



William Robert Gignilliat, IV

Principal
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Practices

Class Actions and Complex Litigation
General Employment Litigation
Wage and Hour

Services

Managing Your Work Force and WARN Act
Compliance

Industries

Hospitality
Retail
Transportation

Education

University of Georgia
School of Law
J.D., 2012
order of the coif

American University
B.A., 2007
magna cum laude

Admitted to Practice

- Georgia - M.D. Ga., 2018
- Georgia - S.D. Ga., 2014
- South Carolina - D. S.C., 2015
- Georgia, 2013
- South Carolina, 2014

Wm. Robert Gignilliat, IV, is a principal in the Greenville, South Carolina, office of Jackson Lewis P.C. He enjoys helping companies by counseling them on employment law issues and successfully guiding them through employment litigation in courts throughout the country.

Wage-and-hour litigation is the largest component of Rob's practice. He regularly defends employers against class and collective actions alleging violations of the Fair Labor Standards Act and state laws on wages. Often, these are high-stakes cases involving hundreds or thousands of potential claimants. Rob appreciates the complexity of these cases and develops creative strategies to expose weaknesses in the claims and defeat certification.

Rob also defends employers in cases involving discrimination, harassment, retaliation, ADA and FMLA claims, employment contracts, non-competes, and wrongful termination. In all of his cases, Rob strives to understand his client's objectives, execute an efficient strategy to achieve those objectives, and provide his clients with regular updates.

In addition, Rob provides day-to-day advice to in-house counsel, executives, and HR professionals regarding a wide variety of employment issues, including workplace investigations, discipline, disability accommodations and medical leave, wage-and-hour compliance, DOL audits, employment contracts, severance agreements, employee handbooks and policies, WARN compliance, Title IX compliance, and other preventive measures to avoid litigation.

Rob has worked extensively with clients in higher education, hospitality, retail, transportation, and construction industries.

While attending law school, Rob was a member of the *Georgia Law Review*. After law school, he served two years as a law clerk for the Honorable J. Randal Hall, the current chief judge of the U.S. District Court for the Southern District of Georgia. He then clerked for the Honorable G. Ross Anderson, Jr., in the U.S. District Court for the District of South Carolina. He joined Jackson Lewis following his clerkships.

Professional Associations and Activities

- Federal Bar Association
- Georgia Bar Association
- Greenville County Bar Association
- South Carolina Bar Association
- YouthBASE, Inc., Board Member

Honors and Recognitions

- *Super Lawyers®*, "Rising Stars" (2019-present)