



## Stephen D. Dellinger

Office Managing Shareholder

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## Focus Areas

Discrimination and Harassment

Litigation and Trials

Emerging Companies and Venture Capital

Littler X-celerator Toolkits

## Overview

Accomplished litigator and advisor Stephen D. Dellinger counsels on intricate workplace issues involving a broad spectrum of federal and state statutory and common laws that affect not only employees but a company's business goals. His sophisticated guidance directs executives and managers toward legally compliant human relations actions and policies.

When a disagreement escalates into litigation, however, Steve develops targeted and compelling defensive strategies, recognizing that complicated cases often depend on reassessing traditional approaches. Whether in a deposition, taking testimony in court or arguing in front of a judge, he maintains a confident flexibility and resilience that works to the advantage of his clients.

Steve favorably resolved a number of complicated and potentially costly class action lawsuits, including the following:

- Blocked a class action complaint against a large healthcare system that was threatened by damages of tens of millions of dollars
- Through an aggressive discovery process, demonstrated that a security company's technicians lacked commonality, leading to a settlement representing a fraction of what was sought

As an insightful advisor, Steve assisted a manufacturer with developing a new, efficient Family and Medical Leave Act (FMLA) process that was easier to manage and helped to reduce the potential for employee abuse. He has also guided human resources departments that sought to avoid or minimize legal exposure in a host of termination, discipline and

severance matters of varying factual patterns. In addition to drafting employment contracts and severance agreements, he prepares or reviews policy and procedure manuals, along with employee handbooks.

Steve's deep experience extends to cutting-edge counsel and litigation in the unique area of noncompete agreements. He advises company executives on drafting agreements that are enforceable or defending those documents already in place.

Steve serves as the office managing shareholder for two Littler offices: Charlotte, North Carolina, and Greenville, South Carolina.

*\*Not licensed to practice law in South Carolina.*

## **Professional and Community Affiliations**

- Member, American Bar Association
- Member, North Carolina State Bar
- Member, Mecklenburg County Bar Association
- Member, National Retail Federation

## **Recognition**

- Named, The Best Lawyers in America®, 2013-2024

## **Education**

J.D., Wake Forest University, 1989

B.S., Appalachian State University, 1986

## **Bar Admissions**

North Carolina

## Courts

U.S. Supreme Court  
U.S. Court of Appeals, 4th Circuit  
U.S. Court of Appeals, 8th Circuit  
U.S. Court of Appeals, 11th Circuit  
U.S. District Court, Eastern District of North Carolina  
U.S. District Court, Middle District of North Carolina  
U.S. District Court, Western District of North Carolina

## Publications & Press

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

### **Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

### **Hurricane Florence Approaches – What Can Employers Anticipate?**

*Littler Insight*

September 11, 2018

### **Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

### **Littler Adds Shareholder William Foster and Opens Greenville, South Carolina Office**

*Littler Press Release*

March 2, 2018

### **Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Littler Appoints Three New Office Managing Shareholders**

*Littler Press Release*

January 3, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Federal Court's Practical Approach to Enforcement of a Restrictive Covenant Provides Business-Friendly Decision**

*Littler ASAP*

April 21, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Littler Press Release*

September 7, 2012

**Quoted in "Constructive Discharge Lawsuit Fails for Worker"**

*North Carolina Lawyers Weekly*

April 28, 2008

**The Deficit Reduction Act of 2005: Requiring Health Care Employers to Educate Employees in Whistleblowing**

*Littler Insight*

August 24, 2006

**Speaking Engagements**

**2023 Carolinas Regional Employer Conference**

Charlotte, NC

September 14, 2023

**Manufacturing Roundtable**

Charlotte, NC  
June 22, 2023

**2022 Carolinas Regional Employer Conference**

Charlotte, NC  
September 8, 2022

**Common Human Resource Ethical Issues Arising In Today's Workplace**

Charlotte Area SHRM, Charlotte, NC  
August 31, 2021

**The COVID-19 Vaccine: Legal and Practical Implications**

Association of Corporate Counsel – Charlotte Chapter  
April 13, 2021

**2020 Year in Review and What to Expect in 2021 in North and South Carolina**

December 1, 2020

**COVID-19 FAQs with Littler**

April 22, 2020

**Smart Internal Investigations: Suspected C-Suite Misconduct**

Charlotte, NC  
August 29, 2019

**A Corporate Balancing Act: Business Need vs. Legal Risk**

Charlotte, NC  
November 16, 2017

**Creative Approaches for Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take**

Association of Corporate Counsel – Charlotte Chapter, Charlotte, NC  
May 18, 2017

**What's New in Employment Law and What Comes Next**

NCHHRA, Greensboro, NC  
May 5, 2017

**The Election Is Over: What's Next**

Charlotte, NC  
November 10, 2016

**Litigation Procedure: Discovery Strategies and Best Practices, Federal Rules Changes, and Managing the Cost of Discovery**

2016 ACC Annual Meeting, San Francisco, CA

October 18, 2016

**Where Diversity & Inclusion Meet the Law in 2016: The 6 Essential Strategies That Successful HR Professionals Need NOW!**

NCSHRM State Conference, Asheville, NC

September 30, 2016

**Conducting Lawful Investigations: An Interactive Program for Internal Investigators**

Charlotte, NC

September 13, 2016

**Diversity & The Bar: Is it Happy Hour Yet?**

Association of Corporate Counsel – Charlotte Chapter, Charlotte, NC

August 16, 2016

**DOL Issues Final Overtime Rule - What Now?**

Charlotte, NC

June 30, 2016

**2015 Southeast Employer Conference**

Atlanta, GA

August 20, 2015

**Diversity & Inclusion 2015: Spearheading A Meaningful Initiative That Won't Drive Your General – and Outside – Counsel Crazy!**

Association of Corporate Counsel (ACC) - Charlotte Chapter, Charlotte, NC

August 18, 2015

**Noncompetes & Trade Secret Protection: An In-House Counsel's Guide to A Big Year of Change**

Association of Corporate Counsel, Charlotte, NC

May 19, 2015

**Emerging Healthcare Wage and Hour Issues and Proactive Steps to Avoid Litigation**

Myrtle Beach, SC

April 30, 2015

**2014 Year in Review and What to Expect in 2015**

Charlotte, NC

February 12, 2015

**Best Practices for Employment and Noncompete Agreements and Protecting Trade Secrets**

Charlotte, NC

April 9, 2014

**Conducting Lawful Investigations: An Interactive Program for Internal Investigators**

Charlotte, NC

October 9, 2013

**You're Under Attack! The NLRB Takes Aim at Employee Handbooks: What Non-Union Employers Need To Know to Avoid Costly Mistakes**

Charlotte, NC

April 4, 2013

**Don't Let These Top 5 Employment Trends Spook You**

Charlotte, NC

October 25, 2012

**How to Keep Your CEO Out of Jail: Corporate Compliance & Ethics – What Every HR Professional and Employment Counsel Should Know About the Federal Sentencing Guidelines**

Charlotte, NC

July 17, 2012

**Landmines, Trends and Tools**

Charlotte, NC

December 4, 2009