

Brett Carpenter

PARTNER

t: 919.783.2923

Brett focuses on preventing and resolving employment issues for employers of varying sizes based throughout the country, and litigates employment and other civil matters in both state and federal courts.



OFFICE LOCATION

301 Fayetteville St., Suite 1900
Raleigh, NC 27601
P.O. Box 1801
Raleigh, NC 27602

JURISDICTIONS LICENSED

North Carolina

BIOGRAPHY

Brett is experienced in many areas of labor and employment law, including race, age, gender, religion, national origin, and disability employment discrimination and harassment claims, wrongful discharge and retaliation claims, and wage and hour claims. He also defends clients in arbitration and before administrative agencies such as the Equal Employment Opportunity Commission, the Department of Labor, the Office of Administrative Hearings, and the North Carolina Division of Employment Security Commission.

AREAS OF FOCUS

EMPLOYMENT

- Defends claims in various administrative agencies and lawsuits in arbitration and in state and federal courts, involving wrongful termination, harassment, discrimination, and wage and hour complaints
- Defends claims in various administrative agencies and lawsuits in arbitration and in state and federal courts, involving wrongful termination, harassment, discrimination, and wage and hour complaints
- Regularly advises clients on a broad array of employment law topics, such as engaging in the interactive process under the Americans with Disabilities Act, determining employee qualification for protected leave under state and federal leave laws, and preparing separation and severance agreements for departing employees

ADMINISTRATIVE EMPLOYMENT LAW

- Represents clients before the Office of Administrative Hearings, Department of Labor (state and federal), and Equal Employment Opportunity Commission and similar state agencies
- Litigates unemployment claims before the Department of Employment Security and handles appeals to the Board of Review

EMPLOYMENT LITIGATION

- Litigates a variety of employment disputes in state and federal courts, including lawsuits involving breach of employment contracts and covenants, wrongful termination, discrimination, harassment, retaliation, and unsafe working conditions claims
- Assists employers with defending state and national class action lawsuits involving background check, wage and hour, and public accommodation claims
- Handles appeals in various state and federal courts of appeal

LITIGATION AVOIDANCE COUNSELING

- Oversees onsite investigations into various employment-related complaints
- Provides advice and counsel to employers on matters involving a wide variety of employment issues, including discipline and discharge, independent contractor classifications, disability law, and family, medical, and other types of protected leave

OCCUPATIONAL HEALTH & SAFETY

- Provides up-to-date advice on ever-changing safety guidance and procedures published by OSHA and state agencies on a variety of safety issues

POLICIES, CONTRACTS, & HANDBOOKS

- Reviews and provides detailed feedback and proposed revisions to clients' employment policies, contracts (e.g., independent contractor, non-competition agreements, etc.), and handbooks

- Prepares employment policies and handbooks to implement changes in state and federal employment laws
- Prepares independent contractor agreements, and non-competition and non-solicitation covenants

CREDENTIALS

CERTIFICATIONS & SPECIALIZATIONS

Certified Yellow Belt in Legal Lean Sigma by the Legal Lean Sigma Institute®

EDUCATION

Campbell University School of Law, J.D., 2014, *Magna Cum Laude*

University of North Carolina at Chapel Hill, BA, 2005

NOTABLE ACCOMPLISHMENTS

Recognized in The Best Lawyers in America® Ones to Watch (Labor and Employment Law – Management) 2023-2024; (Litigation – Labor and Employment) 2023-2025

Ranked among *Super Lawyers* magazine’s North Carolina “Rising Stars” (Employment and Labor), 2024

Recognized in [North Carolina Lawyers Weekly inaugural class of Rising Stars](#)

National Member of the Order of the Barristers

Campbell Law Review, Comments Editor Moot Court