



William A. Oden, III

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Professional Experience

Will's practice experience encompasses various areas of employment and workplace-related counseling and civil litigation in both federal and state courts at the trial and appellate levels. He regularly represents employers and employees before the United States Department of Labor (USDOL), the Equal Employment Opportunity Commission (EEOC), the Occupational Safety and Health Administration (OSHA), the North Carolina Department of Labor (NCDOL), the North Carolina Industrial Commission (NCIC), the North Carolina Department of Commerce, Division of Employment Security (DES), and federal and state wage and hour divisions. He is a frequent lecturer and advises clients on a wide range of personnel issues, including Title VII, Family and Medical Leave Act, WARN, COBRA, Americans with Disabilities Act, Age Discrimination in Employment Act, and Fair Labor Standards Act.

Additionally, Will serves as a mediator and has been certified by the North Carolina Dispute Resolution Commission since 2013.

Practice Concentrations

Employment Discrimination and Harassment

Employment Litigation

Occupational Safety and Health

Workers' Compensation

Education

J.D., Campbell Law School, 2004. Moot Court, Trial Team, Business Editor and Staff Member, *Campbell Law Review*. Honor Court Justice, Moot Court Board.

M.B.A., Campbell University, 2004

B.A., The University of North Carolina at Chapel Hill, 2001

Admitted to Practice

North Carolina, 2004

All state and federal 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

United States Supreme Court
Virginia, 2018

Honors and Distinctions*

"Employment Law Power List," *NC Lawyers Weekly*, 2024

"Leaders in the Law," *NC Lawyers Weekly*, 2024

"Super Lawyers," Employment & Labor, *North Carolina Super Lawyers*, 2020-2024

"Legal Elite," *Business North Carolina*, Employment, 2017, 2020-2024

"Labor and Employment Star," *Benchmark Litigation*, 2018, 2019, 2020, 2021

2019 Citizen Lawyer Award Recipient

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

"Rising Star," *North Carolina Super Lawyers*, 2013-2018



Representative Experience

Obtained dismissal in federal Medicare Secondary Payer Act case stemming from an occupational disease workers' compensation case

Successfully resolved class action wage and hour lawsuit, representing large, multi-state franchisee of a national restaurant chain

Routinely drafts employment agreements, independent contractor agreements, employee handbooks, employer policies and programs (including safety and health programs), orientation and training materials, and advises clients on employment law, occupational safety and health, and workers' compensation issues

Representation of utility contractors, dental practices, construction companies, and telemarketing clients (to name a few) in regard to federal wage and hour audits and investigations

Representation of the largest mining operation in North Carolina with 1,000+ employees in regard to employment and workers' compensation matters, OSHA and MSHA investigations, citations, and penalties, and contesting same, taproot investigations, and other safety and health issues

Representation of employer in successful defense of complex occupational disease workers' compensation cases involving alleged exposures to asbestos, silica, chemicals, etc.

Representation of employer in successful defense of occupational hearing loss claim.

Representation of builders, medical/dental practices, insurance brokerages, and CPA firm clients (by way of example) in regard to the creation, prosecution, and defense of covenants against competition

Serves as legal counsel for the Safety and Health Council of North Carolina

Serves as mediator for other North Carolina attorneys in employment and workers' compensation cases

Professional and Community Affiliations

American Bar Association — Law Student Division: Lt. Governor of ABA Law School Representatives, 4th Circuit, Fall 2003 - Spring 2004; Chapter President, Spring 2003-2004; Vice President, Fall 2002 - Spring 2003

Center for Innovation and Entrepreneurship (inaugural member, Advisory Board)

Campbell Law Alumni Association (founding member, Board of Directors)

Craven County Bar Association (President 2006-2007, Vice president, Treasurer, Secretary 2005-2006)

Fifth Judicial District Bar Association (Director 2015-2016; Vice President 2016-2017)

Greater Wilmington Chamber of Commerce (Leadership Wilmington Alumnus, Class of 2010)

Lower Cape Fear Human Resource Association (Board Advisor 2012 - 2014; President 2011; Vice President 2010; Legislative Chair 2009; *HR Roundup* Editor 2009-2011)

New Hanover County (member, Cape Fear Museum Advisory Board; former member, Industrial Facilities and Pollution Control Financing Authority)

New Hanover County Bar Association (member, Board of Directors; Secretary/Treasurer 2010-2011; Vice President 2011-2012; President 2012-2013)

North Carolina Bar Association (Board of Governors, present)

North Carolina Bar Association — Committees: Citizen-Lawyer (Member Appointment 2012-2015); Local Bar Services (Member Appointment 2012-2015; Committee Chair 2015); Local Bar Outreach Committee (Committee Co-Chair 2016);

North Carolina Bar Association — Division: Young Lawyers (Judicial Representative for District 3B 2005-2006)

North Carolina Bar Association Leadership Academy (Class of 2014)

North Carolina Bar Association — Sections: Construction Law, Board Liaison; Dispute Resolution (Chair); Education Law; Labor and Employment Law (Section Council member; former contributing writer, *Labor and Employment*); Litigation; Workers' Compensation

North Carolina Society for Human Resource Management (NCSHRM) (member, Leadership Council 2011-present; former Government Affairs Co-Chair)

North Carolina State Bar Disciplinary Hearing Commission

Safety and Health Council of North Carolina (member, Board of Directors; Legal Counsel)

Society for Human Resource Management (SHRM)

** 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.*