

# Jill S. Stricklin

PARTNER

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Jill is an experienced employment law counselor and litigator who helps clients prevent and defend employment-related claims. She advises employers on thorny employee relations issues and works with them to ensure compliance with employment laws and regulations. Her experience includes developing employment policies and training programs tailored to meet each client's specific needs.

Jill also represents employers in proceedings before federal and state courts and administrative agencies. She has substantial experience with dispositive motions, mediation and arbitration, and jury and bench trials. Her litigation background includes defending claims of discrimination, harassment and retaliation, wage and hour violations, and employee leave issues.

Jill enjoys developing long-term partnerships with employer clients and learning about their business objectives. She believes this enables her to most effectively and efficiently help clients achieve their desired outcomes.

## Representative Matters

- *EEOC v. Womble Carlyle Sandridge & Rice, LLP*, U.S. District Court for the Middle District of North Carolina (2015). Represented national law firm in lawsuit by the U.S. Equal Employment Opportunity Commission involving claims of discrimination under the Americans with Disabilities Act. Obtained favorable summary judgment ruling, which was upheld by the Fourth Circuit Court of Appeals, as well as monetary sanctions against the EEOC for spoliation of evidence.
- National Retail Furniture Company, U.S. District Court for Western District of North Carolina (2011). Represented retail furniture company in multi-plaintiff lawsuit involving claims of sexual harassment, retaliation and constructive discharge. Obtained dismissal of all of the plaintiff's state law claims, along with the Title VII claims of retaliation and constructive discharge, on summary judgment. Tried hostile work environment claims to favorable defense jury verdict.

## Winston-Salem

100 N. Cherry Street  
Suite 300  
Winston-Salem, North Carolina  
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## Practices

Appellate  
Class/Collective Actions  
Employment Litigation  
Prevention & Defense  
Trade Secrets & Unfair  
Competition  
Wage and Hour Compliance &  
Litigation  
Whistleblower & Retaliation

## Practice Emphasis

Employment Litigation  
Prevention and Defense  
Employment Policy Formulation  
and Advice  
Employment Law Training  
Counseling and Advice  
Regarding FMLA and Other  
Employee Leave Issues

## Industries

Financial Services & Insurance  
Retail & Hospitality

## Education

Wake Forest University School of  
Law

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## Honors & Recognitions

- 40 Under 40 Award, *Triad Business Journal* (2005)
- Best Lawyers in America® (2014-2020)
- Best Lawyers in America® Employment Law - Management "Lawyer of the Year," Greensboro, NC (2018-2020)
- Labor & Employment Star by Benchmark Litigation (2019)
- Legal Elite, Employment Law, *Business North Carolina* (2013-2018)
- Martindale-Hubbell AV Preeminent® Peer Rated for Highest Level of Professional Excellence
- North Carolina Super Lawyers® (2010-2020)
- Top 100: North Carolina Super Lawyers® (2015-2019)
- Top 50: Women North Carolina Super Lawyers® (2013-2019)
- Top Lawyer for Trial/Litigation, *Triad Business Leader* (2008)

## Professional & Civic Associations

- American Bar Association, Labor and Employment Law Section
- DRI—The Voice of the Defense Bar, Employment and Labor Law Committee
  - Chair, Webcast Committee (2015)
  - Chair, Seminar Planning Committee (2011)
  - Chair, Publications Committee (2008-2010)
- North Carolina Bar Association, Labor and Employment Law Section
- Camel City Jazz Orchestra, Co-Founder/Board of Directors (2012-Present)
- Piedmont Opera, Board of Directors (2010-2017 and 2019 – Present)
- Leadership Winston-Salem (2015)

## Client Presentations & Firm Publications

- Paid Sick Leave Under the FFCRA: What Does It Mean To Be Unable To Work Due To A Quarantine or Isolation Order?, 4.7.20
- Winston-Salem Breakfast Briefing - Wage and Hour Compliance and Mobile Devices: Not a LOL Matter, 5.23.17
- It's All in the Standard of Review: Is the EEOC's Transgender Bathroom Guidance "Persuasive" Enough to Survive Court Scrutiny?, 6.16
- Think Sarbanes-Oxley Whistleblower Protection Doesn't Apply to Your Company? Think Again., 3.11.14

- J.D., 1993

## St. Andrews Presbyterian College

- B.A., English, *cum laude*, with honors, 1990

## Bar & Court Admissions

North Carolina, 1993

U.S. Court of Appeals for the Second Circuit

U.S. Court of Appeals for the Fourth Circuit

U.S. Court of Appeals for the Fifth Circuit

U.S. Court of Appeals for the Seventh Circuit

U.S. Court of Appeals for the Tenth Circuit

U.S. District Court for the Central District of Illinois

U.S. District Court for the

Eastern District of North Carolina

U.S. District Court for the Middle

District of North Carolina

U.S. District Court for the

Western District of North

Carolina

U.S. District Court for the

Northern District of Ohio

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## Speaking Engagements & Industry Publications

- "Basics of Litigating Employment Cases," presented at NCBA Labor & Employment Law Section's 2020 Fundamentals of Employment Law Seminar, February 2020
- "Pay Equity: New Developments and Best Practices," presented at the 2019 Annual Meeting of DRI—The Voice of the Defense Bar, October 2019
- "Basics of Litigating Employment Cases," presented at the North Carolina Bar Association's Fundamentals of Employment Law seminar, February 2018
- "Labor and Employment Law Changes All Corporate Counsel Need to Know," presented at the North Carolina Bar Association Corporate Counsel Action Annual Meeting, January 2016
- "The Employment Litigation Defense Playbook—Winning Pretrial Strategies," presented for DRI Employment and Labor Law Committee Webcast Series, July 2015
- "Bringing in All Back Home—A Panel Discussion," presented at DRI Sexual Torts Seminar, November 2013
- "Social Media: Employer Nightmare?," presented at DRI Employment and Labor Law Seminar, May 2012
- "Let's Talk: Properly Classifying Employees Under the FLSA," presented at DRI Corporate Counsel Committee's Teleconference Series, May 2012
- "The Use of Demonstrative Evidence," *Employment Law Trial Tactics*, The DRI Defense Library Series, January 2010
- "Whistleblower Protections for DoD Contractors," *Law 360*, December 2009
- "4th Circuit: Employer Unlawfully Withdrew Union Recognition," *SHRM Online*, March 2008
- "Virginia CFO Prevails in Early Sarbanes-Oxley Whistleblower Claim," *Business Lawyer*, NCBA Corporate Counsel Section, March 2004
- "Seeking Some Repose: Limitations on Title VII Claims After Morgan," *For The Defense*, DRI—The Voice of the Defense Bar, October 2002
- "Torn Between Two Clients: Avoiding Conflicts of Interest When Representing Employers and Their Insurers," *Employment Rights and Responsibilities*, ABA Section of Labor and Employment Law, Fall 2000
- "New Approaches to Harassment Claims," *The Federal Lawyer*, Federal Bar Association, August 2000

## Blog Posts

- President Obama's labor and employment legacy  
Employment & Labor Insider, 1.19.17