



## Avery J. Locklear

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### Professional Experience

Avery is a versatile labor and employment attorney providing support to individuals, human resources professionals, and businesses of all sizes in diverse industries, including the hospitality and restaurant sectors. Her practice encompasses a broad range of employment matters, including providing guidance on non-compete and restrictive covenants, reviewing handbooks and policies, and handling matters related to Title VII and wage and hour laws.

Additionally, Avery assists employees in addressing workforce reduction issues, such as the WARN Act, and helps them respond to EEOC complaints and investigations. Her unwavering commitment to delivering practical and efficient solutions empowers employers to navigate the daily challenges they encounter in employment law.

### Practice Concentrations

Employment Discrimination and Harassment

Employment Litigation

Non-Compete Agreements

Employer Handbook + Policy Review

### Education

J.D., *with honors*, University of North Carolina School of Law, 2022

*North Carolina Law Review Vol. 100*, Articles Editor

*Are you Native?* 100 N.C. L. Rev. F. 118 (2022)

B.A., *summa cum laude*, University of North Carolina at Pembroke, 2019; Elite 15 Recipient

### Admitted to Practice

North Carolina, 2022

United States District Court for the Eastern District of North Carolina

## **Representative Experience**

Routinely drafts employment agreements, independent contractor agreement, employee handbooks, employer policies and programs (including safety and health programs and drug and alcohol testing policies), training materials, and advises clients on employment law.

Representation in regard to federal wage and hour audit and investigations.

## **Professional and Community Affiliations**

UNC-Pembroke Board of Visitors, Member

UNC-Pembroke Braves Club, Member

Legislative Chair, Lower Cape Fear Human Resources Association

Membership and Engagement Committee, North Carolina Bar Association