

Jacob S. Crawford

Shareholder

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Overview

Jake Crawford is a trial lawyer whose practice is focused on the representation of employers exclusively in all aspects of labor and employment law, including the litigation of disputes involving the Fair Labor Standards Act, Title VII of the Civil Rights Act of 1964, Americans with Disabilities Act, Age Discrimination in Employment Act, and Family and Medical Leave Act.

Jake also counsels clients on best practices and compliance matters involving employee handbook policies and procedures, wage and hour law, the proper classification of workers, discipline and termination, drug and alcohol testing, and employment agreements and restrictive covenants. A significant portion of his counseling practice is devoted to assisting clients in avoiding discrimination, harassment, retaliation and unlawful termination charges.

Jake is a frequent speaker on issues affecting the workplace and has been a contributing author to numerous business and professional publications, including *The Oklahoman*, *Oklahoma Employment Law Letter*, *Midwest Employment Law Letter*, *HRlaws.com*, and *EmployerLINC*, a legal blog dedicated to employers and workplace issues. He also previously served as vice president of legislative affairs for the Tulsa Area Human Resources Association, an affiliate of the Society for Human Resource Management.

Jake's achievements have earned him inclusion in *The Best Lawyers in America: Ones to Watch* (labor and employment law – management; labor and employment litigation) and *Oklahoma Super Lawyers'* list of "Oklahoma Rising Stars," which recognizes the state's up-and-coming attorneys.

Honors and Awards

- Selected by peers for inclusion in *The Best Lawyers in America: Ones to Watch* (labor and employment law – management; labor and employment litigation)
- Named to *Oklahoma Super Lawyers'* list of "Oklahoma Rising Stars," which recognizes the state's top up-and-coming attorneys

Admissions

Oklahoma, 2012

U.S. District Courts for the Western, Northern and Eastern Districts of Oklahoma

Education

J.D., with highest honors, University of Oklahoma, 2012; *Oklahoma Law Review*; Comfort Scholar; 9 American Jurisprudence Awards

B.A., with distinction, University of Oklahoma, 2005

Professional Organizations and Memberships

Tulsa County Bar Association

Oklahoma Bar Association

Tulsa Area Human Resources Association (Former Vice President, Legislative Affairs)