
Matthew J. Gray

SHAREHOLDER

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Matthew Gray represents and advises insurers, healthcare facilities, corporations, and individuals. His practice includes complex insurance coverage analysis and counseling, bad faith litigation, employment counseling and litigation, long-term care claims, and administrative law. Matt represents his clients in the trial and appellate divisions of the state and federal courts throughout North Carolina. Currently, Matt is assisting clients with employment matters related to COVID-19 and the Families First Coronavirus Response Act including issues surrounding emergency paid sick leave, FMLA, and government issued orders for essential and non-essential businesses. He is also assisting clients with the analysis of insurance coverage issues related to COVID-19.

Matt's insurance practice involves advising insurers on complex first- and third-party coverage matters, including among others Commercial and Residential Property policies, Condominium policies, Commercial General Liability policies, Farm policies, Tobacco policies, Crime policies, and EPLI policies. He routinely advises insurers on coverage matters involving those policies. He frequently provides coverage opinions, assists with Examinations Under Oath, and represents insurers in coverage litigation throughout North Carolina. Matt also has extensive experience in drafting insurance policies, including Commercial and Residential Wind policies, Crime policies, and many different Residential and Commercial policy endorsements.

Matt's employment practice includes all aspects of employment and labor law counseling and litigation. This includes advising and representing companies on EEOC litigation matters, Wage and Hour disputes and Department of Labor complaints. He advises a wide variety of business on day-to-day employment matters, including appropriate Performance Improvement Plans (PIPs), Wage and Hour issues, various ERISA issues, and the requirements of Patient Protection and Affordable Care Act (PPACA). Matt also counsels companies on employment policies and procedures, and has extensive experience drafting policy and procedures manuals, employment agreements and severance packages.

Matt's long-term care practice includes defending long-term care facilities against claims of medical negligence and assisting with regulatory investigations. Matt has extensive experience defending long-term care negligence claims in both state and federal courts in North Carolina.

Matt's administrative law practice includes representing individuals and companies in the North Carolina Office of Administrative Hearings, particularly matters involving on-site waste water systems.

Matt received his undergraduate degree in Business Management from North Carolina State University in 1998. After graduating, he worked as a title insurance underwriter for two years before attending Wake Forest University School of Law.

Matt has been with the firm since 2003. He was voted a shareholder in 2009, and appointed to the firm's practice management committee in 2017.

Education & Bar Admissions

- J.D., Wake Forest University School of Law, 2003
- B.S., North Carolina State University, 1998

Admitted in

- North Carolina, 2003
- U.S. District Courts for North Carolina
- U.S. Court of Appeals for the 4th Circuit

Focus Areas

- Administrative Law
- Business Litigation
- Employment Contracts
- Employment Litigation
- Environmental Litigation
- Insurance Coverage & Bad Faith Litigation
- Insurance Regulation
- Life, Accident & Health, Disability Insurance & Reinsurance
- Nursing Home/Long Term Care Litigation
- Professional Liability

Achievements

- Listed in *The Best Lawyers In America*® in the field of Insurance Law (2021, 2022)

- Listed in *The Best Lawyers In America*® in the field of Labor and Employment Law (2021, 2022)
- Listed in *The Best Lawyers In America*® in the field of Litigation – Insurance (2020-2022)
- Listed among *Business North Carolina Legal Elite*™ in the category of Litigation (2021)
- Rated AV Preeminent, Martindale Hubbell, Judicial Edition
- Listed in *North Carolina's Super Lawyers*® in the category of Insurance Coverage (2021, 2022)
- Selected to the *North Carolina Rising Stars*list (2012-2016) published by Super Lawyers®
- Wake Forest Moot Court Board Member
- Wake Forest Sports Law Moot Court Team (2002)
- CALI Excellence for the Future Award, Estate and Gift Taxation
- Wake Forest University School of Law, Stanly Moot Court Competition Quarterfinalist (2001)

Activities

- N.C. Association of Defense Attorneys
- Defense Research International
- Active Member of the North Carolina Healthcare Facility Association
- Active Member of the North Carolina Association, Long Term Care Facilities
- Wake County Bar Association
- North Carolina Bar Association
- American Bar Association

Milestones

- *N.C. Farm Bureau Mutual Ins. Co. and N.C. Ins. Underwriting Association v. Lilley*, 808 S.E.2d 925 (2018), disc. review denied, 817 S.E.2d 204 (2018)
- *Taylor v. Oak Forest Health and Rehabilitation, LLC*, 302 F.R.D. 390, 89 Fed.R.Serv.3d 1416, M.D.N.C., September 09, 2014 (NO. 1:11-CV-471), affirmed — Fed.Appx. —, 2015 WL 309590, C.A.4 (N.C.), January 26, 2015 (NO. 14-1992) (dismissal of ERISA claims)
- *Barnett v. State Auto Property & Casualty Ins. Co.*, 2015 WL 276512, W.D.N.C., January 22, 2015 (NO. 2:14CV34) (dismissal of bad faith claims)
- *North Carolina Farm Bureau Mutual Insurance Company, Inc. v. Gervis E. Sadler*, 711 S.E.2d 114, 365 N.C. 178 (2011) (Insurance appraisal)
- *Luther v. Seawell and N.C. Farm Bureau Mutual Ins. Co.*, 191 N.C. App. 139, 662 S.E.2d 1 (N.C. Ct. App, 6/17/2008)

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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