

Brodie D. Erwin

Partner

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OVERVIEW

Brodie Erwin is a trusted advisor to employers and business leaders across a wide range of industries, including healthcare, higher education, pharmaceuticals and medical devices, manufacturing, mortgage lending, and the technology sector. He maintains a nationwide practice counseling and representing clients on the full spectrum of employment laws and regulations. A seasoned litigator, Brodie has also handled employment and related business disputes for clients in state and federal courts across the country. Brodie provides clients with creative, efficient solutions to litigation and workplace challenges.

A significant portion of Brodie's practice is devoted to helping companies protect their most valuable information, preserve critical business relationships, lawfully recruit sought-after industry talent, and maintain their hard-earned competitive edge in the marketplace. He regularly prosecutes and defends matters seeking injunctive and equitable relief related to restrictive covenants (including non-compete, non-solicitation, and confidentiality agreements), misappropriation of trade secrets, tortious interference, unfair competition, and related claims. Brodie has successfully helped clients protect their business interests by achieving favorable outcomes at the injunction, summary judgment, and trial stages of these types of matters.

Additionally, Brodie conducts highly sensitive internal investigations involving allegations of executive misconduct and handles workplace safety matters for his clients. Across the entirety of his practice, Brodie partners closely with executives, boards of directors, compliance officers, and in-house legal teams to assess risk, develop practical strategies, ensure legal compliance, and resolve complex disputes.

Brodie has been listed in *Chambers USA: America's Leading Lawyers for Business* for Labor and Employment since 2023. He has been recognized by *The Best Lawyers in America*® for Management Labor and Employment Law and Labor and Employment Litigation every year since 2021. *North Carolina Lawyers Weekly* named Brodie to its "Power List" for Employment Law in 2021 and 2023–2025. In 2026, Brodie was also named to *North Carolina Lawyers Weekly's* inaugural "North Carolina Legal 250", its new annual recognition honoring the most influential attorneys across the state's legal landscape.

PROFESSIONAL BACKGROUND

Prior to joining the firm, Brodie led the labor and employment function across the three North Carolina offices of another global AM Law 100 firm.

ACHIEVEMENTS

- Recognized by *Chambers USA: America's Leading Lawyers for Business* for Labor and Employment in North Carolina, 2023–2026
- Recognized by *The Best Lawyers in America*® for Management Labor and Employment Law and Labor and Employment Litigation, 2021–2026
- North Carolina Lawyers Weekly named Brodie to its "Power List" for Employment Law in 2021 and 2023–2025
- In 2026, North Carolina Lawyers Weekly named Brodie to its inaugural "North Carolina Legal 250", its new annual recognition honoring the most influential attorneys across the state's legal landscape.
- Recognized by Business North Carolina magazine as a North Carolina “Legal Elite,” 2016–2024
- Recognized as a North Carolina “Rising Star” for Employment Litigation: Defense, 2018–2023

PROFESSIONAL / CIVIC ACTIVITIES

- Board of Directors, Boys and Girls Club of Wake County
- Board of Directors, Wake County Bar Association, 2016–2018
- President, WCBA Young Lawyers Division, 2015–2016
- Former member, Wake Forest University School of Law, Rose Council (Young Alumni Board of Visitors)

EDUCATION

- J.D., Wake Forest University School of Law, 2012 *(Order of the Barristers)*
- B.S., Appalachian State University, 2009 *(with high honors; Honors College Graduate)*

ADMISSIONS

- Bar of North Carolina
- United States Court of Appeals for the Fourth Circuit
- United States District Court for the Eastern District of North Carolina
- United States District Court for the Middle District of North Carolina

- United States District Court for the Western District of North Carolina

NEWS & EVENTS

- 21 July 2026, K&L Gates Adds Labor and Employment Litigator in Raleigh

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Employment Disputes
- Employment Investigations
- Employment Issues in Business Transactions
- Healthcare Employment
- Human Resource Advice and Compliance
- Trade Secrets Litigation
- Workplace Safety

INDUSTRIES

- Consumer Goods and Services
- General Manufacturing
- Healthcare
- Higher Education Institutions
- Manufacturing
- Pharmaceuticals, Biologics, and Medical Devices
- Technology

REPRESENTATIVE EXPERIENCE

- Lead attorney in complex litigation spanning multiple continents, where a foreign national was accused of unlawfully misappropriating 350,000 files containing the client's most sensitive trade secrets for the benefit of a US-based competitor. Through intense litigation efforts, against multiple law firms retained by the former employee and his new employer, Brodie was able to force a settlement with terms favorable to the client. The terms leading to settlement included a substantial monetary payment to the client and agreement by both the

former employee and the corporate defendant to customer and employee nonsolicitation provisions spanning multiple countries.

- Obtained summary judgment in federal court in North Carolina on behalf of large automotive network against former employee alleging wrongful termination on the basis of race. Deploying an aggressive approach to discovery, Brodie was able to develop evidence supporting not only that the client rightfully terminated the individual but that he also planned to purchase vehicles for individuals willing to provide favorable testimony on his behalf.
- Obtained a preliminary injunction precluding enforcement of overbroad restrictive covenants against a highly specialized cardiac electrophysiologist, and his new employer, allowing him to continue servicing patients in critical need of sophisticated medical care.
- Successfully represented aviation client before North Carolina OSHA, resulting in a 75% reduction in original penalties levied for alleged toxic exposure and other safety violations.
- Defeated competitor's effort in the Delaware Court of Chancery to enjoin its former Chief Executive Officer from working for a North Carolina-based employer.
- Defeated private equity-backed corporation's bid in Philadelphia Court of Common Pleas, Commerce Division to enjoin North Carolina-based defense manufacturing firm from conducting business and employing former employees.
- Obtained early dismissal of multicount employment complaint alleging disability discrimination in the US District Court for the Eastern District of Virginia.
- Obtained a complete trial victory for the defense in a multimillion-dollar restrictive covenant case involving competing pharmaceutical consulting firms in North Carolina federal court.
- Obtained outright early dismissal in federal court in Virginia for one of the country's largest defense manufacturing firms in whistleblower case alleging violations of the Sarbanes-Oxley Act and the Dodd-Frank Wall Street Consumer Protection Act.
- Victorious in oral argument before the North Carolina Court of Appeals, convincing the court to uphold early dismissal of multiclaim employment complaint filed against large US company operating chain of boating supply and fishing retail stores.
- Obtained early dismissal at the US Department of Labor of complex Dodd-Frank whistleblower complaint alleging shareholder fraud in the US operations of a multinational conglomerate producing fire-safety and security equipment for commercial buildings.
- Obtained summary judgment in the North Carolina Business Court, ultimately affirmed by the North Carolina Supreme Court, in favor of a large international company in a complex case brought under the North Carolina Trade Secret Protection Act alleging theft of a structural adhesive formula.
- Serves as pro bono counsel to the Boys and Girls Clubs of Wake County, one of Raleigh's oldest 501(c)(3) organizations.