



S. McKinley Gray, III

E: smg@wardandsmith.com

P: 252.672.5476

F: 252.672.5477

Post Office Box 867

New Bern, NC 28563-0867

Professional Experience

Ken leads the firm's Labor and Employment Practice Group. His practice experience encompasses various areas of employment-related litigation. He advises clients and litigates cases involving all forms of employment discrimination, wrongful discharge, and breach of employment contracts from small start-up companies to Fortune 500 corporations. Ken is a frequent lecturer on employment discrimination, workplace retaliation, workers' compensation, and wage and hour law issues. He has been rated by his peers as being "preeminent" in his fields of law and serves in leadership roles with various legal and civic organizations. Ken is a former president of the Craven County Bar Association, a former two-term president of the Board of Directors for the United Way of Coastal Carolina, and Chairman of the Deacons of First Baptist Church of New Bern.

Practice Concentrations

Employment Contracts,
Compensation, and Benefits

Employment Discrimination and
Harassment

Employment Litigation

Occupational Safety and Health

Wage and Hour Law

Workers' Compensation

Education

J.D., *magna cum laude*,
Campbell Law School, 1993.
Business Editor, Campbell Law
Review.

B.S., The University of North
Carolina at Chapel Hill, 1990.
Dean's List. Johnston Scholar.

Admitted to Practice

North Carolina, 1993

All state courts in 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*

"The Best Lawyers in America," 2009-2017, 2019-2021

"Labor and Employment Star," *Benchmark Litigation*, 2018, 2019, 2020

"Legal Elite," *Business North Carolina*, 2010, 2012, 2013-2017



Professional and Community Affiliations

American Bar Association — Sections: Labor and Employment Law; Litigation

Craven County Bar Association (secretary/treasurer 1998-1999; president 1999-2000)

North Carolina Bar Association — Committee: Quality of Life (co-chair 1995)

North Carolina Bar Association — Sections: Labor and Employment Law; Litigation; Workers' Compensation

* 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.