

SARAH H. NEGUS

Member, Employment & Labor

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Sarah Negus is a labor and employment member with experience counseling employers on policies and procedures, personnel decisions, and other workplace challenges. She also litigates employment disputes in state and federal courts and before administrative agencies.

Sarah concentrates her practice in all areas of employment law. She has broad experience in discrimination and retaliation claims under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, as well as state and federal wage and hour matters. Sarah regularly defends employers before federal and state administrative agencies, including the Equal Employment Opportunity Commission and the North Carolina and U.S. Departments of Labor. She also has extensive experience in trade secret litigation, including seeking injunctive and equitable relief related to restrictive covenants, tortious interference, and misappropriation of trade secrets claims.

Sarah also regularly counsels clients on a full range of labor and employment issues, including employee discipline, leave issues, termination, harassment and discrimination investigations, handbook development and revisions, employment agreements, and restrictive covenants.

Notable

- *Best Lawyers in America*, Labor and Employment Law - Management "Ones to Watch," 2021-2023
- *Business North Carolina* Legal Elite, Employment, 2023
- *Business North Carolina* Legal Elite "Young Guns," 2022
- *North Carolina Super Lawyers* "Rising Star", Employment and Labor, 2022

Capabilities

- Civil Litigation
- Civil Rights & Racial Equity Assessments
- Compliance, Controls & Risk Management
- Consumer Disputes
- Cross-Border Investigations and Defense
- Employee Leave and Accommodations
- Employment & Labor
- Employment Agreements
- Environmental, Social & Corporate Governance
- Internal Investigations
- Investigations
- Litigation, Regulatory & White Collar
- Privacy & Data Security
- Restrictive Covenants & Trade Secrets
- Securities & Capital Markets Litigation

SARAH H. NEGUS

- North Carolina Pro Bono Honor Society, 2017
- Board Member, Council for Children's Rights
- Volunteer, Heart Math Tutoring, Billingsville Elementary School

Representative Experience

- Represented property management company and obtained summary judgment on age discrimination claim
- Represented employer in multiple FLSA collective actions in federal court alleging misclassification issues
- Represented employer in pursuing multiple noncompetition and nonsolicitation actions against former employees, achieving favorable settlement for employer
- Member of trial team that represented a North Carolina company in breach of contract and unfair and deceptive trade practices case in a week long jury trial and received a verdict in client's favor

Terminations & Reductions in Force

Wage & Hour Compliance

Workplace Discrimination & Harassment

Education

J.D., Wake Forest University, 2012; Executive Editor, Wake Forest Law Review

B.A., Clemson University, 2009; magna cum laude

Admissions

North Carolina, 2012