

PRACTICE AREAS

- Appellate Practice Litigation
- Employment & Labor
- Employment Litigation
- ERISA & Benefits
- Litigation
- Unfair Trade & Antitrust Litigation

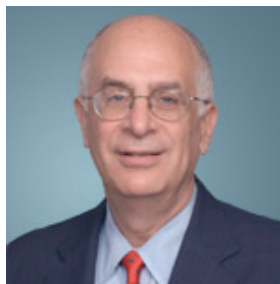
EDUCATION

- B.A., Davidson College, 1969, cum laude; Phi Beta Kappa; Rhodes Scholar
- B.A., Oxford University, Wadham College, Oxford, England, 1971
- J.D., Harvard University, 1979, magna cum laude; Board of Editors, Harvard Law Review

BAR & COURT ADMISSIONS

- North Carolina, 1980
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Supreme Court
- All U.S. District Courts in North Carolina

RANDEL E. PHILLIPS



MEMBER

100 North Tryon Street
Suite 4700
Charlotte, NC 28202-4003

CHARLOTTE

TEL: (704) 331-1048
FAX: (704) 378-2048

randyphillips@mvalaw.com

Moore & Van Allen's general counsel, a senior member of its employment practice group and frequent lecturer on leading-edge employment law topics, Randel Phillips brings his employer clients more than 20 years know-how in wide-ranging employment and labor law issues.

He advises and defends employers in North Carolina's three federal district courts, the U.S. Court of Appeals for the Fourth Circuit, the U.S. Supreme Court, the U.S. Equal Employment Opportunity Commission, the North Carolina courts, a number of state fair-employment practice agencies, the North Carolina Human Relations Commission, the U.S. Office of Federal Contract Compliance Programs, and grievance arbitrations for unionized employers.

A frequent speaker to business audiences about employment law topics, he is co-author of the North Carolina chapter of *Wage and Hour Laws: A State-by-State Survey*, published by the Bureau of National Affairs.

Representative Cases:

- *Cathy B. Champion, Administratrix, v. PPG Industries, Inc. and PPG Industries Fiber Glass Products, Inc.* (W.D. N.C. 2004). Summary judgment granted in wrongful death case, based on workers comp preemption.
- *Wilkins v. DenAmerica, Inc. et al.* (W.D. N.C. 2000). Suit alleging racially discriminatory service at a Denny's restaurant. After winning summary judgment for franchisor and its corporate parent, won jury verdict for remaining defendant,

CONTINUED

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the franchisee.

- *Coates et al vs. Biggers Brothers, Inc.* 3:94CV194MU. (W.D.N.C.). Representative FLSA action involving a variety of overtime claims by approximately 300 plaintiffs.

OF NOTE

- Member, North Carolina Board of Law Examiners
- Director, Mecklenburg Bar Foundation
- Member, State Judicial Council's Salary and Benefits Committee
- Former member, Johnson C. Smith University Board of Visitors
- Past president, Community School of the Arts
- Former director, Charlotte Arts & Science Council
- Past chair, Friends of the Arts at Davidson Advisory Board
- Volunteer, local homeless support center
- Law Clerk to Hon. James B. McMillan, United States District Court, Western District of North Carolina, 1979-1980

PROFESSIONAL AFFILIATIONS

- North Carolina Bar Association: Employment and Litigation Sections
- American Bar Association: Labor and Employment and Professional Responsibility Sections
- American Bar Association: State Labor Law Developments Committee (Management Chair, 1991-1994)
- American Employment Law Council, 1993-Present, Charter Member