

Sarah W. Fox

ATTORNEY

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919.821.6784



OVERVIEW

Sarah Fox has more than 35 years' experience in employment and labor law, coupled with commercial litigation. Sarah clerked with the Honorable Robert D. Potter, Chief Judge for the U.S. District Court for the Western District of North Carolina and is a member of the Fourth Circuit Judicial Conference. She is a recipient of the *Triangle Business Journal's* Women in Business Award, has been honored as one of the Top 50 Female *Super Lawyers* by North Carolina *Super Lawyers* and is listed in *Best Lawyers*®. Sarah is active in community organizations including having served on multiple boards and as Chair of the Foundation of Hope, President of The Badger Iredell Foundation, Inc., President of Capital Area Preservation, President of The Junior League of Raleigh, and served on the Executive Committees of the NC Museum of History Associates and SAFEchild.

Her practice includes federal and state discrimination laws; workplace investigations; human capital management; wage and hour compliance; executive shareholder claims; workforce policies, procedures and handbooks; employment agreements; executive compensation; restructuring; wrongful discharge; severance and separation programs; merger and acquisition workplace transitions; confidentiality, assignment of inventions, and non-competition agreements; trade secrets and fiduciary duties; harassment; ADA; FMLA; workplace violence; OSHA; drug and alcohol compliance; compensation for tax-exempts; and alternative staffing.

Sarah has been a guest lecturer in employment law at North Carolina State University in the Masters in Accounting Program, conducted human resource training, led diversity initiatives and training and is a frequent speaker and author on employment matters. She has substantial experience in conducting workplace investigations and successfully litigating federal and state claims, including discrimination claims, non-competition and employee misappropriation claims and executive shareholder claims.

Prior to joining Smith Anderson, Sarah was a founding partner of the employment and labor practice in the Raleigh office of a global law firm.

EXPERIENCE

- Represented Global 100, Fortune 500 and private employers in defense of federal and state employment claims.
- Represented U.S. Congressman in contested election.

- Represented shareholder executive in obtaining multimillion dollar bench and jury awards.
- Conducted internal workplace investigations and human resource training.
- Represented employers and executives in noncompetition, confidentiality and fiduciary disputes.
- Represented employers in OSHA industrial fatality accidents.
- Represented employers and executives in connection with employment arrangements.

CREDENTIALS

Recognition

- Best Lawyers®
 - Employee Benefits (ERISA) Law (2013-2024)
 - Litigation - Labor & Employment (2021-2024)
 - Employment Law - Management (2023-2024)
- Best Lawyers®, "Lawyer of the Year," Raleigh, Employee Benefits (ERISA) Law (2021)
- *Business North Carolina* Legal Elite
- Martindale-Hubbell AV Preeminent Rated
- North Carolina *Super Lawyers*, Top 50 Female Super Lawyers
- *Triangle Business Journal*, Women in Business Award

Clerkships

Law Clerk to the Honorable Robert. D. Potter, Chief Judge for the U.S. District Court for the Western District of North Carolina

Education

- Wake Forest University, J.D., *cum laude*, 1983
 - Wilson Academic Scholar, Wake Forest University School of Law
- Tulane University, B.A., 1977



Bar & Court Admissions

- North Carolina
 - Supreme Court of the United States
 - U.S. Court of Appeals for the Fourth Circuit
 - U.S. District Court for the District of North Carolina
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