

Leann M. Walsh

Practice Group Coordinator - Labor, Employment, and Workplace Safety

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OVERVIEW

Leann Walsh is a partner and a practice group coordinator in the firm's Labor, Employment, and Workplace Safety practice. She co-leads the firm's OFCCP and Affirmative Action Compliance area of focus. She focuses on counseling domestic and international businesses and private equity firms and their portfolio companies on difficult employee relations issues, conducting internal employment investigations, and defending employers in civil and administration employment litigation matters. Her client base spans numerous industries and sizes, from not-for-profit organizations to startup businesses to publicly traded companies, with concentrations in healthcare, technology, life science, and financial services.

Leann focuses her practice on counseling domestic and international businesses and private equity firms and their portfolio companies on difficult employee relations issues, conducting internal employment investigations, and defending employers in civil and administration employment litigation matters. Her client base spans numerous industries and sizes, from not-for-profit organizations to start-up businesses to publicly traded companies, with concentrations in health care, technology, life science, and financial services. Leann regularly guides clients through multi-state and cross-border issues in an evolving regulatory landscape.

She regularly advises clients regarding complex labor and employment issues relating to mergers and acquisitions and has advised on employment issues in hundreds of transactions during her career. She also helps to lead the firm's collaborative initiative between its employment law and corporate law practice groups.

Leann is dedicated to partnering with clients to ensure that they are able to accomplish their business objectives while remaining in compliance with employment laws and maintaining positive employee relations. Leann is passionate about providing clients both legal and practical business-related advice on improving their workplace culture, morale, diversity, and inclusion. Throughout her career, Leann has worked with clients to help them successfully navigate through varying business climates—from economic downturns, layoffs, and furloughs, to rapid growth, expansion, and acquisitions.

Leann regularly advises clients regarding compliance issues relating to diversity, equity and inclusion (DEI), pay equity and transparency, and affirmative action programs, including the development and implementation of affirmative action plan documents for federal contractors and subcontractors. She also advises clients relating to compliance with the Americans with Disabilities Act, including examination accommodations and the accessibility of continuing professional education courses, websites, and physical buildings and facilities. Leann works with

clients to resolve these issues with the US Department of Justice, the US Office for Civil Rights, and private litigants.

Leann is a member of Moguls in HR, an exclusive network of the most successful female HR leaders worldwide.

Leann is also a member and article contributor to the American Health Lawyers Association, the nation's largest nonprofit educational organization devoted to legal issues in the health care field, and a member of the firm's collaborative initiative between its health care and employment law practice groups.

Within the firm, Leann is a member of the Raleigh office's recruiting committee. She is also an active participant in the firm's Women in the Profession Committee and leads the committee's Raleigh office book club, which focuses on facilitating the professional, personal, and business development of its members while strengthening the professional bonds between them. Leann is also a member of the firm's Opportunity and Inclusion Committee, and a vocal ally of the firm's LGBTQ affinity group.

Within the larger legal community, Leann is a member of the National Association of Women Lawyers, including its Women in Employment Law Group, empowering women in the legal profession and advocating for the equality of women under the law.

Leann is an alumnus of the North Carolina Bar Association's 2020 Leadership Academy, an intensive leadership training program for young lawyers expected to become leaders within the legal profession, their firms, and their local, state, national, and international communities.

PROFESSIONAL BACKGROUND

Prior to joining the firm, Leann served as a senior associate at a Global 50 law firm where she counseled clients on employment matters, conducted internal employee investigations, gained significant employment litigation defense experience, including civil cases at both the state and federal levels, and provided employment law guidance in corporate transactions.

In 2016, Leann was temporarily assigned to a highly competitive six month program prosecuting crime as a Special Assistant District Attorney on behalf of the Commonwealth of Massachusetts. In that role, she served as lead or co-counsel on fifty bench and jury trials and motions which involved a wide array of criminal conduct, including the crimes of operating under the influence, assault and battery, distribution of narcotics, criminal harassment, strangulation, and conspiracy.

During law school, Leann served for two years as a teaching and research assistant in a Legal, Research, Reasoning & Writing Class of Boston College Law School. She also served as a student attorney in the Boston College Legal Assistant Bureau Housing Clinic, where she successfully appealed the termination of Section 8 Housing benefits in an administrative hearing and favorably settled and mediated eviction and condominium conversion cases.

Leann interned in 2009 for the Office of the Solicitor of the US Department of Labor in Boston, Massachusetts where she produced policy analyses and provided litigation support in cases relating to the Occupational Safety and Health Act, the Fair Labor Standards Act, and the Employee Retirement Income Security Act. Leann interned from 2004 to 2008 in the Legal Department of Jabil, a Fortune 500 publicly-traded company, where she analyzed

international employment law compliance issues, assisted with the company's internal investigations, and drafted company policies and procedures.

ACHIEVEMENTS

- Recognized by *Chambers USA* for Labor & Employment in North Carolina, 2023-2026
- Recognized by *The Best Lawyers in America*® in Raleigh, NC
  - Employment Law - Management, 2023-2026
  - Litigation - Labor and Employment, 2023-2026
- 40 Under 40 Honoree, *Triangle Business Journal*, 2022
- Recognized in *The Best Lawyers: Ones to Watch*® *in America* for Labor and Employment Law - Management, 2022
- Recipient of James W. Smith Award at Boston College Law School for graduating with the highest academic rank
- Recipient of Sheila McGovern Award at Boston College Law School for achieving personal goals under extraordinary circumstances
- Recipient of Dean Dooley Award at Boston College Law School for outstanding first year scholarship average
- Anderson Scholar of the Highest Distinction at the University of Florida
- Recipient of Robert B. Fraser Award from Goodwin Procter LLP for outstanding pro bono work and for making a special contribution to the enhancement of the pro bono programs at the firm

PROFESSIONAL / CIVIC ACTIVITIES

- Leann is currently Vice Chair of the Labor & Employment Law Section of the North Carolina Bar Association; Leann also formerly served as Treasurer and then Secretary of the Section, as well as co-chair of the Membership Committee and co-chair of the Pro Bono Committee of the Section.
- Leann is a member of the National Association of Women Lawyers, including its Women in Employment Law Group.
- Leann routinely provides pro bono employment law advice to nonprofit organizations throughout the United States, donating hundreds of hours of pro bono work throughout her career.
- Since March of 2017, has also been a member of the board of directors of the West End House Support, Inc., a nonprofit organization supporting the West End House Boys & Girls Club of Allston, Massachusetts.
- Leann served on the board of directors of the Wily Network, a non-profit organization working to improve college graduation outcomes for youth with foster care experience at four-year residential colleges, from

2016–2020, including serving as president and co-chair of the organization from 2017–2019. Leann currently serves as an advisory board member to the Wily Network.

- Leann is a member of the 2020 and 2021 North Carolina Pro Bono Honor Societies.
- From 2013–2018, Leann coordinated a law firm's participation in the "Lawyer for the Day" Program in Boston Housing Court that provided pro bono legal aid to low-income tenants facing eviction.

SPEAKING ENGAGEMENTS

- "Employment Law Updates from Coast to Coast," National Association of Women Lawyers Virtual Event, 21 October 2025
- "I'll Be Watching You! Employee Privacy and Workplace Surveillance," North Carolina Bar Association 40th Annual NC/SC Labor and Employment Law Conference, 8 November 2024
- "You Can't Say That! Effectively Managing Employee Political Speech," K&L Gates "Under the Wire" CLE Seminar, 1 February 2024
- "Identifying Roadblocks to Diversity in Your Hiring Process," National Industry Liason Group 2023 National Conference, 1 August 2023
- "Now What? Tips For Thriving Through M&A," LinkedIn Live Event with David Edgar and Jennifer J. Fondrevay, 15 March 2023
- "Becoming the Authentic Leader You Envision," *Triangle Women Leaders*, 2 March 2023
- "Workplace Conduct – Harassment Awareness and Prevention Training (Allied Professionals)," *K&L Gates LLP*, 1 October 2021
- "Workplace Conduct – Harassment Awareness and Prevention Training (Lawyers and Supervisors)," *K&L Gates LLP*, 1 October 2021
- "Diversity and Inclusion in Interviewer Training," *Client Presentation*, 7 April 2021
- "Ethical and Strategic Considerations for Work from Home," *K&L Gates and Pearson Partners International Continuing Legal Education Presentation*, 18 November 2020
- "COVID-19 Workplace Safety Enforcement," *K&L Gates Office Hours Series*, 13 November 2020
- "Workplace Safety highlights from the CDC's May 2020 'Ten Ways Healthcare Systems Can Operate Effectively During the COVID-19 Pandemic' Guidance," *K&L Gates Healthcare Triage Podcast*, 28 May 2020
- "Employment Law Perspectives When Returning to the Workplace in Light of the COVID-19 Pandemic," *Association for Corporate Growth (Durham),* 14 May 2020
- "Is Your Employee Handbook Up to Date?: Essential Components and Sample Policies for Today's Workplace" and "Workplace Behavior and Privacy Issues", *Human Resource Law: What You Need to Know*, 13 November 2019

- "A Journey Through Joint Employment in Health Care: Recent Developments and Guidance," Contributing author and researcher, North Carolina Society of Health Care Attorneys, September 2019
- "Time's Up Healthcare: The Current Climate of Sexual Harassment in Healthcare and Important Considerations of the Future - Part 1," *K&L Gates Healthcare Triage Podcast*, 31 May 2019
- "Time's Up Healthcare: The Current Climate of Sexual Harassment in Healthcare and Important Considerations of the Future - Part 2," *K&L Gates Heath Care Triage Podcast*, 23 May 2019
- "Under the Wire 2019: Internal and External Investigations in the Employment Context," 31 January 2019
- "Employment Law Overview" for a *K&L Gates General Counsel University Program*, 11 January 2019
- "Imperative Information That Every Employee Handbook Should Contain" as part of the National Business Institute's *Human Resource Law from A to Z Program*, 27 December 2018
- "Workplace Privacy and Employee Monitoring" as part of the National Business Institute's *Human Resource Law from A to Z Program*, 27 December 2018
- "Accidental Domination and Interference with 'Labor Organizations' by the Modern Healthcare Employer." *K&L Gates Healthcare Triage Podcast Series*, 2 August 2018
- "United States Department of Labor, Wage & Hour Division – Pilot PAID Program," *K&L Gates Working Wise Podcast Series,* Episode 10, 15 May 2018
- "Conversation to Action: Preventing Sexual Harassment through Legally Sound Policies and Practices," Contributing author and researcher, *International Center for Not-for-Profit Law,* January 2018
- "Contract Drafting: When Ambiguities Lead to Lawsuits," Substitute Adjunct Instructor, *New England School of Law,* February 2014

ADDITIONAL BACKGROUND

- Completed ESSEC Business School's *Diversity and Inclusion in the Workplace* course via Coursera (October 2020)
- Graduate of the Massachusetts Commission Against Discrimination's *Conducting Internal Discrimination Complaint Investigation Program* (2014)
- Completed University of Minnesota's *Managing Employee Compensation* course via Coursera (March 2017)
- Completed University of Michigan's *Managing Talent* course via Coursera (November 2015) and *Inspiring and Motivating Individuals* via Coursera (October 2015)

EDUCATION

- J.D., Boston College Law School, 2011 *(Valedictorian; Senior Editor on Boston College Law Review)*
- B.A., University of Florida, 2008 *(Valedictorian)*

ADMISSIONS

- Bar of Massachusetts
- Bar of North Carolina
- United States District Court for the District of Massachusetts
- 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

THOUGHT LEADERSHIP *POWERED BY HUB*

- October 2026, Navigating Workplace Travel Accommodations
- 20 October 2026, Ready to Respond: What Employers Should Know About OSHA's New Opioid Guidance
- July 2026, Signed, Sealed, Scrutinized: DEI, Certifications, and FCA Risk
- April 2026, Utilizing EORs in Europe: Key Considerations for Employers
- January 2026, 14th Annual "Under the Wire" CLE Webinar
- 4 August 2025, DOJ Guidance Aims to Clarify "Illegal DEI," Raising the Stakes for Potential Investigations and Enforcement
- 21 March 2025, EEOC and DOJ Clarify the Federal Government's Enforcement Priorities as to DEI-Related Workplace Discrimination
- March 2025, DEI Enforcement: False Claims Act and Other Risks on the Horizon
- 7 March 2025, What Is "Illegal DEI?" Key Takeaways for Employers in Light of Litigation and Guidance Issued by the Federal and State Governments
- February 2025, DEI and EEO in the Second Trump Presidency
- 4 February 2025, EEOC Acting Chair Issues Statement Announcing Commission's Plans to Remove Gender Ideology and Return to Mission of "Protecting Women in the Workplace"
- 24 January 2025, Uncharted Waters: Employers Brace for Significant and Unprecedented Changes to Employment Law Enforcement Under New Administration
- 17 January 2025, Proposed Rule by the Federal Acquisition Regulatory Council Would Ban the Use of Salary History Data by Federal Contractors and Require Disclosure of Salary Ranges in Job Postings
- September 2024, OFCCP: Latest Developments and Looking Ahead
- 16 July 2024, OFCCP Guidance Expands Federal Scrutiny of Artificial Intelligence Use by Employers

- 1 February 2024, Twelfth Annual "Under the Wire" CLE Webinar
- July 2023, What's Next for Employers Following the Supreme Court Affirmative Action Decision
- 30 June 2023, Practical Takeaways for Employers from the Supreme Court Affirmative Action Decision
- 16 March 2023, Delaware Court Finds Corporate Officers Have Duty of Oversight and Sexual Harassment Can Be a Breach of the Duty of Loyalty
- February 2023, OFCCP: Looking Ahead–What's Changing in 2023
- 20 February 2023, 2022 Healthcare Employment Law Year in Review
- 31 January 2023, DOL Announces Expansion of OSHA's Authority to Issue Increased Instance-By-Instance Citations and Penalties
- 16 September 2022, Update: OFCCP Clarifies Position in Favor of Attorney-Client Privilege in Revised Pay Equity Directive
- August 2022, Where OFCCP is Headed and How Contractors Can Best Prepare
- July 2022, July 2022 Accolades
- April 2022, The First OFCCP Directives Under Biden - What's New for 2022
- 18 March 2022, OFCCP and Federal Contractors are Significant Focus of Executive Branch Actions for Equal Pay Day
- 15 February 2022, Congress Passes #MeToo Bill to Nullify Forced Arbitration of Workplace Sexual Harassment and Assault Claims
- 10 February 2022, 2021 Health Care Employment Law Year in Review
- 23 November 2021, The "Maine" Takeaway from the First Circuit's Decision to Uphold Maine's Healthcare Vaccination Mandate
- July 2021, July 2021 Accolades
- 13 April 2021, Emerging National Security Considerations for AMCs and Research Universities: Immigration/Employment Law Considerations
- 17 February 2021, COVID-19: Are Your Workplace Safety Compliance Policies Medium-Rare or Well-Done?
- 16 February 2021, Employment Law Developments that will Impact the Health Care Industry in 2021
- 26 October 2020, K&L Gates Working Wise: Transitioning to the "New" Normal - Strategic Considerations for Moving to Long-Term Work From Home
- July 2020, July 2020 Accolades
- 19 June 2020, COVID-19: K&L Gates Working Wise: Managing the Workplace when Employees Must Remain at Work With Increased Hours and/or Overnight

- 12 May 2020, COVID-19: Working with Third-Party Service Providers and Their Personnel for a Safer Reopening
- 16 December 2019, K&L Gates Working Wise: 2019 Family and Medical Leave Act of 1993 Department of Labor Opinion Letter Updates
- 31 May 2019, K&L Gates Triage: Time's Up Healthcare: The Current Climate of Sexual Harassment in Healthcare and Important Considerations of the Future - Part 2
- 23 May 2019, K&L Gates Triage: Time's Up Healthcare: The Current Climate of Sexual Harassment in Healthcare and Important Considerations of the Future - Part 1
- 4 February 2019, Employment Law in the Health Care Industry: 2018 Year in Review
- 1 November 2018, As Harassment Claims and Recoveries Continue to Increase, EEOC Report Analyzes Root Causes and Remedies
- 2 August 2018, K&L Gates Triage: Accidental Domination and Interference with "Labor Organizations" by the Modern Healthcare Employer
- 15 May 2018, Working Wise: United States Department of Labor, Wage & Hour Division – Pilot PAID Program

OTHER PUBLICATIONS

- “Independent Contractors: North Carolina,” *Thomson Reuters*, 19 February 2026
- “OFCCP Clarifies Position in Favor of Attorney-Client Privilege in Revised Pay Equity Directive,” *Pratt's Government Contracting Law Report,* December 2022
- "OFCCP and Federal Contractors Are Significant Focus of Recent Executive Branch Actions," *Pratt's Government Contracting Law Report*, June 2022
- “Choosing to Discriminate: When Patient Preference and Employee Rights Collide,” *American Health Law Association*, 15 November 2021.
- “Workplace Violence and the General Duty Clause: Measures Health Care Employers Can Take to Reduce Their Liability and Protect Health Care Workers from Patient Aggression,” *American Health Law Association*, 15 April 2020.
- “Drafting an Employment Dispute Settlement Agreement and Release,” Wolters Kluwer Smart Task.
- “An Unpredictable Legal Landscape for Joint Employer Issues in the Health Care Industry,” American Health Lawyers Association, Labor and Employment Practice Group Briefing, 28 March 2019.
- “Employee Duty of Loyalty; Covenant Not to Compete; Trade Secrets; and Tortious Interference,” Contributing editor, *American Bar Association, Section of Labor and Employment Law State-by-State treatises,* 2013-2016.

- "Employee Privacy Laws: Massachusetts," *Practical Law Company,* 11 September 2015.
- "Proposed OSHA Workplace Data Program Could Lead to More Targeted Employer Inspections, *Client Alert,* 8 January 2014.
- "In Harnett, First Circuit Rejects Bright Line "First Contact" Rule for Non-Solicitation Agreement," *Client Alert,* 1 November 2013.

NEWS & EVENTS

- 29 October 2026, K&L Gates Advises WilliamsMarston on Acquisition of Charted's NetSuite Services Business
- 25 August 2026, K&L Gates Advises Compass Group Equity Partners on Acquisition of Koma Precision
- 25 June 2026, K&L Gates Recognized by ABI for Innovation and Technology Sale of the Year
- 4 June 2026, K&L Gates Receives Nearly 235 Firm, Individual Rankings in 2026 *Chambers USA* Guide
- 20 October 2025, K&L Gates Advises Commercial Bancgroup, Inc. on US$172 Million IPO
- 26 June 2025, K&L Gates Advises Crane Company in US$1.06 Billion Acquisition of Precision Sensors & Instrumentation
- 5 June 2025, K&L Gates Receives More Than 240 Firm, Individual Rankings in 2025 *Chambers USA* Guide
- 22 May 2025, K&L Gates Advises Akoustis Technologies in its Sale of Assets to SpaceX
- 6 June 2024, K&L Gates Receives More Than 200 Firm, Individual Rankings in 2024 *Chambers USA* Guide
- 1 June 2023, K&L Gates Receives Firm, Individual Rankings in 2023 *Chambers USA* Guide
- 9 May 2023, K&L Gates Advises SPX Technologies on Agreement to Purchase Electrical Heating Solutions Leader
- 18 August 2022, More Than 350 K&L Gates Lawyers Named Among 2023 Best Lawyers in America, Ones to Watch
- 14 April 2022, The First OFCCP Directives Under Biden - What's New for 2022
- 25 January 2022, K&L Gates Advises Soho Square Capital LLP on Investment and Partnership With Oliver James
- 1 September 2021, K&L Gates Advises Megaport (USA) Inc. in Acquisition of InnovoEdge Inc.
- 19 August 2021, Nearly 300 K&L Gates Lawyers Named Among 2022 Best Lawyers in America, Ones to Watch
- 21 July 2021, K&L Gates Advises Reliant Bancorp on $517 Million Merger With United Community Banks
- 13 July 2021, K&L Gates Launches Expanded Guidebook on Doing Business in the United States

- 16 March and 23 March 2021, What You Need to Know About 2021's Trends and Developments in Labor and Employment Law
- 4 December 2020, K&L Gates Again Advises Red Ventures on Pending Sale of CNET Content Services to 1WorldSync
- 3 November 2020, K&L Gates Advises Digital Education Curriculum Provider Discovery Education on Acquisition of Mystery Science
- 18 September 2020, K&L Gates Advises Red Ventures on USD $500 Million Acquisition of CNET Media Group From ViacomCBS
- 24 February 2020, K&L Gates Names 41 New Partners Across Global Platform

MEDIA MENTIONS

- 2 July 2026, *Boston College Law School Magazine* | Rapid Responder: Employment Law is perfect fit for Leann Walsh
- 27 March 2026, *Law360* | EEOC Showcases Disability, Religion Focus Amid Busy Week
- 2 January 2026, *Law360* | Splashy DEI Suits, Faith Focus Expected From EEOC In 2026

OTHER MEDIA MENTIONS

- Quoted, "OSHA Plan Saps Enforcement Power for Dangerous Jobs, States Warn," *Bloomberg Tax*, 22 October 2025
- Quoted, "Chilling Effect: See How Managers Are Stripping Disclosures of DEI," *FundFire*, 13 March 2025
- Quoted, "Delays to OSHA Infectious Disease Rule Rankle Health Workers," *Bloomberg Law*, 5 February 2025
- "SPX Technologies to acquire ASPEQ Heating Group from Industrial Growth Partners for $418m," *MergerLinks*, 2 May 2023
- Leadership in a Time of Change – NCBA Leadership Academy

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Contract Workers
- Employment Disputes
- Employment Investigations
- Employment Issues in Business Transactions

- Global Employer Solutions
- Healthcare and FDA
- Human Resource Advice and Compliance
- OFCCP and Affirmative Action Compliance
- Wage and Hour
- Workplace Safety

INDUSTRIES

- Consumer Goods and Services
- Healthcare
- Household Goods
- Life Sciences
- Technology

EMERGING ISSUES

- Artificial Intelligence (AI)

REPRESENTATIVE EXPERIENCE

Investigations

- Investigated allegations regarding workplace sexual harassment and retaliation within a credit union, including with respect to alleged compensation inequities
- Investigated allegations of compensation disparities relating to the corrective action processes of a financial services company
- Investigation allegations of discrimination and retaliation, including with respect to compensation, on behalf of an international provider of music and related products
- Investigated allegations relating to Title IX and federal Clery Act compliance in a highly publicized pro bono matter on behalf of Roxbury Community College
- Represented publicly traded technology company relating to investigation of potential theft of company property, confidential information, and trade secrets
- Advised software company with respect to internal allegations relating to sexual harassment in the workplace
- Represented online media company relating to investigation of criminal arrest of executive

- Conducted investigation regarding workplace bullying, harassment, and other allegations of inappropriate employee conduct for national healthcare client
- Advised digital solutions agency regarding internal investigation relating to employee fraud and misrepresentations during interview process
- Investigated employee workplace injury relating to electrical arc-flash for manufacturer of home building materials

Counseling

- Advised federal contractor clients, including healthcare facilities and airlines, regarding affirmative action plan development, implementation, and compliance
- Advised employee staffing company regarding complex issues under the federal Worker Adjustment Retraining Notification Act (the WARN Act) relating to transition of leased employees in distribution center to direct employment with multinational shoe, clothing, and accessories manufacturer
- Ongoing representation of a rapidly growing internet search engine providing global employment law assistance, including advising regarding recruiting, hiring, global employment mobility, leaves of absence, performance improvement, disability accommodations, employee immigration, occupational health and safety, diversity, equity and inclusion, and terminations for the company's workforce around the world, regular day-to-day employee benefits and executive compensation advice, and providing diversity and inclusion training and internal investigations training for the company's Legal, Human Resources, and Talent Acquisition teams
- Advised wireless network infrastructure and technology support service provider with respect to employee workplace injury
- Ongoing representation of a publicly traded global chemical and materials company to serve as primary outside counsel for US labor and employment matters, including legal advising relating to COVID-19 workplace safety compliance (including employee vaccinations), Fair Credit Reporting Act compliance, anti-harassment and equal employment opportunity policies, employee discipline matters, employee recruitment and retention matters, and employee terminations and retirements
- Ongoing representation of a multinational pharmaceutical and life sciences company, including advising regarding the company's internship program, workforce drug and alcohol testing, employee and applicant disability accommodations, drafting executive employment agreements, representing the company in a potential sale process, complying with state and federal employee COVID-19 vaccine mandates, incentive compensation frameworks, wage and hour compliance, and internal harassment investigations
- Ongoing representation of a leading provider of data access and connectivity solutions with respect to global workforce matters, including legal issues relating to employees and independent contractors
- Employment law counseling assistance for a nationwide provider of autism behavioral therapy, including negotiating executive separation agreements, revising the company's nationwide employee handbook, advising regarding COVID-19 vaccine compliance and worker health and safety initiatives, reductions in force,

internal compliance projects, applicant background check policies, wage and hour matters, and administrative discrimination, harassment, retaliation and benefit administration claims

- Ongoing representation of homebuilder business in the United States with respect to labor and employment matters, including employee background checks
- Advised healthcare executive regarding employment agreement with full-service community pharmacy
- Ongoing representation of sleep medicine therapy provider with respect to employee hiring matters, including restrictive covenant agreements
- Ongoing representation of energy trade association with respect to employment matters, including executive employment arrangements
- Represented mental health service provider with respect to employment matters, including employee incentive compensation and retention arrangements
- Ongoing representation of executive in the dental industry with respect to consulting arrangement

Transactional

- Advised with respect to all labor and employment matters a developer, manufacturer, and distributor of medical devices for the treatment of sleep disordered breathing and oxygen therapy on its acquisition of a global ventilator device manufacturer, which was named a Healthcare/Life Sciences Deal of the Year by the M&A Advisor. Also advised the same client with respect to labor and employment matters in its acquisitions of multiple cardiac monitoring service providers and a home sleep testing company
- Counseled Red Ventures, a portfolio of digital brands, on employee-related matters concerning its US$500 million acquisition of CNET Media Group from ViacomCBS, and Red Ventures' divestiture of CNET Content Solutions to 1WorldSync
- Advised Discovery Education, a global leader in standards-based digital curriculum resources for K-12 classrooms worldwide, on employment-related issues concerning its acquisition of Mystery Science, a K-5 STEM curriculum provider
- Advised a publicly traded leading internet information and services company on employment-related matters in connection with its acquisitions of a behavioral-based marketing solutions and research company and a cybersecurity training company
- Counseled with respect to employment-related matters a publicly traded specialty contractor that provides fully integrated solutions for the electric power, pipeline, industrial, and communications industries on its acquisition of a provider of specialty construction services
- Provided transactional assistance relating to private equity client investment into multistate transportation and logistics provider employer
- Provided transactional assistance relating to private equity investment into employer with hundreds of employees across the southeastern United States in the business of designing, manufacturing, installing, maintaining, repairing and replacing equipment critical to the operation of industrial facilities

- Performed employment-related due diligence relating to financial investment in provider of commercial aviation simulation and training
- Advised regarding employment law matters relating to a client investment in two vegetation management services providers with almost 1,000 employees across eight states
- Provided employment-related transactional assistance for strategic public company client investments into a digital health platform delivering medically reviewed consumer content with more than 300 employees across California, New York and the United Kingdom and North Carolina-based leading provider of marketing and enrollment services to post-secondary institutions in the United States
- Provided transactional assistance on employment matters relating to private equity client investment into provider of signage and mailbox solutions in the building industries with employees in multiple states
- Advised regarding employment law matters relating to client acquisition of pool industry supplier
- Provided employment-related transactional assistance related to private equity firm investment in virtual anatomy application provider
- Provided transactional assistance on employment matters relating to US$100M+ strategic acquisition of South Carolina sawmill business
- Provided transactional assistance on employment matters relating to acquisition by private equity client of national global litigation support services company
- Successful resolution of federal lawsuit relating to alleged violations of the Family and Medical Leave Act, race- and sex-based discrimination and harassment, retaliation under Title VII of the Civil Rights Act, and wrongful discharge in violation of public policy under N.C. Gen. Stat. § 143-422.1
- Provided transactional assistance on employment matters relating to investments by a multinational investment bank and financial services provider into a cryptocurrency financial services company and a global payments platform company
- Represented renewable energy executive in connection with negotiation of employment agreement in conjunction with acquisition of executive's employer by a publicly traded power and energy company

Litigation and Arbitration

- Secured a favorable jury verdict on behalf of a global investment services company under the Family and Medical Leave Act
- Obtained dismissal of a discrimination complaint alleging discrimination on the basis of disability, national origin, race, and age, as well as unlawful retaliation against a multinational information technology and outsourcing company
- Successful resolution of federal court litigation matter concerning age discrimination claims arising from a failure to hire a prospective employee

- Successful resolution of investigation by the US Department of Health and Human Services (HHS), Office for Civil Rights (OCR) into complaint alleging that a hospital discriminated against persons with disabilities and was not compliant with Section 504 of the Rehabilitation Act and Section 1557 of the Patient Protection and Affordable Care Act
- Obtained dismissal of an unfair labor practice charge on behalf of a national professional organization by the US National Labor Relations Board relating to alleged protected concerted workplace activity
- Obtained administrative dismissal by Equal Employment Opportunity Commission of disability discrimination and retaliation charge against fully integrated biopharmaceutical solutions organization
- Assisted with defense of class action lawsuit against fintech company relating to alleged unpaid employee overtime
- Successful resolution of arbitration demand and Sarbanes-Oxley whistleblower complaint with the Occupational Safety & Health Administration regarding termination of employment of chief financial officer of public company client
- Advised regarding complex strategic employment issues relating to corporate asset purchase by global market research and consulting firm
- Successful resolution of state court claims for breach of contract, unpaid wages, and unjust enrichment concerning unpaid employee commissions
- Obtained administrative dismissal by Equal Employment Opportunity Commission of racial discrimination and retaliation charge in favor of emergency medical services billing provider
- Successful resolution of reverse-discrimination federal court claims by former employee of public technology company
- Successful resolution of former employee claims against former employer and related estate involving breach of contract and the North Carolina doctrine of necessities for home health services
- Successful resolution of claims by former employee of a pharmaceutical manufacturer relating to allegations of invasion of privacy, defamation, and the tort of false light
- Successful resolution of claims by a former employee of medical device developer relating to commission dispute
- Obtained dismissal of Occupational Safety and Health Administration complaint regarding alleged workplace safety concerns relating to COVID-19
- Successful resolution of alleged breach of contract claim by former executive for unpaid severance of online retailer of electrical suppliers and tools
- Litigated on behalf of a nationwide transportation company in numerous civil suits arising out of alleged misclassification of independent contractors

- Successful resolution on behalf of manufacturer and distributor employer of proposed citations by Occupational Safety and Health Division of the North Carolina Department of Labor relating to employee workplace amputation