

# Susie Gibbons

## OF COUNSEL

t: 919.783.2813

Susie regularly advises and defends clients in the full range of employment related issues, including discrimination, retaliation and harassment, wrongful discharge, Affirmative Action Plans, Fair Labor Standards Act, workplace privacy issues, and Family Medical Leave Act.



### OFFICE LOCATION

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

### JURISDICTIONS LICENSED

North Carolina

*“I’m a planner and a problem solver by nature, which is why I love employment law. My goal is to understand the client’s company culture and business goals, then work with them to develop practical solutions for existing problems and a plan for implementing best practices to prevent future issues.”*

## **BIOGRAPHY**

Susie practices in the areas of employment compliance law, employment defense in litigation and administrative proceedings, and Affirmative Action Plans and Audit defense. She also reviews and writes employment contracts, policies and handbooks. Additionally, Susie is a regular speaker on employment matters.

## **AREAS OF FOCUS**

### **EMPLOYMENT**

- Regularly advises and defends clients in race, age, disability and sex discrimination and harassment cases before the EEOC and in state and federal court

### **AFFIRMATIVE ACTION PLANS & AUDIT DEFENSE**

- Regularly advises clients on Affirmative Action Plans, Fair Labor Standards Act and Family Medical Leave compliance, and defends clients on these issues

### **POLICIES, CONTRACTS, & HANDBOOKS**

- Reviews handbooks, policies and termination issues; a regular speaker on employment matters

### **LITIGATION AVOIDANCE COUNSELING**

Susie works regularly with clients to analyze the risk of litigation presented by a termination, transfer, discipline, or layoff situation, and provides practical advice on how to structure such events to position the employer with the best defense to any claim the employee might make.

## **CREDENTIALS**

### **CERTIFICATIONS & SPECIALIZATIONS**

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

### **EDUCATION**

Wake Forest University School of Law, J.D., 1981, *cum laude*

Wake Forest University, B.S., 1978, *summa cum laude*

### **NOTABLE ACCOMPLISHMENTS**

Recognized as a Leading Attorney by Chambers USA: America's Leading Lawyers for Business (Labor and Employment Law), 2009-2024

Recognized in The Best Lawyers in America® 2024 Raleigh Labor Law-Management Lawyer of the Year; 2015, 2017, 2021 Raleigh Employment Law – Management Lawyer of the Year; Labor and Employment Law, Litigation – Labor and Employment, Management, 2007 – 2017, 2021, 2023-2025

Recognized as “Labor and Employment Star” by Benchmark Litigation (2023)

Recognized in Business North Carolina magazine's "Legal Elite" (Employment), 2003 – 2004, 2006, 2008 – 2016, and 2022

Ranked among [Super Lawyers](#) magazine's "Top 50 North Carolina Female Lawyers," 2006 – 2013; Top 100 North Carolina "Super Lawyers," 2011; North Carolina "Super Lawyers" (Labor and Employment Law), 2006 – 2023

Recognized in Business North Carolina magazine's "Legal Elite" ( Employment) Hall of Fame, 2022

Ranked #1 in Employment Law in *Business North Carolina* magazine's "[Legal Elite](#)" 2018

North Carolina Bar Association's Minorities in the Profession Committee, 1990 – 1995

#### **PROFESSIONAL & COMMUNITY ACTIVITIES**

North Carolina Bar Association, Minorities in the Profession Committee, 1990 – 1995

Wake County Bar Association