

Francis Wilson

Associate

Denver

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Email



Service Focus

- Employee Defection and Trade Secrets
- Class and Collective Actions
- Counseling and Advice

Overview

Francis Wilson is an associate in the firm's Denver office who focuses his practice on employee defection and trade secrets and class and collective action litigation, as well as preventive counseling and advice. He has prosecuted and defended lawsuits involving restrictive covenant-related issues, including asserted breaches of non-competition and non-solicitation agreements. Francis also has extensive experience with drafting complex employment-related contracts, such as executive compensation agreements, multi-state employment agreements, restrictive covenant agreements, and bonus and commission agreements. Francis' experience allows him to approach contractual negotiation and drafting with a focus on both complying with applicable state and federal laws and regulations and ensuring that the client's practical needs and goals are met. He also defends businesses on a variety of employment claims, such as discrimination and harassment, retaliation, wrongful termination, wage and hour violations, Equal Pay Act violations, and False Claims Act violations.

Prior to joining Fisher Phillips, Francis served as an associate for a national management-side labor and employment-focused law firm where he advised employers on and assisted employers with the defense of lawsuits involving Title VII violation, restrictive covenants matters, class and collective actions, unemployment matters, and workers' compensation issues. He also worked as a financial consultant at a Big Four accounting firm and in-house at a non-profit national defense think tank, where he primarily was responsible for leading the company's investigations into allegations of employee misconduct and handling other employment-related issues. The business insight Francis

developed during his time in consulting, paired with his legal experience both in-house and as outside counsel, provides him with a unique ability to understand clients' needs, goals, and expectations.

Credentials

Education

- J.D., 2020, George Mason University School of Law
- B.B.A., 2014, *cum laude*, James Madison University
- B.A., 2014, James Madison University

Bar Admissions

- Colorado
- Virginia

Court Admissions

- U.S. District Court for the District of Colorado

Insights

INSIGHTS

04/18/25

New Law Voids Most Wyoming Non-Compete Agreements: Key Takeaways for Employers

James S. Bradbury, Adrian Salmen, Brett M. Wendt, Francis Wilson

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NEWS

01/23/25

Attorneys Referenced for Insights on New FTC Chair

Jonathan Crook, Francis Wilson

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INSIGHTS

12/13/24

Trump Announces Andrew Ferguson to Serve as New FTC Chair: FAQs for Employers

Jonathan Crook, Francis Wilson

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NEWS

09/08/23

Fisher Phillips Welcomes Francis Wilson in Denver

Francis Wilson

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