

# Brett Carpenter

## ASSOCIATE

t: 919.783.2923

Brett focuses on preventing and resolving employment issues for employers of varying sizes, based throughout the country, with matters in North Carolina and in federal court.



### 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 claims, wrongful discharge claims, and wage and hour claims. He defends clients before administrative agencies such as the Equal Employment Opportunity Commission, the Department of Labor, and the North Carolina Employment Security Commission, in state and federal courts, and in arbitration.

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

National Member of the Order of the Barristers

*Campbell Law Review*, Comments Editor Moot Court