

Fisher Broyles

Name: Jessica Brown Wilson

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Practice Areas: Employment; Entertainment & Sports; Litigation – Appellate; Litigation – Civil Pretrial and Trial Services; Litigation & Risk Management

Bar Admissions: Texas; California; U.S. Court of Appeals, 5th Circuit; U.S. Court of Appeals, 7th Circuit; U.S. Court of Appeals, 9th Circuit; U.S. Court of Appeals, 10th Circuit

Education: SMU Dedman School of Law; J.D., Cum Laude, 2002; Rice University; B.A., Political Science, 1999

Experience: Littler Mendelson, PC

Jessica shepherds businesses through their employment issues, whether big or small. Jessica litigates discrimination and retaliation, trade secret, non-compete, and wage and hour disputes. Jessica is an expert in non-compete and trade secret matters, with a nation-wide practice in both drafting policies and litigating disputes. She loves walking clients through the thorny paths to protect their confidential business information.

Every day Jessica works with clients through human resource policies and procedures, sticky accommodations and terminations, as well as COVID-related issues, discrimination, harassment, #metoo, paid sick leave, and PTO.

When it's all on the table, Jessica produces results. She loves developing a clean, simple strategy to get the client's desired results, whether that be a cease and desist letter to enforce a non-compete or full-blown trial strategy. In 2013, Jessica secured a jury verdict in favor of an international manufacturing company accused of race discrimination in the U.S. District Court for the Eastern District of Texas. The Fifth Circuit upheld the verdict. She also won a \$2.4 Million jury verdict for a small business owner in a non-compete case. The client spent his life savings to buy a business, and the seller immediately set up a competing business. And she regularly fights for clients in injunction hearings when an employee departs and there is an issue of taking protected business information.

Jessica understands one size does not fit all – depending on the size of the business or industry, clients' targets vary. She works closely with clients to create a plan that works to achieve their desired result. She navigates all aspects of employment law, including payroll deductions, garnishments, disability accommodations, leave, hiring, firing, discipline, job descriptions, and Department of Labor audits and FLSA collective actions.

Jessica served as a legal extern for Chief Judge Jerry Buchmeyer in the U.S. District Court for the Northern District of Texas and clerked for the Texas Court of Appeals after law school, learning invaluable appellate skills. Jessica has argued in Texas and California Courts of Appeal, and overturned several district court judgments related to arbitration and appeared in the Texas and California Supreme Courts, as well as the 5th, 7th, 9th, and 10th Federal Circuit Courts of Appeals. She is versed in special appearance and other interlocutory appeal issues, as well as appeals of final judgments.

Jessica has assisted clients in healthcare, manufacturing, technology, retail, and restaurant industries. In addition, she has also represented music artists and drafted and negotiated recording, publishing, producer and licensing agreements with Universal Records, Warner Chappell, EMI, Hasbro, and MTV.

Jessica comes from a family of small business owners. Jessica will take the time to understand your business as if it were her own.

Jessica lives in Dallas with her two daughters, Beau the Frenchie, Pumpkin Pie the pug, and Coconut the cat.

Presentations & Teaching Experience

- New Federal Overtime Regulations & EEOC Trends – Keeping Your Business Compliant (August 2016 National Assoc. Real Estate Investment Managers HR Conference)
- Walking the Tightrope of ADA and FMLA (April 2014; present at V.G. Young Texas A&M Institute for County Government Human Resource Professionals at Texas A&M University)
- The ADAAA Final Regulations, EEOC Enforcement Initiatives and GINA (April 2011; presented to Littler Mendelson clients in Dallas)
- Pay Me Now or Pay Me Later; Navigating Overtime Laws (September 2010; presented to Untyed – Dallas Business and Executive Group)