

## JACOB N. KOCH

**Associate** / Atlanta

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### **Jake Koch focuses his legal practice on the representation of management clients in employment law disputes.**

Jake defends employers against a variety of claims, including discrimination, harassment, and retaliation under Title VII, the Americans with Disabilities Act, and the Family and Medical Leave Act, as well as claims brought under the Fair Labor Standards Act. He has successfully represented employers large and small in various wage and hour matters, including in litigation over the use of tip credits, overtime, and garnishments (including in matters he took on at the default judgment stage). He enjoys assisting clients through these complex employment situations.

Jake also has a focus in traditional labor law, assisting clients in a variety of matters including collective bargaining negotiations, responses to unfair labor practice charges before the National Labor Relations Board, assisting clients responding to union organizing campaigns, and preparing post-arbitration briefs.

Licensed in Georgia, Jake prides himself on his knowledge of the businesses and communities in the state he calls home. He also has a nationwide presence, assisting clients from Florida to California on issues ranging from lawsuits within the federal courts to leave and PTO policies and practices.

Prior to joining FordHarrison, Jake completed summer clerkships in private practice including one with FordHarrison, and served as a Legal Intern in the U.S. Attorney's Office, Northern District of Georgia. While in law school, he also served as the Senior Notes Editor for the Georgia Journal of International and Comparative Law, and was a founding member of the Criminal Law Society.

## News & Insights

- » July 07, 2025 - "Advice from Anora: Classify Correctly!," EntertainHR
- » April 09, 2025 - "Modern Family, Modern Workforce: How Managers and Employees Interact," EntertainHR

## EDUCATION

- » University of Georgia School of Law (J.D., 2023)
- » The Ohio State University (B.S., *magna cum laude*, 2020)

## BAR ADMISSIONS

- » Georgia

- » November 27, 2024 - "Mr. Monk Doesn't Pay His Employee," EntertainHR
- » August 21, 2024 - "Helping Haverford – What Parks and Recreation Teaches Us About Employee Terminations," EntertainHR
- » May 29, 2024 - "9 to 5—Don't Mess with Dolly," EntertainHR

## Offices

- » *Atlanta:*  
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