

Zebulon D. Anderson

ATTORNEY

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"Zeb is a fantastic lawyer. He is consistently responsive, pragmatic and practical." – Client quote in Chambers USA

OVERVIEW

Zeb Anderson has devoted his career to the representation of private and public employers in connection with all aspects of employment-related litigation. He has represented employers in state and federal courts and before government agencies throughout North Carolina and in other jurisdictions across the country. His experience includes litigation involving employment-related statutory, as well as common law, claims arising under federal and state law and issues that arise when employees leave to join competitors, including non-compete and non-solicitation restrictions, trade secret misappropriation, tortious interference and unfair competition.

EXPERIENCE

- Since 2000, served as lead counsel in over 100 cases in various industries involving the defense of employment-related claims, including alleged discrimination, harassment, retaliation, wrongful discharge, civil rights violations, labor standards and wage and hour violations, denial of employee benefits and workplace violence.
- Served as lead counsel in aviation industry-based class and collective action alleging violation of wage and hour laws in connection with baggage-related tip and service charge practices.
- Represented global pharmaceutical company in series of class and collective actions filed in Arizona, California and New York alleging that the company's failure to pay its pharmaceutical sales representatives overtime for hours worked in excess of 40 hours per week violated the FLSA and state law.
- Defended employer in the material handling industry that was sued in Florida state court by Fortune 100 company that claimed the employer misappropriated its trade secrets, tortiously interfered with its employee relationships and otherwise unfairly competed with it when the employer hired 19 of its at-will employees over the course of several months.
- Defended employer in the entertainment industry and a newly-hired employee who was sued in Michigan state court by a competitor who previously employed that employee and who claimed that the employee

breached and the employer tortiously interfered with a non-solicitation agreement after the employee joined the employer.

- Represented multiple insurance companies in lawsuits brought in state and federal courts in North Carolina that involved allegations of non-compete and non-solicitation agreement breach by insurance agents who left one company to join a competitor.
- Represented medical device distributor in lawsuit filed in federal court in North Carolina that sought to restrain the sales activities of former sales employees who left to join a competitor, but were bound by non-solicitation agreements.
- Represented many employers in the health care, pharmaceutical, logistics/transportation and other industries in lawsuits throughout the state and federal courts in North Carolina involving allegations of non-compete and non-solicitation agreement breach, trade secret misappropriation, tortious interference and unfair competition.
- Provided advice and counseling to employers in connection with all aspects of employment law, ranging from EEO issues to non-compete agreements and trade secret protection.
- Advised a global financial services technology company on the employment-related aspects of its acquisition of a leading provider of deal analytics and valuation technology.

CREDENTIALS

Recognition

- *Chambers USA: America's Leading Business Lawyers*, Labor & Employment (2015-2023)
- *Benchmark Litigation*, North Carolina Labor and Employment Star (2018-2021, 2023-2024)
- Best Lawyers®
 - Litigation - Labor and Employment (2016-2024)
 - Employment Law-Management (2018-2024)
- Best Lawyers®, "Lawyer of the Year," Raleigh, Litigation - Labor and Employment (2023)
- North Carolina *Super Lawyers* (2012-2023)
- *Business North Carolina's Legal Elite*, Employment (2017, 2023)
- North Carolina *Super Lawyers*, Rising Star (2009)
- Martindale-Hubbell AV Preeminent Rated

Education

- University of Virginia, 1994

- Editorial Board, *Virginia Law Review*, 1992-1994
- Order of the Coif
- Duke University, B.A., *magna cum laude*, 1991

Bar & Court Admissions

- All North Carolina State Courts
- 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

