



Hayley R. Wells

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Professional Experience

Hayley's practice primarily focuses on labor and employment law, civil litigation, and alcoholic beverage law.

Hayley regularly advises individual and corporate clients on matters of covenants not to compete, employment discrimination, discipline and termination, harassment, wrongful discharge, wage and hour matters, personnel policies and procedures, and preparation of employment agreements and employee handbooks. She also litigates employment-related matters in North Carolina state and federal courts.

Additionally, she represents both corporate and individual clients in all aspects related to litigation, including hearings, depositions, discovery, mediation, arbitration, and trial. Her experience includes commercial litigation, environmental litigation, estate litigation, and personal injury matters.

As head of the firm's Alcoholic Beverage Law Practice Group, Hayley regularly advises brewery and other craft alcoholic beverage clients in various aspects of the law, including permitting, negotiation, preparation and termination of distribution agreements, defense of ALE enforcement actions, labeling compliance, interpretative guidance, music licensing, liability waivers, festival questions, and personnel matters.

Practice Concentrations

Employment Contracts and
Covenants Not to Compete

Employment Discrimination and
Harassment

Employment Litigation

Wage and Hour Law

Alcoholic Beverage Law

Commercial Litigation

Personal Injury

Estate Litigation

Environmental Litigation

Education

J.D., *cum laude*, The University
of Georgia School of Law,
2008. Editorial Board member,
[Journal of International and
Comparative Law](#).

M.B.A., The University of
Georgia, Terry College of
Business, 2005

B.A., *cum laude*, International
Business, The University of
Georgia, 2001

Admitted to Practice

North Carolina, 2008

Colorado, 2015

All state courts in North
Carolina

All state courts in Colorado

United States Bankruptcy Court

for the Western District of North
Carolina

United States Court of Appeals
for the Fourth Circuit

United States District Court for
the Eastern, Middle, and
Western Districts of North
Carolina

Honors and Distinctions*

"Legal Elite," *Business North Carolina*, Employment, 2023-2024

"Rising Star," North Carolina Super Lawyers, 2013-2020

"40 & Under List," Benchmark Litigation, 2017-2019, 2021- 2023

"40 Under Forty," Biltmore Beacon



Representative Experience

Successful representation of multi-state mining operator in challenging denial of mining permit and obtained award of attorneys' fees and costs

Successful defense of large durable medical equipment provider against various claims by supplier, including trade secret misappropriation, Lanham Act, and fraud and recovered related attorneys' fees and costs in defending against the claims

Successful defense of employers in U.S. Department of Labor, N.C. Department of Labor, and Equal Employment Opportunity Investigations

Successful representation of lender in deficiency action with related lender liability claims resulting in seven-figure settlement for client

Successful representation of clients in trials involving serious personal injuries

Successful representation of spousal beneficiary under multi-million dollar life insurance policy against claims by decedent's children

Successful representation of individuals in challenging manner of death decision by North Carolina Medical Examiner

Representation of alcoholic beverage clients in matters before the North Carolina Alcoholic Beverage Control Commission

Successful representation of employers in federal discrimination lawsuits

Successful representation of employers in arbitration proceedings

Successful representation of corporations and individuals in lawsuits involving breach of contract, breach of warranty, unfair and deceptive trade practices, fraud

Negotiations and preparation of distribution agreements for alcoholic beverage law clients

Drafting and negotiating of various agreements in the employment context, including non-competition

agreements, employment agreements, physician agreements, severance packages, employee handbooks, and executive compensation arrangements.

Professional and Community Affiliations

Asheville Area Chamber of Commerce, Leadership Asheville Alumnus, Class XXVIII

Asheville Brewers Alliance, Legal Counsel

Asheville Helpmate, Board Search Committee Member; Former Board of Directors Member

Buncombe County Bar, Executive Committee member

Brewers Association Associate Member

Colorado Bar Association

Federal Bar Association—Western District of North Carolina Chapter, Member

Harry C. Martin American Inn of Court

North Carolina Association of Women Attorneys

North Carolina Bar Association—Sections: Labor & Employment Law; Litigation: Section Council and CLE Committee Co-Chair

Pink Boots Society

Society for Human Resource Management

Western North Carolina Human Resource Association

** Please see the following websites for an explanation of the membership standards for the following recognitions: www.bestlawyers.com; businessnc.com/special-sections/legal-elite/; and www.superlawyers.com/north-carolina.*