



Jessica Thaller-  
Moran  
PARTNER

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Jessi Thaller-Moran focuses her practice on employment law and litigation, which includes counseling employers on legal compliance and helping them proactively identify, prepare for and respond to issues involving personnel management.

Jessi guides employers on appropriate responses to a rapidly-changing workplace. Over the last few years, this has included counseling through the rapid transitions required by the COVID-19 pandemic and responding to increasingly localized laws on everything from job postings to diversity, equity, and inclusion (DEI) in the workplace. She also advocates for employers before enforcement agencies and in state and federal courts.

### EMPLOYMENT COUNSEL

Jessi seeks to help companies thrive by helping them plan for, and respond to, issues involving their workforce. She advises companies on wage and hour compliance, accommodation issues involving the Family and Medical Leave Act (FMLA) and Americans with Disabilities (ADA), and anti-discrimination laws such as Title VII. She also provides drafting assistance on key documents ranging from employment agreements and separation documentation to workplace policies and handbooks.

### EMPLOYMENT AND BUSINESS DISPUTES

Jessi represents businesses before administrative bodies and in all levels of state and federal courts. She has litigated complex business disputes involving corporate governance and breaches of contract, as well as defending employers against allegations involving wage and hour law, major employment laws like Title VII and the ADA, and challenges to employee classification. She also counsels clients through contentious pre-litigation disputes and thinks creatively about opportunities for resolution.

## EXPERIENCE

### Employment Litigation

- Federal collective action alleging misclassification of independent contractors and corresponding violations of wage and hour laws.
- Defending charges of discrimination and ADA non-compliance before the Equal Employment Opportunity Commission (EEOC).
- Negotiating exit package for company executive to ensure company stability in the midst of leadership dispute.

### Complex Business Litigation

- North Carolina Business Court case involving a family business dispute and dissolution of a company.
- North Carolina Business Court case involving breach of contract claims under the Uniform Commercial Code. This case provided clarity for practitioners on how the UCC is applied to the sale of goods in North Carolina.
- North Carolina Business Court case involving a dispute over the valuation of stock shares in a publicly traded company.
- Matter pending before the North Carolina Office of Administrative Hearings regarding contracts awarded by the State of North Carolina as part of the planned privatization of North Carolina's Medicaid program.

## SERVICES

Corporate & Business

Complex Business Litigation

Employment Litigation

Labor & Employment

Litigation

North Carolina Business Court

## CREDENTIALS

### Clerkships

Law Clerk to the Honorable John R. Jolly, Jr., Chief Special Superior Court Judge for Complex Business Cases, North Carolina Business Court, 2013–14

Law Clerk to the Honorable Gregory P. McGuire, Special Superior Court Judge for Complex Business Cases, North Carolina Business Court, 2014–15

### Honors & Recognitions

Selected by her peers for inclusion in *The Best Lawyers in America*® in Litigation - Labor and Employment (2022 & 2023)

Recognized by her peers for inclusion in *Business North Carolina's* "Legal Elite" in Employment Law (2021, 2023)

### Education

University of North Carolina School of Law, J.D., 2013, with honors; Comments Editor, *North Carolina Law Review*, 2012-13

University of Richmond, B.A., 2009, *summa cum laude*; Phi Beta Kappa

### Admissions

North Carolina

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

## PROFESSIONAL & CIVIC

Member, Section Council, North Carolina Bar Association Labor & Employment Law Section (2021-present)

Member, Board of Directors, Diabetes Family Connection (2019-present)

Member, North Carolina Bar Association (2013–present)

Board Member, Arts Access (2017-2019)

Member, NCBA Young Lawyers Division (2015–present)

Member, Wake County Bar Association (2013–present)

Member, 10<sup>th</sup> Judicial District (2013–present)

## ABOUT ME

My approach to the practice of law is very similar to my approach to life: I believe the right combination of planning and flexibility can solve most problems.

I attribute this in large part to my experiences as the oldest of five. If you've ever taken a group of five children anywhere, you know that the right supplies and attitude can go a long way. In my experience, the same applies to business management: communicating expectations and contingency planning are essential, as is the ability to adapt and think creatively when things don't go as planned.

Outside of work, I love exploring local parks with my family and reading everything from novels to advice columns. After living with Type I Diabetes for more than twenty five years, I also serve on the board for The Diabetes Family Connection, an organization with the mission to positively transform life with diabetes through the power of community. I am proud to be an ambassador for the Type I Diabetes community and believe that visibility is key to showing what is possible.

## NEWSROOM

### News

Jessi Thaller-Moran Featured in *Business Insurance*  
02.01.2023

Thirty-Two Brooks Pierce Attorneys Recognized in Business North Carolina's 2023 "Legal Elite" and "Hall of Fame"  
01.03.2023

Brooks Pierce Attorneys Participate in Panel Presentation at Business North Carolina's CEO Summit  
10.14.2022

Brooks Pierce Announces Three New Partners  
09.26.2022

Brooks Pierce Attorneys Recognized in *The Best Lawyers in America*® 2023 Guide  
08.18.2022

### Speaking Engagements

Brooks Pierce Attorneys Present Webinar on Preserving Attorney-Client Privilege in Workplace Management Issues  
07.28.2022

Brooks Pierce Attorneys Present to Guilford Medical & Dental Managers Association  
03.16.2022

Brooks Pierce Hosts Webinar on Labor & Employment Developments for 2022  
01.27.2022

Brooks Pierce Attorneys Participate in University of North Carolina School of Law's Women in Law Panel  
11.23.2021

Brooks Pierce Hosts Webinar on Workplace Policies Under the Biden Administration  
10.28.2021

### Publications

PWFA and PUMP Act: What You Need to Know  
01.19.2023

Checking In: Wage Law Classification and Increased Litigation  
09.13.2022

OSHA Launches National Emphasis Program Targeting Heat-Related Workplace Illness and Injuries  
06.08.2022

Discrimination Against Caregivers: New Guidance from the EEOC  
*COVID-19 Response Resource Center: Timely Counsel for your Business*, 03.18.2022

COVID's Long-Term Impact: Six Unique Legal Issues Facing Businesses in 2022  
03.08.2022