



Hayley R. Wells

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Professional Experience

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

As head of the firm's Alcoholic Beverage law Practice Group, she 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.

Hayley also regularly advises individual and corporate clients in 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 employee handbooks and employment agreements.

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

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*

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

"Under 40 Hot List," Benchmark Litigation, 2017-2019

"40 Under Forty," [Biltmore Beacon](#)



Representative Experience

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

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

Representation of clients in trials involving serious personal injuries

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

Representation of employers in federal discrimination lawsuit

Representation of employers in arbitration proceedings

Representation of town in defending against wage and hour claims

Representation of corporation in lawsuit involving breach of contract, breach of warranty and unfair and deceptive trade practices

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, severance packages, employee handbooks, and executive compensation arrangements.

Professional and Community Affiliations

28th Judicial Bar

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

Asheville Helpmate (member, board of directors)

Brewers Association Associate Member

Buncombe County Bar, Executive Committee

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 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.*