

D. Beth Langley

Partner



CONTACT INFO

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OFFICE

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Beth Langley has over 25 years of experience counseling employers of all sizes in a wide range of employment law issues. She has represented businesses in employment litigation in matters involving civil rights, non-competition agreements, and trade secret protection.

MY PRACTICE

LABOR AND EMPLOYMENT COUNSEL

Beth provides advice and counsel to employers on a wide range of employment law issues, including workplace employment compliance, executive compensation, trade secret protection, and employment agreements, including non-competition agreements. She also counsels clients on discrimination and harassment issues related to Title VII, the Americans with Disabilities Act, the Fair Labor Standards Act and the Family and Medical Leave Act. She has been recognized by *North Carolina Super Lawyers* in Employment & Labor Law (2009-2020), *Business North Carolina's* "Legal Elite" in Employment Law (2004-2020), and *The Best Lawyers in America*® in Commercial Litigation, Labor and Employment Litigation and Employment Law - Management.

PRACTICE AREAS

Employment
› Employment Litigation
Litigation
› Complex Business Litigation
› Federal Litigation
› Mediation & Arbitration
› North Carolina Business Court

INDUSTRIES

Banking, Investment & Financial Services
Construction & Development
Hospitality
Manufacturing
Not-for-Profits
Utilities

EDUCATION

Wake Forest University School of Law
J.D., 1992; Editor-in-Chief, *Wake Forest Law Review*; Moot Court Board; E. McGruder Faris Award
Wake Forest University
B.A., 1986, *cum laude*; Omicron Delta Epsilon; Pi Sigma Alpha
Certified as a North Carolina mediator by the NC Dispute Resolution Commission

BAR & COURT ADMISSIONS

North Carolina
US Supreme Court
US Court of Appeals
4th Circuit
US District Court - North Carolina
Western District
Middle District
Eastern District

COMPLEX BUSINESS LITIGATION

Beth has over 25 years of experience representing businesses in state and federal courts, including the U.S. Court of Appeals and the U.S. Supreme Court. She defends clients in litigation involving employment discrimination and harassment claims, trade secret misappropriation claims, shareholder disputes, professional malpractice claims, and complex business matters. A DRC certified mediator, Beth is also well-versed in alternative dispute resolution strategies.

HONORS

Fellow, Litigation Counsel of America

Fellow, American Bar Foundation

Recognized in *North Carolina Lawyers Weekly's* "[Leaders in the Law](#)" (2020)

Recognized by *Triad Business Journal* as an Outstanding Women in Business honoree (2017)

Recognized by *North Carolina Super Lawyers* in Employment & Labor Law (2009-2021), Top 50 Women Attorneys (2012-2013, 2019)

Selected by her peers for inclusion in *The Best Lawyers in America*® in Commercial Litigation, Litigation - Labor and Employment and Employment Law-Management (2014-2021)

Recognized by her peers for inclusion in *Business North Carolina's* "[Legal Elite](#)" in Employment Law (2004-2021)

Named one of *North Carolina Lawyer's Weekly* "Women of Justice" (2019)

Recognized as a "Labor and Employment Star" by *Benchmark Litigation* (2020-2021)

Member, North Carolina Pro Bono Honor Society (2019)

COMMUNITY INVOLVEMENT

NCDRC Certified Mediator – Superior Court

Chair, Nominations Committee, North Carolina Bar Association (2020-2021)

Member, Board of Governors, North Carolina Bar Association (2018-present)

Member, Board of Trustees, North Carolina Bar Foundation (2018-present)

Committee Chair (2014-2017), Member (2010-present), North Carolina Bar Association Development Committee

Member, United Way of Greater Greensboro Human Resources Committee (2010-present)

Member, North Carolina Bar Association Administration of Justice Committee (2010-2014)

Member, *Degrees Matter!* (2013-2018)

Member, Federal Bar Association

Member, American Bar Association

Member, North Carolina Bar Association

Member, Guilford County Bar Association

Wake Forest University School of Law Board of Visitors (2007-2012)

Magistrate Judge Selection Panel, US District Court for the Middle District of North Carolina (2011)

Staff Parish Relations Committee (2009-2012), Board of Trustees (2007-2009), Christ United Methodist Church
Chair, Labor & Employment Section Council, North Carolina Bar Association (2002)

Bethany Community Middle School, Board of Directors (2001-2003)

PUBLICATIONS & MEDIA

Co-presenter (with Jessi Thaller-Moran), "Maintaining Business Operations Under COVID-19 and Ongoing Workplace Regulations," Nov. 17, 2020

Co-presenter (with Jessi Thaller-Moran), "Maintaining Business Operations Under COVID-19 and Ongoing Workplace Regulations," Recycling Association of North Carolina, Aug. 26, 2020 and Guilford Medical and Dental Managers Association, Sept. 16, 2020

Presenter, "Considering COVID-19 Alongside Ongoing Workplace Regulations," Guilford Merchants Association's "Teach Me Tuesday" webinar, July 28, 2020

Co-author (with Sarah Saint), "High Court Clarifies Federal Worker Standard for Liability in ADEA Claims," April 8, 2020

Author, "Here's How to Keep the Grinch Away From Your Office Holiday Party," published by *The Triad Business Journal*, Dec. 11, 2019

Co-author (with Sarah Saint), "New Paid Leave Laws Require Employers to Change Practices," GGI Labour and Employment Law Newsletter, Fall 2019

Co-presenter (with Adam Tarleton and Sue Young), "What CEOs Need to Know Now from an Outside General Counsel," Business NC CEO Summit, Pinehurst, NC, April 2019

Co-author (with Camden Betz, Joey Ponzi, and Adam Tarleton), [Hurricane Florence Disaster Recovery FAQ](#), September 21, 2018

Co-author (with Bryan Starrett and Bill Cary), "If You Have Employees Who Live or Work in Massachusetts, You Need to Relearn Non-Competes Right Now," *GGI Insider*, September 2018

Availability of Health Insurance Subsidy Requires Employers to Act, April 16, 2021

American Rescue Plan Includes Changes to COVID-Related Employee Leave, March 12, 2021

CDC Issues New Guidance for Vaccinated Individuals, March 9, 2021

North Carolina Municipalities Pass Anti-Discrimination Ordinances, February 25, 2021

Brooks Pierce Attorneys Present Webinar on Labor & Employment Law Developments in 2021, February 25, 2021

2020 in Review: A Look Back at Brooks Pierce's COVID-19 Coverage, January 25, 2021

New DOL Independent Contractor Rules, January 13, 2021

Mandatory COVID Leave Expires, but Tax Credits for Providing COVID Leave are Extended, December 30, 2020
Beth Langley Named Chair of the North Carolina Bar Association Nominations Committee, December 28, 2020
CDC Changes Recommendations for Quarantine after Exposure and/or Travel, December 3, 2020

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SPEAKING ENGAGEMENTS

Beth Langley Presents Webinar on Maintaining Business Operations Under COVID-19, September 14, 2020
Beth Langley and Jessi Thaller-Moran Present to Recycling Association of North Carolina, August 28, 2020
Beth Langley Presents During GMA's "Teach Me Tuesday" , July 30, 2020
Brooks Pierce Partners Speak at Business North Carolina CEO Summit, April 23, 2019