



## Kyle R. Still

### Attorney

### Bio

Kyle is the Practice Group Leader for the firm's Labor and Employment Practice Group. He regularly represents, counsels, and trains clients regarding all state and federal employment laws, including Title VII of the Civil Rights Act, the Age Discrimination in Employment Act ("ADEA"), the Americans with Disabilities Act ("ADA"), the Fair Labor Standards Act ("FLSA"), the Family and Medical Leave Act ("FMLA"), the Retaliatory Employment Discrimination Act ("REDA"), and state wage and hour laws. He also advises clients and litigates cases related to these issues, as well as regarding covenants not to compete, trade secrets, drug testing, employment terminations and severance, employment policies, and other employment-related issues.

Kyle is admitted to practice before all federal and state courts in North Carolina. He regularly represents clients in proceedings in state and federal court and before the U.S. Department of Labor ("US DOL"), the North Carolina Department of Labor ("NCDOL"), the Equal Employment Opportunity Commission ("EEOC"), the National Labor Relations Board ("NLRB"), and other federal and state agencies.

Kyle received his B.A., with honors, from the University of North Carolina, and his J.D., with honors, from the University of North Carolina School of Law. While in law school, Kyle was a published member of the *North Carolina Law Review*, where he also served as a Comments Editor and received the Thornton Brooks Award. Prior to joining the firm, Kyle was a shareholder at a large North Carolina-based firm.

### Contact

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### Practice Areas

- Labor & Employment

### Awards & Recognition

- Listed among *Business North Carolina Magazine* Legal Elite: Employment Law (2015-2020); Young Guns (2019)
  - Winner, *Business North Carolina Magazine* Legal Elite: Employment Law (2020)
  - Hall of Fame, *Business North Carolina Magazine* Legal Elite: Employment Law (2020-current)
- Listed among *North Carolina Super Lawyers* "Rising Stars" Employment & Labor (2016-2022)
- *Benchmark Litigation* "Labor & Employment Star – South" for Labor & Employment (2019-2022)
- Listed among *The Best Lawyers in America* Employment Law – Management (2021-2022)

### Representative Experience

## **REPRESENTATIVE EXPERIENCE**

- Successfully represented employer in Delaware Chancery Court to obtain an injunction for all of North America and Europe in a non-competition, non-solicitation, and trade secrets case.
  - Represented employers in numerous discrimination and harassment lawsuits in state and federal court.
  - Represented employers in numerous investigations before the U.S. and N.C. Departments of Labor.
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