
Dawn Dillon Raynor

OPERATIONS SHAREHOLDER

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Dawn, an employment lawyer for more than 20 years, partners with employers to solve problems including workers' compensation claims and other employment matters such as non-compete agreements, harassment and retaliation claims, ADA, FMLA and FSLA issues, employment agreement drafting and enforcement. She pragmatically assists her clients in resolving problems with government, workforce, or legal and policy changes. Dawn enjoys her work with employers, particularly understanding individual client needs, cultures and business. She understands that some situations require education and negotiation, while others merit a court battle. Dawn co-leads the firm's employment/workers' compensation litigation team.

Dawn helps employers solve problems involving:

- Workers' compensation claims
- Harassment and discrimination claims
- Wage and hour issues
- Handbook, policy and compliance
- Non-compete and trade secrets
- Employment agreements

Dawn regularly speaks at seminars for clients and other lawyers on workers' compensation and employment law topics.

Education & Bar Admissions

- J.D., Wake Forest University School of Law, 1995
- B.A., magna cum laude, Mary Washington College, 1992

Admitted in

- North Carolina, 1995
- U.S. District Courts for North Carolina

Focus Areas

- Employment
- Employment Contracts
- Employment Litigation
- Litigation
- Workers' Compensation

Achievements

- Listed in *The Best Lawyers in America*® in the area of Workers' Compensation Law -Employers, (2018, 2019, 2020)
- Listed in *North Carolina Super Lawyers*® in the "Rising Star" category, (2010)
- AV Preeminent Rating, Martindale Hubbell
- Graduate of the Greater Raleigh Chamber of Commerce Leadership Raleigh Program
- Associate chief justice, Moot Court Board, Wake Forest University School of Law
- Order of the Barristers, Wake Forest University School of Law

Activities

- Wake County Bar Association
- North Carolina Bar Association
 - Workers' compensation section council
 - Secretary and pro-bono committee chair
- North Carolina Association of Defense Attorneys (NCADA)
 - Workers' compensation section
 - Young lawyers division, past member of executive council
 - Past co-chair of education committee
- ALFA International
 - Chair, Workers' compensation practice group (2017-2019)

- Labor and employment practice group member
- Women's Initiative group member
- Alice Aycock Poe Center for Health Education
 - Board Member (2015-2018)
 - President of Board of Directors (2016-2017)
- Montessori School Of Raleigh Annual Fund, Co-Chair (2009-2010)
- First Baptist Church Raleigh, Deacon

Publications & Presentations

- "Smooth Sailing – Navigating the Bermuda Triangle ADA, FMLA & Workers' Compensation", April 2017
- "Caught in the Web, Along came a Spyder," speaker, Fall 2016
- "The Patent Wars: Big Pharma vs. Generics," June 2013
- "The Best Workers' Comp Claim You *Never* Had: The Value of Screening Employees for Potential Workers' Compensation Problems Before Hiring Them," Fall 2010
- "Empowering Employers: Controlling Workers' Compensation Costs," Fall 2009
- "Asbestosis and Silicosis: Defending the Occupational Exposure Claim," *North Carolina Bar Association*, Spring 2008
- "The Basics of Occupational Disease Claims," Fall 2008
- "The Bermuda Triangle: the Overlap of FMLA, ADA and Workers' Compensation," Summer 2007
- "North Carolina Workers' Compensation Trends and Challenges," 2006

Milestones

- *Sharpe v. Rex Healthcare*, 179 N.C. App. 365, 633 S.E.2d 702 (2006)
- *Foster-Long v. Durham County*, 177 N.C. App. 462, 628 S.E.2d 867 (2006)
- *Ogle v. W & O Masonry*, 602 S.E.2d 727 (2004)
- *Johnson v. Southern Tire Sales and Service*, 358 N.C. 701, 599 S.E.2d 508 (2004)
- *Hodgin v. Hodgin*, 159 N.C. App. 635, 583 S.E.2d 362 (2003)
- *Fox v. Wal-Mart Stores, Inc.*, 157 N.C. App. 572, 579 S.E.2d 520 (2003)
- *Cialino v. Wal-Mart Stores*, 156 N.C. App. 463, 577 S.E.2d 345 (2003)
- *Walker v. Lake Rim Lawn and Garden*, 155 N.C. App. 709, 575 S.E.2d 764 (2003)

- *Howell v. Wal-Mart Stores, Inc.*, 155 N.C. App. 220, 573 S.E.2d 772 (2002)
- *Zimmerman v. Eagle Elec. Mfg. Co.*, 356 N.C. 425, 571 S.E.2d 587 (2002)
- *Johnson v. Southern Tire Sales and Service*, 152 N.C. App. 323, 567 S.E.2d 773 (2002)
- *Ward v. Floors Perfect*, 151 N.C. App. 752, 567 S.E.2d 465 (2002)
- *Shoemaker v. Creative Builders*, 150 N.C. App. 523, 563 S.E.2d 622 (2002)
- *Effingham v. Kroger Co.*, 149 N.C. App. 105, 561 S.E.2d 287 (2002)
- *Zimmerman v. Eagle Elec. Mfg. Co.*, 147 N.C. App. 748, 556 S.E.2d 678 (2001)
- *Hawley v. Wayne Dale Const.*, 146 N.C. App. 423, 552 S.E.2d 269 (2001)
- *Russos v. Wheaton Indus.*, 145 N.C. App. 164, 551 S.E.2d 456 (2001)
- *Royce v. Rushco Food Stores, Inc.*, 139 N.C. App. 322, 533 S.E.2d 284 (2000)
- *Hansen v. Crystal Ford-Mercury, Inc.*, 138 N.C. App. 369, 531 S.E.2d 867 (2000)
- *Scurlock v. Durham County General Hosp.*, 136 N.C. App. 144, 523 S.E.2d 439 (1999)
- *Station Associates, Inc. v. Dare County*, 350 N.C. 367, 513 S.E.2d 789 (1999)
- *State Farm Mut. Auto. Ins. Co. v. Long*, 350 N.C. 84, 511 S.E.2d 303 (1999)
- *Howard v. Square-D Co.*, 349 N.C. 224, 504 S.E.2d 785 (1998)
- *Howard v. Square-D Co.*, 128 N.C. App. 303, 494 S.E.2d 606 (1998)
- *Strickland v. Carolina Classics Catfish, Inc.*, 127 N.C. App. 615, 492 S.E.2d 362 (1997)
- *Grantham v. R. G. Barry Corp.*, 127 N.C. App. 529, 491 S.E.2d 678 (1997)

Disclaimer: The above information may not necessarily reflect the attorney's entire record, and the outcome of any particular future matter cannot be predicated on the attorney's or law firm's past results.

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