



Shalanna L. Pirtle

Partner, Diversity & Inclusion Chair

shalannapirtle@parkerpoe.com

t 704.335.6628



Shalanna Pirtle represents management-side clients in all industries and aspects of the employment relationship. An analytical counselor with intuitive problem-solving skills, she concentrates her practice in the areas of employment counseling, internal investigations, and litigation. She is admitted to practice before the state courts of North Carolina, the United States Court of Appeals for the Fourth Circuit, and the United States District Courts for the Eastern, Middle, and Western Districts of North Carolina.

Shalanna regularly defends employers in litigation under all of the state and federal anti-discrimination laws, as well as employment contract disputes, wrongful discharge claims, and wage and hour issues. She also represents clients in proceedings before the Equal Employment Opportunity Commission and the North Carolina Departments of Labor and Commerce.

A trusted business advisor, Shalanna offers insightful guidance to clients making critical decisions that impact both employee relations and legal risk management. She is highly regarded for her innate ability to develop cost-effective solutions that are tailored to fit the needs of each client. She has substantial experience in helping clients navigate workplace and cultural sensitivity issues.

She is chair of Parker Poe's Diversity & Inclusion Committee. In that role, she leads initiatives to improve the diversity and inclusion within the firm and the legal profession at large. That includes developing a pipeline for minority students interested in the legal profession and collaborating with local organizations who share her commitment to giving everyone a voice at the table.

Prior to joining Parker Poe, Shalanna worked for several years as a corporate trainer for one of the largest international dining restaurant companies.

REPRESENTATIVE EXPERIENCE

- Represented employers in issues arising under the Civil Rights Act of 1964, FLSA, FMLA, USERRA, and the North Carolina Wage and Hour Act.
- Counseled clients on wrongful discharge, retaliation, violation of state public policy, breach of contract, breach of covenants not to compete,



**CHARLOTTE
ATLANTA**



PRACTICE AREAS

Employment & Labor



EDUCATION

University of Georgia
JD, 2007
Indiana University
BA, 2002



Bar

ADMISSIONS

North Carolina, 2007
Georgia, 2017

COURT ADMISSIONS

NC State Courts
US Court of Appeals-
Eastern District NC
US District Courts-
Eastern, Middle and
Western NC
US District Courts-
Northern GA



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infliction of emotional distress, and other claims arising out of the employment relationship.

- Advised clients on sexual harassment claims.
- Counseled employers on reductions in force and compliance with the OWBPA and WARN Act.
- Defended clients involved in multi-plaintiff and multi-defendant litigation and complex business/commercial contract litigation.
- Drafted and reviewed covenants not to compete, confidentiality agreements, and protection of trade secrets and other proprietary information.
- Drafted and reviewed employment agreements.
- Advised employers on day-to-day personnel actions such as hiring, evaluations, discipline, and termination.
- Counseled clients on human resources management training and various employer policies, including preparing and revising employee handbooks.

PUBLICATIONS

- "Standing Out in the Crowd – Building Your Client Base," August 2013

SPEAKING ENGAGEMENTS

- "Employment Law Update," Cabarrus Regional Chapter of the Society for Human Resource Management (SHRM), November 2018
- "Succeeding in a Male-Dominated Environment," The Women, Diversity & Change Summit, Atlanta, November 2018
- "Sexual Harassment in the #MeToo Age: Conducting an Effective Investigation," Charlotte Area Society for Human Resource Management, March 2018
- "The Impact of Tax Reform on Employers," Charlotte Area Society for Human Resource Management, March 2018



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- "Panelist at THRIVE Program for Minority Students," Parker Poe's Raleigh Office, January 2018
- "Annual Federal, North Carolina and South Carolina Employment Update," York County Society for Human Resource Management
- "Employer Obligations Under FACTA Red Flags Rule & North Carolina Identity Theft Protection Act," The Employers Association
- "Employer Responses to Employee Blogging Activity," Parker Poe Adams & Bernstein Seminar
- "Employment Law Roundtable Forum – Best Practices for Pre-employment Arrest and Conviction Screening, Social Media Concerns, Managing Employee Illness," NAAAHR
- "FLSA Tips & Traps," Carolinas Chapter Society for Human Resources Managers
- "Hot Topics in Employment Law," U.S. Green Building Council
- "I Didn't Realize She Was a REAL Employee!", Carolinas Chapter Society for Human Resources Professionals
- "Pre-Employment Background Screening After EEOC Guidance
- "Strategies for Effective Record Keeping ," Carolinas Chapter Society for Human Resource Management
- "Surviving the Regulation and Enforcement Action Avalanche: FLSA & EEO Compliance ," HR Checkup Seminar
- "The Latest Trends in Employment Practices Liability," People's First Insurance
- "Use of Social Media in the Real World/Strategies for Effective Record-Keeping," HRS&S Consulting, Inc.
- "Utilizing Diversity Statistics To Increase Cultural Competency and Awareness," ACC – Charlotte Chapter Diversity CLE

HONORS

- *North Carolina Super Lawyers Rising Star, 2014-2017*



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- *The Mecklenburg Times* 50 Most Influential Women, 2017
- Charlotte ATHENA Leadership Award Honoree, 2017
- Order of the Barristers

MEMBERSHIPS

- Parker Poe Adams & Bernstein LLP, Diversity Committee Chair
- Jack and Jill of America, Inc., Charlotte Chapter, Legislative Committee, Chair, 2016-present, Member, 2013-present
- Arrowood Business Association, 2016
- Charlotte Chamber of Commerce, Public Policy Committee, 2014-present
- Mecklenburg County Bar, Board of Directors, 2015-2018; Diversity and Inclusion Committee, 2012-2015; Co-chair, Bench Bar and Community Sub-Committee, 2014-2015
- Leadership Charlotte Class 33, Alumni Committee, 2014-2015
- North Carolina Bar Association, Coordinator, Law Week Western Regional Moot Court Competition, 2008-2012
- KIPP Charlotte Charter School, Board of Directors, 2008-2012; Vice-Chair, 2010-2011; Chair, Human Resources Committee, 2009-2011; Chair, Grievance Committee, 2008-2011
- Stratford-Richardson YMCA, Secretary, Financial Outreach Action Development Team, 2010-2011
- John S. Leary Bar Association, 2007-present