division (2010-2021)
 - President (2019-2020)
 - Board Member
- Success 4 Kids & Families
 - Treasurer (2018 to 2024)
 - Executive Committee (2018 to 2024)
 - Board of Directors (August, 2015 to 2024)

NEWS & INSIGHTS

Hill Ward Henderson Advises Cydeo Wealth Partners in Strategic Minority Investment by Rise Growth Partners
Firm News, 3.16.26

Hill Ward Henderson Advises QOL Medical on Acquisition of Evoke Pharma
Firm News, 1.12.26

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Hill Ward Henderson Advises SemiLab International In Sale of Unique Materials Composition and Electrical Analysis Product Lines to Onto Innovation Inc.

Firm News, 11.19.25

Hill Ward Henderson Advises McNICHOLS CO. in Partnership with One Equity Partners

Firm News, 10.6.25

Seventy-Seven Hill Ward Henderson Attorneys Recognized in the 2026 Edition of *The Best Lawyers in America*® and *The Best Lawyers: Ones to Watch*® in America

Firm News, 8.21.25

Hill Ward Henderson Advises Semilab International in Sale of Materials Analysis Business to Onto Innovation Inc.

Firm News, 7.10.25

Fifty-Eight Hill Ward Henderson Attorneys Named to 2025 Florida Super Lawyers List

Firm News, 6.26.25

Thirty-Eight Hill Ward Henderson Attorneys Recognized in *Tampa Magazine's* 2025 Top Lawyers

Firm News, 1.6.25

Eighty-Three Hill Ward Henderson Attorneys Cited in The Best Lawyers in America 2025 Publication

Firm News, 8.15.24

Fifty-Seven Hill Ward Henderson Attorneys Recognized in 2024 Florida Super Lawyers Listing

Firm News, 6.24.24

Jeff Wilcox Elected to Hillsborough County Bar Association Board of Directors

Firm News, 5.23.24

Eighty-Three Hill Ward Henderson Attorneys Cited in The Best Lawyers in America 2024 Publication

Firm News, 8.17.23

Sixty-one Hill Ward Henderson Attorneys Recognized in 2023 Florida Super Lawyers Listing

Firm News, 6.27.23

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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

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

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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.

CLIENT ADVISORIES

DEI Changes Could Leave Businesses Exposed to Discrimination Charges
Advisory, 3.25.25

President Trump Signals Friendly Perspective on Non-Compete Agreements and Begins Revamp of National Labor Relations Board Policy
Advisory, 2.24.25

President Trump Eliminates Affirmative Action for Federal Contractors and Subcontractors – What You Need to Know
Advisory, 1.30.25

Court Invalidates FLSA's Overtime Salary Increase
Advisory, 11.19.24

FTC Approves Rule That Prohibits Non-Compete Agreements for Most Workers
Advisory, 4.25.24

Final Rule Raises Salary Threshold for Employee Overtime Exemptions - Learn How This Could Affect You and Your Business
Advisory, 4.24.24

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