



**Bryan Starrett**  
PARTNER

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Bryan Starrett has a unique background as a litigator, employment lawyer, and in-house generalist for a new public company. This combination of experience gives Bryan an invaluable perspective for understanding how a legal issue fits within clients' business operations and goals, and how to provide thoughtful and practical counsel to clients.

In his litigation practice, Bryan represents clients in all levels of state and federal courts in North Carolina, including the North Carolina Business Court. He has represented clients in matters involving shareholder rights, corporate governance, antitrust, breaches of contract, covenants not to compete, employment discrimination, personal and business torts and constitutional litigation.

Clients appreciate Bryan's ability to help them navigate legal risks within the context of their business goals and finding practical legal solutions that support their business objectives. He is a true partner and counselor, understanding firsthand the responsibility and pressures of legal issues within a company.

In addition to using his combination of legal and business experience to help clients, Bryan also works as an adjunct professor at Wake Forest Business School where he helps business students identify, understand, and learn how to navigate the legal environment of the businesses in which they work.

## **INTERNAL INVESTIGATIONS & COMPLIANCE**

Using his experience as both an in-house attorney and a former Deloitte strategy consultant, Bryan brings a unique perspective to internal investigations, working with businesses to identify and proactively address potential legal issues they may have within their operations.

Bryan has designed or led internal investigations on matters ranging from unlawful contracting practices to workplace investigations, as well as on more sensitive matters at the request of the board of directors. Additionally, he has designed internal investigation protocols for two public companies and trained human resource professionals at those companies on how to follow the procedure.

## **BUSINESS LITIGATION**

Through his experience as an in-house legal counsel of a public company, Bryan understands the often-competing priorities and interests a company faces during pending litigation and knows how to help clients seek the best outcome. He represents clients in all levels of state and federal courts in North Carolina, including the North Carolina Business Court, in a wide variety of litigation, including cases involving shareholder rights, antitrust, breaches of contract, covenants not to compete, employment discrimination, wrongful death and constitutional litigation.

## **EMPLOYMENT LAW**

Bryan advises employers and HR professionals on a wide variety of employment-related matters, including wage and hour issues, employment contracts and policies, employee privacy matters and workplace investigations. During his time working in-house for a newly formed public company, he created and implemented human resources and employment-related policies and procedures, and served as a day-to-day counselor for human resources in retail, distribution, and office settings. Bryan also represents employers in all levels of state and federal courts in employment-related litigation, including actions involving non-competition agreements, wage and hour litigation, discrimination actions and other matters.

## **GENERAL CORPORATE**

Bryan's experience as an in-house corporate attorney and business adviser allows him to both relate to and counsel clients. Having helped his previous employer create and build their legal team after becoming a public company, Bryan knows the ins and outs of clients' operations. He assists clients in general business and transactional matters and commercial contracts, with notable experience in reviewing technology-related agreements, and creating legal processes and practices designed to effectively balance efficient and effective business practices and risk management.

## EXPERIENCE

### Business Litigation

- Representing an insurance marketing organization in a lawsuit alleging breach of contract and fraud against approximately 35 of the organization's former insurance agents.
- Successfully challenged the constitutionality of an act of the North Carolina General Assembly moving control of Charlotte Douglas International Airport from the City of Charlotte to an independent commission.
- Representing the CEO of a large statewide health system in an antitrust action alleging unfair suppression of employment opportunities between competing health systems.
- Successfully challenging the constitutionality of an act of the North Carolina General Assembly altering the structure and form of government for a state municipality.
- Representing a large consumer products employer in an investigation alleging misconduct by multiple executives.

## SERVICES

Corporate & Business

Antitrust

Internal Investigations & Compliance

Education

Labor & Employment

Employment Litigation

Union & Labor Issues

Litigation

Complex Business Litigation

Federal Litigation

Mediation & Arbitration

North Carolina Business Court

Professional Liability Litigation

Privacy

Manufacturing

Technology

Transportation

## CREDENTIALS

### Clerkships

Law Clerk to the Honorable Norman K. Moon, United States District Court, Western District of Virginia, 2009-10

### Honors & Recognitions

Recognized by *North Carolina Super Lawyers* as a "Rising Star" in Employment Litigation: Defense (2019)

Selected by his peers for inclusion in *Business North Carolina's* "Legal Elite" in Employment Law (2019) and in the Young Guns category (2019)

Recognized as a "Labor and Employment Star" by *Benchmark Litigation* (2019)

Selected for *Benchmark Litigation's* "Under 40 Hot List" (2017, 2018)

Recognized by the *Triad Business Journal* as "Forty Under 40" (2015)

### Education

University of Virginia School of Law, J.D., 2009

Wake Forest University, B.S., 2002, *cum laude*

### Certifications

Certified Compliance & Ethics Professional (CCEP), 2013, certified by the Compliance Certification Board

## Admissions

North Carolina

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

## PROFESSIONAL & CIVIC

Member, Board of Directors, United Way of Greater Greensboro (2022 - present)

Member, Wake Forest University Alumni Council (2021 - present)

Adjunct Professor (Business Law), Wake Forest University School of Business (2016 - present)

Selectee, North Carolina Bar Leadership Academy, Class of 2015

Member, Society of Corporate Compliance and Ethics (2013 - present)

Adjunct Professor (Employment Law), Elon University School of Law (2013 - 2016)

Chair, Board of Directors, Out of the Garden Project (2014 - 2018); Member (2011 - 2018)

Member, Chief Justice Joseph Branch Inn of Court (2011 - 2013)

## ABOUT ME

During my time spent as an in-house attorney, I frequently encountered how the law can affect both short-term business decisions and long-term strategic planning. I witnessed firsthand how the legal landscape informs (or fails to inform) business decisions. Now at Brooks Pierce, I enjoy helping the Firm's clients navigate their legal problems and the business context in which those problems have arisen. Oftentimes, we are called on to solve problems that have already come to light—to “put out a fire.” While I enjoy solving those problems, I particularly relish figuring out how to prevent those “legal fires” in the first place.

Outside of my practice at Brooks Pierce, I work as an adjunct business professor at Wake Forest Business School helping develop business students into future successful businessmen and women. When I'm not practicing law or teaching, I enjoy playing competitive sports, watching Wake Forest basketball (Go Deacs!), and spending time with my two daughters.

## NEWSROOM

### News

Bryan Starrett Appointed to United Way of Greater Greensboro Board of Directors  
06.29.2022

Bryan Starrett Named to Wake Forest University's Alumni Council  
10.25.2021

Brooks Pierce Welcomes Former Partner Back to the Firm  
07.29.2021

Benchmark Litigation Names Brooks Pierce "North Carolina Law Firm of the Year" for Fourth  
Consecutive Year  
*Benchmark Litigation*, 03.04.2019

Brooks Pierce Partners Published in Geneva Group International Insider  
*GGI Insider*, 10.05.2018

### Speaking Engagements

Brooks Pierce Attorneys Present Webinar on Pay Equity Laws  
03.24.2022

Brooks Pierce Attorneys Present Webinar on Utilizing Temporary Staffing Agencies  
09.23.2021

Bryan Starrett to Lead Discussion on Corporate Ethics at Wake Forest University  
09.29.2017

Bryan Starrett to Present at Elon Law Privacy Symposium  
02.26.2016

Legal Landmines of Social Media Event  
02.21.2012

### Publications

Updated CDC Masking Guidance; North Carolina Employers Strongly Encouraged to Implement  
COVID-19 Vaccination, Testing, and Mask Policies  
*COVID-19 Response Resource Center: Timely Counsel for your Business*, 07.29.2021

New Proposed Regulations Expand Employee Overtime Eligibility

03.08.2019

If You Have Employees Who Live or Work in Massachusetts, You Need to Relearn Non-Competes Right Now.

08.22.2018

Of Course I Meant to Send the Email, But Not to the Criminal - Court Rules that Companies Have a Duty to Train Employees on Cybersecurity Practices

04.11.2018

Department of Labor "Overtime Rule" Enjoined by U.S. District Court

11.23.2016