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## Ann H. Smith

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### Practices

Class Actions and Complex Litigation  
General Employment Litigation

### Services

Background Checks

### Education

University of North Carolina at Chapel Hill School of Law  
J.D., 1996  
with Honors

North Carolina University School of Humanities and Social Sciences  
B.A., 1991

### Admitted to Practice

- 4th Circuit Court of Appeals, 2002
- North Carolina - E.D. N.C., 1996
- North Carolina - M.D. N.C., 1996
- North Carolina - W.D. N.C., 1996
- North Carolina, 1996

### Social Media

LinkedIn

Ann H. Smith is a Principal in the Raleigh, North Carolina, office of Jackson Lewis P.C. She has practiced employment law since 1996, and has handled a wide variety of employment matters before federal and state courts and administrative agencies.

Ms. Smith has represented and advised Fortune 250 companies as well as governmental entities. Her litigation experience includes general employment law disputes involving claims pursuant to the ADA, FMLA, FLSA, and Title VII.

She is a frequent speaker before business and employer associations.

While attending law school, she was a member of the Holderness Moot Court.

### Honors and Recognitions

- Wake County Volunteer Lawyers Program, Outstanding Volunteer (2002)



### Professional Associations and Activities

- DRI
- North Carolina Bar Association

### Published Works

- "The New Labor Landscape: Are you prepared?" *North Carolina Bar Association Labor & Employment Newsletter*, Vol. 30, No. 3 (April 2012) [Co-Author]
- "Damages, Damages, Damages! Damages Issues and Practical Strategies for Damages Containment," *DRI Employment Law Seminar Manuscript* (January 2003) [Co-Author]

### Speeches

- "Social Media and the Workplace: Harassment, Bullying and Hiring Issues," EEOC TAPS Seminar (Charlotte, NC, May 2016 and Durham, NC, June 2016) (presenter)
- "Employee Handbook Landmines," NC Bankers Association CBS Benefits Day and HR Conference (Greensboro, NC, March 2016) (presenter)

- “What’s Going On?!? Hot Topics in Employment Law,” Moore County Human Resources Executive Association (Southern Pines, NC, October 2015) (presenter)
- “Facebook Hire, Facebook Fire (Benefits and Risk to Employers Using Social Media,” North Carolina League of Municipalities Annual Conference (Hickory, NC, October 2013) (presenter)
- “Thirteen Prescriptions for HR Health,” North Carolina Chapter of the International Public Management Association for Human Resources Conference (Raleigh, NC, March 2013) (presenter)
- “Human Resources Alphabet Soup,” North Carolina Chapter of the International Public Management Association for Human Resources Conference (Raleigh, NC, March 2012) (presenter)
- “Hot Button Issues in Employment Law,” North Carolina Association of Police Attorneys Conference (Shell Island, NC, October 2011) (presenter)
- “Starting off on the Right Foot—How to Vet Job Applicants without Breaking the Law,” North Carolina Chapter of the International Public Management Association for Human Resources Conference (Raleigh, NC, March 2011) (presenter)
- “Blogging, Facebook, T[sex]ting and Twitter in the Work Place,” North Carolina Association of Police Attorneys Conference (Asheville, NC, April 2010) (presenter)