

D.S.

Poyner Spruill ^{LLP}
ATTORNEYS AT LAW



"I'm a planner and a problem solver by nature, which is why I love employment law. My goal is to understand the client's company culture and business goals, then work with them to develop practical solutions for existing problems and a plan for implementing best practices to prevent future issues."

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Susie practices in the areas of employment compliance law, employment defense in litigation and administrative proceedings, and ERISA litigation. She regularly advises and defends clients in the full range of employment related issues, including discrimination, retaliation and harassment, wrongful discharge, Affirmative Action Plans, Fair Labor Standards Act, workplace privacy issues, and Family Medical Leave Act. She also reviews and writes employment contracts, policies and handbooks. Susie is a regular speaker on employment matters.

Representative Experience

- Regularly advises and defends clients in race, age, disability and sex discrimination and harassment cases before the EEOC and in state and federal court.
- Reviews handbooks, policies and termination issues; a regular speaker on employment matters.
- Regularly advises clients on Affirmative Action Plans, Fair Labor Standards Act and Family Medical Leave compliance, and defends clients on these issues
- Served as lead counsel in Faircloth v. Lunding Packing Co., which clarified Plan Administrator's obligations to provide information to plan participants

Firm Management Responsibilities

Susie is both the Employment Law Practice Group Leader and a member of the firm's Management Committee.

Susanna Knutson Gibbons

Partner

Areas of Experience

Employment Law

Education

Wake Forest University, JD, 1981, *cum laude*

Wake Forest University, BS, 1978, *summa cum laude*

Professional and Community Activities

North Carolina Bar Association, Minorities in the Profession Committee, 1990 – 1995
Wake County Bar Association

Notable Accomplishments

Recognized as a Leading Attorney by Chambers USA: *America's Leading Lawyers for Business* (Labor & Employment Law), 2009-2012

Recognized in The Best Lawyers in America® (Labor & Employment Law), 2007 – 2013, (Labor Law - Management) 2013, (Employment Law - Management) 2013, and (Litigation - Labor & Employment) 2013
State Delegation Co-Chair for North Carolina, Litigation Counsel of America
Recognized in *Business North Carolina* magazine's "Legal Elite" (Employment), 2003 - 2004, 2006, 2008 - 2013

North Carolina Bar Association's Minorities in the Profession Committee, 1990 – 1995
Ranked among *Super Lawyers* magazine's North Carolina "Super Lawyers" (Labor & Employment Law), 2006 – 2013
Ranked among *Super Lawyers* magazine's Top 100 North Carolina "Super Lawyers," 2011

Ranked among *Super Lawyers* magazine's North Carolina "Top 50 North Carolina Female Lawyers," 2006 – 2013

Jurisdictions Licensed

North Carolina