



Connie Elder Carrigan

PARTNER

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919.250.2119

AREAS OF PRACTICE

- Business Litigation
- Commercial Creditor Bankruptcy
- Construction Law
- Employment Law
- Equipment Leasing & Finance
- Appellate Law

GET IN TOUCH

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Raleigh

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MY PROFILE

A desire to serve drives everything Connie Carrigan does. The individual employees and small business representatives that seek her advice know her to be not only remarkably well-versed in the law, but also exceptionally responsive to their needs.

The issues Connie handles for her clients run the gamut. From wage claims and compensation, harassment and discrimination, to termination and severance, restrictive covenants and employment agreements, she advises clients with a shrewdness and prudence that has evolved from almost three decades of experience.

To be the most effective client advocate possible, Connie grounds her wealth of technical knowledge in a firm grasp of the practical implications of the law. Through active engagement in such industry-oriented groups as the [Society for Human Resource Management](#) (SHRM) and the North Carolina and Raleigh-Wake chapters of SHRM, Connie cultivates the ability to advise clients from a “nuts and bolts” standpoint. She sees herself as a facilitator as well as a legal counselor and is quick to connect clients with other resources that can help them in managing their internal HR functions.

When advising clients, Connie devotes her immediate attention to sorting through the pressing legal issue her clients are facing and helps them hone in on the underlying causes. Her clients appreciate her eagerness to help them improve their business practices by partnering with them to assist in creating and implementing policies.

For Connie, the practice of law is a craft that she refines continuously. A tenacious and thorough researcher, she is always digging to attain an ever-deeper understanding of her practice area. She also keeps her practice up-to-date and consistent with the fast-changing world of employment law and is quick to share with others what she has learned, whether it be through penning an article or giving a presentation.

Connie says she feels a compelling need to give back, and this generosity spills over into all areas of her life. She’s service-oriented in all she does, and she serves her clients by making herself available to them as a resource, gladly helping them resolve any employment law-related issue. Follow-through and follow-up are trademarks of her style because what matters most to Connie are the people at the center of her cases.

MY CREDENTIALS

Admissions

- North Carolina State Bar
- U.S. District Courts for the Eastern, Middle, Western District of North Carolina
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Supreme Court

Education

- J.D., Campbell University School of Law, 1989
- B.A., cum laude, North Carolina State University, 1983

Professional Affiliations

- Wake County Bar Association; Member, Board of Directors, 2003-04; Recipient, President's Award of Excellence, 2004; Member and Former Chair of Swearing-in Ceremony Committee
- American Bankruptcy Institute
- National Association of Credit Management; Member, Credit and Financial Development Division
- Society for Human Resource Management
- Raleigh-Wake Human Resource Management Association; Member, Board of Directors, Governmental Affairs Director
- Primerus Labor and Employment Law Group, 2016 Chair
- Primerus Women Lawyers Section, Member
- [Wake Area Business Advisory Council](#), 2016 Chair
- Campbell University School of Law Alumni Association

Awards & Recognition

- Business North Carolina *Legal Elite* - 2016, 2017
- [Martindale-Hubbell AV Peer Rated](#) for Highest Level of Professional Excellence

Civic Involvement

- Trinity Presbyterian Church, Raleigh, North Carolina; Elder, Youth Advocate
- Knightdale Chamber of Commerce; Board of Directors (2008-2011)

Published Articles

- Employers, Be Careful with Complainers, *Legal Insights*, Winter 2007
- Co-Author, Revised Act Expands Protections to Service Members Called to Duty, *News and Views, Journal of the Advertising Media Credit Executives Association*, September 2004
- Survival Guide for Lien and Bond Claims: What You Need to Know to Navigate Through the Jungle, *National Association of Credit Management Annual Convention*, June 2000
- Co-Author, Equipment Leasing in North Carolina, *Lorman Seminar*, July 1999
- Techniques to Maximize Recovery in a Bankruptcy Setting, *Annual State Fraud Investigators' Training Conference*, May 1999

ARTICLES & INSIGHTS

December 17, 2020

[EEOC Guidance to Employers: COVID-19 Vaccinations Can Be Required – But Should They Be?](#)

December 8, 2020

[Fourth Circuit Provides Helpful Guidance to Employers Regarding ADA Reassignment Obligations](#)

September 22, 2020

[Department of Labor Proposes Rule Clarifying Parameters of Contractor Relationship](#)

August 31, 2020

[Department of Labor Issues Guidance On Recordkeeping For Remote Workers](#)

June 30, 2020

[Department of Labor Clarifies Scope of FLSA's Administrative Exemption](#)

May 12, 2020

[New Threat on the Horizon for Employers Regarding COVID-19 and Workers Comp](#)

April 28, 2020

[Pandemic Unemployment Assistance Continues to Expand](#)

March 25, 2020

[The Families First Coronavirus Response Act: A Guide for Employers](#)

January 13, 2020

[Shifting Sands Continue to Define Traditional Definitions of the Employment Relationship](#)

January 10, 2020

[NLRB's 2020 Vision is More Employer-Friendly](#)

NEWS

January 4, 2021

[Four Smith Debnam Attorneys Named to Business North Carolina's 20th "Legal Elite" Class](#)

November 1, 2019

Smith Debnam Named in 2020 "Best Law Firms" by U.S. News & World Report and Best Lawyers®

September 7, 2018

Smith Debnam Laces Up for Backpack Buddies at 2018 North Hills 5k

January 5, 2017

Four Smith Debnam Attorneys Recognized in Business North Carolina's "2017 Legal Elite"

February 8, 2016

Smith Debnam Attorney Selected to Business North Carolina's 2016 Legal Elite

January 14, 2013

Connie Carrigan to serve as Government Affairs Director with the Raleigh-Wake Human Resource Management Association

December 9, 2011

Providers Beware: New HIPAA Audit Program

March 21, 2011

United States Justice Department has implemented new ADA rules

April 24, 2009

Smith Debnam Attorneys Named "Top Lawyers" by Business Leader Magazine

CONTACT US

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