



D. Beth Langley
PARTNER

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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.

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 (2009-2021), *Business North Carolina's "Legal Elite"* in Employment Law (2004-2021), and *The Best Lawyers in America*® in Commercial Litigation, Labor and Employment Litigation and Employment Law - Management (2014-2022).

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.

EXPERIENCE

Representative Experience

- Obtained \$75 Million Jury Verdict for chemical company client in unfair trade practice, breach of contract and fraudulent transfer claims.
- Obtained summary judgment in favor of a board of education for a Title VII claim brought by a school administrator.
- Obtained summary judgment in favor of hospitality client for a Title VII claim brought by former employee for retaliatory discharge. Summary judgment was affirmed by the Fourth Circuit Court of Appeals.
- Obtained summary judgment in favor of hospitality client for an Americans with Disabilities Act claim brought by former employee. Summary judgment was affirmed by the Fourth Circuit Court of Appeals.
- Obtained \$1 million consent judgment in favor of construction industry client against former employees for misappropriation of trade secrets, fraud, conversion and breach of fiduciary duty.
- Obtained dismissal of federal OSHA whistleblower claim filed by former employer against manufacturing client.
- Successfully represented numerous clients before the Equal Employment Opportunity Commission, National Labor Relations Board, United States and North Carolina Departments of Labor and OSHA.

Client Success

Shangyu Sunfit Chemical Company

SERVICES

Complex Business Litigation

Construction & Development

Employment Litigation

Federal Litigation

Financial Services and Banking

Hospitality

Labor & Employment

Litigation

Manufacturing

Mediation & Arbitration

North Carolina Business Court

Not-for-Profits

CREDENTIALS

Honors & Recognitions

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 (2014-2022)

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)

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

Certifications

Certified as a North Carolina Mediator by the NC Dispute Resolution Commission

Admissions

North Carolina

U.S. Supreme Court

U.S. Court of Appeals for the 4th Circuit

U.S. District Court for the Western, Middle, and Eastern Districts of North Carolina

PROFESSIONAL & CIVIC

NCDRC Certified Mediator – Superior Court

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

Member, Board of Governors, North Carolina Bar Association (2018-2021)

Member, Board of Trustees, North Carolina Bar Foundation (2018-2021)

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)

ABOUT ME

Growing up in a family business, I've always been interested in the needs and challenges of business owners. Before law school, I worked in management with Life Insurance Company of Georgia in Atlanta. Through that work, I realized that my love for business could intertwine with my love for solving complex problems. As a loyal Demon Deacon, I found my way to Wake Forest University for law school. After winning my First Year Moot Court Competition, which took place before three NC Supreme Court Justices, I found my true passions lie in the courtroom.

I am committed to seeking out the most positive outcomes for my clients. I love strategizing and advocating for my clients, whether in or out of the courtroom. I've had the honor of working with many of my clients for most of my legal career.

When I'm not in the office, my husband and our two sons spend as much time as possible on the water. Whether it's a lake or the North Carolina Outer Banks, it's always a great time to be on the water.

My favorite virtue -- patience (I wish I had more)

I became a lawyer because...I was fascinated by the legal side of business.

My chief characteristic -- Determination

What I appreciate the most in my friends - Their genuine kindness

My main fault -- too many to list

One surprising thing people don't know about me is... I adopted my son, Wes, as a single mom.

My occupation if I weren't a lawyer -- stock broker

Where I'd most like to live -- the NC Outer Banks

My idea of happiness -- A day on the water with my husband, the boys and our boat-loving dogs.

What legal work most excites me -- the end of a case when a client is smiling.

My greatest ambition -- to argue a case before SCOTUS. I have briefed cases before SCOTUS, but never argued.

My favorite prose authors - Kaye Gibbons; Emily Bronte

The natural talent I'd like to be gifted with - I wish I had visual artistic talent.

My motto -- Keep on the sunny side

What I admire most about my clients -- they are extraordinarily smart, gracious business people who strive to be fair to their employees.

I understand others think I am... a horrible driver.

My favorite characters in fiction -- Ruby, *Cold Mountain*

I grew up...with loving, supportive parents who encouraged me to take education seriously, taught me the importance of a work ethic, and encouraged my legal career at every stage.

My favorite activity away from work -- spending time with my family. Family game night is the best. The Uno competition is fierce.

The best thing about Brooks Pierce -- I have been most impressed with the culture, and how genuinely nice everyone is.

My heroes in real life -- My mom, who was a working mom way before it was cool; the many friends who were my support and safety net during the years I practiced law as a single mom.

My legacy -- TBD

NEWSROOM

News

72 Brooks Pierce Attorneys Recognized in *The Best Lawyers in America*® 2022 Guide
The Best Lawyers in America®, 08.19.2021

2020 in Review: A Look Back at Brooks Pierce's COVID-19 Coverage
01.25.2021

Thirty Brooks Pierce Attorneys Recognized by 2021 North Carolina Super Lawyers
North Carolina Super Lawyers, 01.14.2021

Twenty-Six Brooks Pierce Attorneys Named to Business North Carolina's 2021 "Legal Elite" and "Hall of Fame"
Business North Carolina Legal Elite, 01.03.2021

Beth Langley Named Chair of the North Carolina Bar Association Nominations Committee
12.28.2020

Speaking Engagements

Brooks Pierce Hosts Webinar on Navigating Varying Ideologies in the Workplace
06.16.2021

Brooks Pierce Attorneys Present Webinar on Labor & Employment Law Developments in 2021
02.17.2021

Brooks Pierce Attorneys Present Webinar on Maintaining Business Operations Under COVID-19
11.18.2020

Beth Langley Presents Webinar on Maintaining Business Operations Under COVID-19
09.14.2020

Beth Langley and Jessi Thaller-Moran Present to Recycling Association of North Carolina
08.28.2020

Publications

EEOC's New Guidance Regarding Sexual Orientation and Gender Identity Workplace Discrimination
06.18.2021

DOL Proposed Rule Clarifies Requirements for Classifying Workers as Independent Contractors
09.28.2020

Supreme Court Decisions Clarify Gender Discrimination Question for LGBTQ Community
06.19.2020

High Court Clarifies Federal Worker Standard for Liability in ADEA Claims
04.08.2020

Department of Labor Clarifies Scope of FFCRA
COVID-19 Response Resource Center: Timely Counsel for your Business, 03.30.2020