

Bridget A. Blinn-Spears

SHAREHOLDER

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Practices

Employment & Labor Law
Employee Benefits Litigation
Corporate & Business Transactions
Litigation
Employee Benefits & Executive
Compensation

Education

Washington and Lee University
School of Law
(2004, J.D., *magna cum laude*)

Centre College
(2000, B.A.)

Admissions

State Bar: North Carolina, Texas

U. S. District Court: North Carolina
(Eastern, Middle, Western), Texas
(Eastern, Northern, Western),
Colorado, Northern Ohio

Bridget Blinn-Spears is a recognized litigator who helps employers navigate the complexities and peculiarities of managing each unique workforce. She also assists clients with structuring and conducting internal investigations, as well as advising on appropriate documentation and remedial measures.

Her practice, based in Raleigh, North Carolina, focuses on employment-related litigation. She defends her clients in state and federal courts against claims involving discrimination, harassment, retaliation, restrictive covenant/non-compete agreements, and wage and hour disputes - including collective actions under the Fair Labor Standards Act. She also handles tort claims against individual defendants.

Bridget provides strategic guidance on a wide range of issues including:

- corrective actions
- performance management
- terminations
- restrictive covenants
- responding to employee complaints
- employment classification and compensation structure

- regulatory compliance
- crisis management and emergency response
- policy development and revision
- handbook development and revision

In addition to her employment-related work, Bridget regularly works on corporate transactions, providing due diligence support and revising purchase agreements. She evaluates and advises on potential risks, adds appropriate language for representations and works through indemnification issues. She advises on and handles the transition process, force reduction and employee notification. She also prepares and amends employment agreements and related contracts.

Bridget also regularly advises schools, colleges, and universities regarding compliance and best practices regarding Title IX and The Family Educational Rights and Privacy Act (FERPA) and conducts related training and investigations.

Experience

- Advised Charlotte, North Carolina-based, Carousel Capital, a leading middle-market private equity firm, in the sale of HEPACO, LLC, a leading provider of critical environmental services on both an emergency response and planned basis in the Eastern United States, to San Francisco, California-based Gryphon Investors, a growth-focused middle market private equity firm. ***Read more here.***

Recognitions

- Listed, *Business North Carolina's* "Legal Elite", 2022
- Listed, *Super Lawyers*® magazine, Texas Rising Star, 2011
- Listed, *Super Lawyers*® magazine, North Carolina Rising Star, 2014-2017

Community & Professional

- Texas Bar Association

News

06.02.2022 | Media Mention

Law360's Employment Authority highlights NP attorneys' expert analysis

06.29.2021 | Media Mention

Bridget Blinn-Spears Offers Insight into Opioid Crisis in Construction Industry

01.01.2021 | News from Maynard Nexsen
Nexsen Pruet Elects Eight Attorneys to Membership

06.03.2020 | Media Mention
Bridget Blinn-Spears Advises Businesses to be Proactive in Tense Times

02.10.2020 | Media Mention
Bridget Blinn-Spears Discusses Law Firm Parental Leave

01.10.2019 | News from Maynard Nexsen
Nexsen Pruet begins 2019 with continued Triangle growth

Speaking Engagements

Webinar | Virtual via WebEx
Maynard Nexsen's Employment Law Certificate Series: Bringing Clarity to Workplace Complexity

Insights

02.09.2023 | Article
Employment and Labor Highlights from the 2023 State of the Union Address

05.09.2022 | Article
A Very Unhappy Birthday: Lessons on Employee Anxiety

02.14.2022 | Article
Are You Ready if Cupid Strikes at Your Company?

01.10.2022 | Article
Kronos Catastrophe: What Employers Can Do to Avoid Panicked Payroll Practices

10.12.2021 | Article
\$137 Million Verdict Illustrates Importance of Competent Anti-Harassment Policies

08.17.2021 | Article
Promises in Writing: Recent Amendments to North Carolina Wage and Hour Act

06.02.2021 | Article
A Spoonful of Sugar Helps the Medicine Go Down: EEOC Provides Much Anticipated Guidance Regarding Employee Vaccination Mandates and Incentives

04.07.2021 | Article
COVID-19, Vaccinations, and Leave: What Employers Need To Know



01.20.2021 | Article

Dealing with the Opioid Threat in the Construction Industry

09.21.2020

Pandemic Pitfalls for the Unwary: NLRA Rights for Non-Union Employees

08.31.2020

VIDEO: Bridget Blinn-Spears on Recent Shifts in EEOC's Enforcement Efforts During the Pandemic

05.19.2020

COVID-19 Next Steps: What are Next Steps as Businesses Begin to Re-open Amid the Crisis?

03.26.2020

DOL Provides Initial Guidance and Sample Posting on New Paid Leave Laws

03.20.2020

COVID-19: Managing HR, Benefits, and Immigration Challenges During the Pandemic

03.19.2020

New Federal Law Provides Emergency Paid Sick and Family and Medical Leave

09.04.2019

UPDATE: Impending September 30 Deadline for EEO-1 Pay Data Collection

02.13.2019

Rumors Run Amok: Poorly Managing Rumors of an Alleged Affair Opens Title VII Liability