

## RACHAEL M. COE

*Associate, Employment & Labor*

t 704.331.3655

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Rachael Coe is a nimble and practical employment attorney helping employers of all sizes navigate an ever-changing legal landscape. From preparing employee handbooks to arguing dispositive motions, employers can count on her for their employment law compliance and litigation needs.

Rachael practices labor and employment law, regularly advising and counseling clients on a full array of matters, including working with clients to protect their interests by developing non-compete, non-solicitation, and confidentiality agreements. A creative thinker who keeps abreast of the latest legal developments, Rachael aids employers in adjusting to new laws in all 50 states and strategically planning for the future. She has experience defending employers against discrimination and retaliation claims under Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family Medical Leave Act, and the Fair Labor Standards Act, as well as state law equivalents.

Rachael is also an engaging presenter for compliance updates and management training seminars. Prior to starting her legal career, Rachael was a Teach for America Corps Member in Baton Rouge, Louisiana.

### Notable

- *Best Lawyers in America*, Litigation - Labor and Employment "Ones to Watch," 2021-2022
- Member, Moore & Van Allen Public Service Committee
- North Carolina Pro Bono Honor Society, 2019-2020
- Vice Chair, Young Professionals Board: Teach for America - Charlotte Piedmont Triad
- Presenter, "Employment Law Updates," Ultimate Software HR & Legal Update Luncheon

### Capabilities

- Bank Regulatory & Fintech
- Civil Litigation
- Compliance, Controls & Risk Management
- Employee Benefits & Compensation
- Employee Leave and Accommodations
- Employment & Labor
- Employment Agreements
- Litigation, Regulatory & White Collar
- Restrictive Covenants & Trade Secrets
- Terminations & Reductions in Force
- Wage & Hour Compliance
- Workplace Discrimination & Harassment

### Education

J.D., Tulane University Law School, 2014, magna cum laude

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## Representative Experience

- Successfully secured with prejudice dismissal of Plaintiff's disability discrimination claims. Jones v. Vector Fleet Mgmt., LLC, No. 3:19-cv-00600-FDW-DSC, 2020 U.S. Dist. LEXIS 85783 (W.D.N.C. May 14, 2020)
- Obtained numerous no-cause findings for charges of discrimination filed with the EEOC and various state agencies

B.A., Columbia University,  
2009

## Admissions

North Carolina, 2019

Louisiana, 2014