



Elizabeth L. Troutman

PARTNER

Greensboro

t: 336.271.3138

f: 336.232.9138

etroutman@brookspierce.com

Elizabeth Troutman is a partner at the law firm of Brooks, Pierce, McLendon, Humphrey, & Leonard LLP with offices across North Carolina. Her practice focuses on education law, advising schools, colleges, and universities of all kinds and non-profit organizations on education-related legal issues. Elizabeth particularly works in the areas of crisis management, funding disputes, employment, complex investigations, and litigation. Elizabeth is passionate about ensuring educational opportunities across the state of North Carolina. Elizabeth earned her law degree from the University of North Carolina School of Law, her master's in public policy from the Duke University Sanford School of Public Policy, and her undergraduate degree from Princeton University. She lives in Greensboro, North Carolina with her husband and two fantastic children, all of whom make life more exciting every day.

EDUCATION

Elizabeth advises public school boards of education, private educational institutions, and colleges and universities on a multitude of education issues, and advocates for educational institutions in administrative proceedings, state and federal courts, and before local, state, and federal regulatory agencies. Her experience includes developing policies and procedures for schools, handling investigations by the Office of Civil Rights, conducting board of education hearings, managing and advising on student discipline and employment matters, advising on federal and state legislative strategies, addressing a myriad of compliance-related issues, and defending educational institutions in state and federal courts.

With prior experience working with the North Carolina School Boards Association, the U.S. House of Representatives Committee on Education and the Workforce, the Council for Children's Rights in Charlotte, and the Education Innovations Group, as well as conducting extensive research on rural education policy issues, Elizabeth brings a valuable perspective to Brooks Pierce and the

Firm's education clients. Elizabeth serves on the Executive Committee of the North Carolina Council of School Attorneys and is a frequent speaker at education law conferences.

LITIGATION

Elizabeth represents private and public institutions in federal and state courts.

"I see litigation as one tool among many to solve problems."

EMPLOYMENT & INTERNAL INVESTIGATIONS

Elizabeth regularly counsels clients on compliance with state and federal employment laws, employee management concerns, employment discrimination matters, Family and Medical Leave Act issues, and issues related to disability discrimination and accommodation claims. Elizabeth has also defended clients in suits related to employment contracts, the First Amendment, and the Americans with Disabilities Act.

Elizabeth conducts and advises employers on internal investigations. She has experience in various investigations, including discrimination claims, allegations of abuse and sexual misconduct in educational settings, and compliance with requirements associated with use of federal funds.

SERVICES

Appellate

Education

Federal Litigation

Labor & Employment

Litigation

Civil Rights and Diversity

Internal Investigations & Compliance

CREDENTIALS

Honors & Recognitions

Selected by her peers for inclusion in *Business North Carolina's* "Legal Elite" in the Young Guns category (2021-2022)

Selected by her peers for inclusion in *The Best Lawyers in America*® "Ones to Watch" for Education Law (2021-2026), Commercial Litigation, Labor and Employment Law - Management and Litigation - Labor and Employment (2022-2026)

Recognized as a "2019 Influencer: Law" by *The Business Journals* (2019)

Recognized as a "Rising Star" by *North Carolina Lawyers Weekly* (2019)

Recognized by *North Carolina Super Lawyers* as a "Rising Star" in Schools and Education Law (2019-2024)

Recognized as one of the *Triad Business Journal's* "40 Leaders Under 40" (2019)

Recognized for Outstanding Master's Project, Sanford School of Public Policy, *Duke University* (2014)

Gressman-Pollitt Award for Oral Advocacy (Best Overall, Research/Writing Class) (2012)

Recipient of the Princeton University Class of 1975 Service Award (2004)

Education

University of North Carolina School of Law, J.D., 2014, with highest honors; Order of the Coif; *North Carolina Law Review*

Duke University, M.P.P., 2014 **Princeton University**, B.A., 2006, School of Public and International Affairs, *cum laude*

Admissions

North Carolina

Elizabeth L. Troutman

U.S. District Court for the Western, Middle, and Eastern Districts of North Carolina

PROFESSIONAL & CIVIC

Member, North Carolina Council of School Attorneys



Bryan Starrett
PARTNER

Greensboro
t: 336.271.3147
f: 336.232.9147
bstarrett@brookspierce.com

Bryan Starrett has a unique background as a litigator, employment lawyer, and in-house generalist for a new public company. This combination of experience gives Bryan an invaluable perspective for understanding how a legal issue fits within clients' business operations and goals, and how to provide thoughtful and practical counsel to clients.

In his litigation practice, Bryan represents clients in all levels of state and federal courts in North Carolina, including the North Carolina Business Court. He has represented clients in matters involving shareholder rights, corporate governance, antitrust, breaches of contract, covenants not to compete, employment discrimination, personal and business torts and constitutional litigation.

Clients appreciate Bryan's ability to help them navigate legal risks within the context of their business goals and finding practical legal solutions that support their business objectives. He is a true partner and counselor, understanding firsthand the responsibility and pressures of legal issues within a company.

In addition to using his combination of legal and business experience to help clients, Bryan also works as an adjunct professor at Wake Forest Business School where he helps business students identify, understand, and learn how to navigate the legal environment of the businesses in which they work.

INTERNAL INVESTIGATIONS & COMPLIANCE

Using his experience as both an in-house attorney and a former Deloitte strategy consultant, Bryan brings a unique perspective to internal investigations, working with businesses to identify and proactively address potential legal issues they may have within their operations.

Bryan has designed or led internal investigations on matters ranging from unlawful contracting practices to workplace investigations, as well as on more sensitive matters at the request of the board of directors. Additionally, he has designed internal investigation protocols for two public companies and trained human resource professionals at those companies on how to follow the procedure.

BUSINESS LITIGATION

Through his experience as an in-house legal counsel of a public company, Bryan understands the often-competing priorities and interests a company faces during pending litigation and knows how to help clients seek the best outcome. He represents clients in all levels of state and federal courts in North Carolina, including the North Carolina Business Court, in a wide variety of litigation, including cases involving shareholder rights, antitrust, breaches of contract, covenants not to compete, employment discrimination, wrongful death and constitutional litigation.

EMPLOYMENT LAW

Bryan advises employers and HR professionals on a wide variety of employment-related matters, including wage and hour issues, employment contracts and policies, employee privacy matters and workplace investigations. During his time working in-house for a newly formed public company, he created and implemented human resources and employment-related policies and procedures, and served as a day-to-day counselor for human resources in retail, distribution, and office settings. Bryan also represents employers in all levels of state and federal courts in employment-related litigation, including actions involving non-competition agreements, wage and hour litigation, discrimination actions and other matters.

GENERAL CORPORATE

Bryan's experience as an in-house corporate attorney and business adviser allows him to both relate to and counsel clients. Having helped his previous employer create and build their legal team after becoming a public company, Bryan knows the ins and outs of clients' operations. He assists clients in general business and transactional matters and commercial contracts, with notable experience in reviewing technology-related agreements, and creating legal processes and practices designed to effectively balance efficient and effective business practices and risk management.

EDUCATION

Bryan has represented and advised public boards of education, private educational institutions, and colleges and universities on a wide variety of issues. In addition to advising boards of education directly, he frequently assists senior administrators in analyzing, investigating, and responding to complex personnel, student, or third party matters. He also works with clients to proactively assess and manage their compliance with applicable laws and developing internal policies and practices to ensure continued compliance and operational effectiveness. In addition, Bryan often assists education clients in negotiating complex agreements, and defending them in state and federal courts.

EXPERIENCE

Business Litigation

- Representing an insurance marketing organization in a lawsuit alleging breach of contract and fraud against approximately 35 of the organization's former insurance agents.
- Successfully challenged the constitutionality of an act of the North Carolina General Assembly moving control of Charlotte Douglas International Airport from the City of Charlotte to an independent commission.
- Representing the CEO of a large statewide health system in an antitrust action alleging unfair suppression of employment opportunities between competing health systems.
- Successfully challenging the constitutionality of an act of the North Carolina General Assembly altering the structure and form of government for a state municipality.
- Representing a large consumer products employer in an investigation alleging misconduct by multiple executives.

SERVICES

Corporate & Business

Antitrust

Internal Investigations & Compliance

Education

Labor & Employment

Employment Litigation

Union & Labor Issues

Litigation

Complex Business Litigation

Federal Litigation

Mediation & Arbitration

North Carolina Business Court

Professional Liability Litigation

Privacy

Health Care and Employment

Manufacturing

Technology

Transportation

CREDENTIALS

Clerkships

Law Clerk to the Honorable Norman K. Moon, United States District Court, Western District of Virginia, 2009-10

Honors & Recognitions

Selected by his peers for inclusion in *The Best Lawyers in America*® in Commercial Litigation (2024-2026), Employment Law - Management (2026) and Litigation – Labor and Employment (2026)

Recognized by *North Carolina Super Lawyers* as a "Rising Star" in Employment Litigation: Defense (2019)

Selected by his peers for inclusion in *Business North Carolina's* "Legal Elite" in Employment Law (2019) and in the Young Guns category (2019)

Recognized as a "Labor and Employment Star" by *Benchmark Litigation* (2019)

Selected for *Benchmark Litigation's* "Under 40 Hot List" (2017, 2018)

Recognized by the *Triad Business Journal* as "Forty Under 40" (2015)

Education

University of Virginia School of Law, J.D., 2009

Wake Forest University, B.S., 2002, *cum laude*

Certifications

Certified Compliance & Ethics Professional (CCEP), 2013, certified by the Compliance Certification Board

Admissions

North Carolina

U.S. District Court for the Western, Middle, and Eastern Districts of North Carolina

PROFESSIONAL & CIVIC

Member, Board of Directors, United Way of Greater Greensboro (2022 - present)

Member, Wake Forest University Alumni Council (2021 - present)

Adjunct Professor (Business Law), Wake Forest University School of Business (2016 - present)

Selectee, North Carolina Bar Leadership Academy, Class of 2015

Member, Society of Corporate Compliance and Ethics (2013 - present)

Adjunct Professor (Employment Law), Elon University School of Law (2013 - 2016)

Chair, Board of Directors, Out of the Garden Project (2014 - 2018); Member (2011 - 2018)

Member, Chief Justice Joseph Branch Inn of Court (2011 - 2013)



Christine Bischoff
OF COUNSEL

Greensboro
t: 336.271.3140
f: 336.232.9140
cbischoff@brookspierce.com

Christine Bischoff is a dedicated education attorney with over two decades of experience at the intersection of education law and policy, civil rights, and constitutional law. Christine has worked for the U.S. Department of Education, the U.S. Department of Justice, and national and state non-profit organizations focused on educational equity. She has represented the United States government, students, educators, organizations, school districts, and post-secondary institutions in high-stakes matters, including litigation, conducting complex investigations and compliance enforcement, providing expert legal advice and analysis, and developing and implementing policy. Her practice focuses on all aspects of federal and state laws, regulations, policies, and constitutional provisions impacting education, as well as providing training, drafting policies, procedures, and guidance, conducting investigations, and advising on risk assessment and implementing best practices to proactively minimize liability exposure. Her deep subject-matter expertise and relationships with education attorneys across the state and country allow her to offer unique insight and guidance on the complex legal issues her clients face.

Christine earned her undergraduate and law degree from Wake Forest University. She earned a master's degree in public affairs from Princeton University. Christine has two happy daughters who love the wonderful public schools they attend.

EDUCATION

With over 20 years of experience as an education attorney, Christine utilizes her extensive knowledge and experience to advise public school boards of education, private educational institutions, and colleges and universities on a wide variety of educational issues. Christine previously worked for the U.S. Department of Education, Office for Civil Rights and the U.S. Department of Justice, Civil Rights Division, Educational Section, which allowed her to gain unique insight into federal investigations, enforcement proceedings, and compliance monitoring. She now

uses that expertise to represent clients in state and federal administrative proceedings and federal investigations, and to conduct internal investigations. She has also litigated education issues in state and federal courts across the country. Christine regularly drafts policies, procedures, and guidance, conducts trainings, and gives presentations on complex legal issues to attorneys and non-attorneys. She also advises clients on policy issues, including drafting legislation and advising on legislative strategy, working with coalitions of stakeholders, and filing amicus briefs.

In addition to the federal government, Christine previously worked for state and national non-profit organizations focused on educational equity. In those roles, she focused on school funding, the right to education under state constitutions, and discrimination. Christine's wide-ranging experience representing multiple education stakeholders provides unique insight that allows her to resolve disputes effectively and efficiently for her clients.

LITIGATION

Christine has represented clients in all stages of state and federal litigation. Her cases frequently presented complex or novel issues related to state constitutions, federal law, and federal agency action.

CIVIL RIGHTS

Christine has spent her career representing clients in civil rights matters. She has extensive knowledge and experience with federal civil rights laws and policy. She has worked for the Civil Rights Division of the U.S. Department of Justice, the Office for Civil Rights in the U.S. Department of Education, the NAACP National Headquarters, the Southern Poverty Law Center, and the North Carolina Justice Center.

INTERNAL INVESTIGATIONS

Christine led investigations at the Department of Justice to determine whether an entity was violating federal law. She is deeply familiar with the all aspects of conducting investigations in a manner that best serves our client's goals.

SERVICES

Appellate

Education

Federal Litigation

Government Relations & Public Policy
Internal Investigations & Compliance
Labor & Employment
Litigation
Regulatory & Administrative

CREDENTIALS

Education

Princeton University, M.P.A., 2006, Alicia More Memorial Fellowship

Wake Forest University School of Law, J.D., 2004; Editor, Notes & Comments, *Wake Forest University Law Review*; Moot Court, Officer; President, Public Interest Law Organization; Carswell Scholarship

Wake Forest University, B.S., 2000, *cum laude*

Admissions

North Carolina

U.S. Supreme Court

U.S. District Court for the Middle District of North Carolina

PROFESSIONAL & CIVIC

Volunteer girls' basketball coach, YMCA (2021-current)

"Kids Shift" Volunteer, TABLE, Inc. (fighting childhood hunger) (2021-current)



Justin N. Outling

PARTNER AND DIRECTOR OF
DIVERSITY & INCLUSION

Greensboro

t: 336.232.4685

f: 336.232.9085

joutling@brookspierce.com

Justin Outling focuses his practice on business litigation and white-collar criminal defense. He helps businesses and professionals in a variety of industries, and has successfully brought and defended lawsuits in a myriad of matters. Justin also serves as the firm's Director of Diversity & Inclusion.

BUSINESS LITIGATION

Justin has successfully defended clients in a variety of matters, including breach of contract, unfair competition and trade practices, fraud, shareholder disputes, and commercial financing.

Prior to joining Brooks Pierce, Justin practiced law at Cleary Gottlieb Steen & Hamilton, LLP in New York City, where he represented financial institutions and multi-national corporations in securities and other complex litigation, as well as in criminal and regulatory matters.

WHITE-COLLAR CRIMINAL DEFENSE AND ENFORCEMENT

Justin's experience includes representing companies in governmental inquiries and investigations, involving hedge funds with exposure to the Bernard Madoff fraud, "repo" trading of securities, insider trading, and possible criminal liability arising from a mining accident that resulted in the deaths of over a dozen people.

HEALTH CARE

Justin represents health care organizations on a variety of issues. His experience includes representing a hospital in breach of contract action involving a joint venture for an ambulatory surgical center.

DIRECTOR OF DIVERSITY AND INCLUSION

Continuing his work with the firm's established Diversity & Inclusion Committee, Justin is responsible for originating, leading and supervising all of Brooks Pierce's diversity and inclusion efforts.

SERVICES

Complex Business Litigation

Financial Services and Banking

Health Care

Insurance & Professional Services

Litigation

White Collar Defense & Investigations

Civil Rights and Diversity

Education

CREDENTIALS

Clerkships

Law clerk to Judge William L. Osteen, Jr., U.S. District Court for the Middle District of North Carolina, 2008-2009

Honors & Recognitions

Selected for *Benchmark Litigation's* "40 & Under Hot List" (2020-2021)

University of North Carolina at Greensboro (UNCG) Alumni Award for Professional Achievement (2019)

North Carolina Bar Association (NCBA) Citizen Lawyer Award (2019)

Selected for *Black Business Ink Magazine's* "40 Under 40 Most Influential African Americans in the Piedmont" (2019)

Selected by his peers for inclusion in *Business North Carolina's* "Legal Elite" in Litigation (2021) and in the Young Guns category (2018)

Listed on *Greensboro News & Record's* Top 20 People of Influence in Greensboro (2017)

Triad Business Journal, "40 Under 40" Award (2016)

Guilford County Association of Black Lawyers, Outstanding Young Lawyer Award (2016)

Pro Bono Publico Award, Legal Aid Society of New York (for outstanding representation of domestic workers in human trafficking civil suit for unpaid wages)

Education

Duke University School of Law, J.D., 2008; Editor, *Journal of Gender Law & Policy*

University of North Carolina at Greensboro, B.A., 2005, *cum laude*; Attorney General, Student Excellence Award; Outstanding Political Science Student Award, 2005

Admissions

New York

North Carolina

U.S. Court of Appeals for the 4th Circuit

U.S. District Court for the Western, Middle, and Eastern Districts of North Carolina

PROFESSIONAL & CIVIC

Board of Directors, United Way of Greater Greensboro (2023-present)

Board of Directors, Carolina State Bank (2019-present)

Co-Chair (2018-present), Member (2013-present), Board of Visitors, University of North Carolina at Greensboro

Board of Directors, Elsewhere (living art museum) (2016-2018)

Board of Directors, Hospice Foundation of Greater Greensboro (2016-2019)

Board of Directors, Greensboro Downtown Parks, Inc. (2016-present)

Greensboro City Council, District Three (2015-present)

Board of Trustees, Triad Stage (2015-2018)

Piedmont Triad Water Authority (2015-2016)

Member, Greensboro Fun Fourth Festival Advisory Board (2015-2016)

Council Member, Antitrust & Complex Business Disputes Law Section, North Carolina Bar Association (2014-2015)

Chairman, Minimum Housing Standards Commission, City of Greensboro (2014-2015)

Council Member, Action Greensboro synerG (Co-chair, Professional & Leadership Development Committee) (2014-2015)

Member, Steering Committee, Community Foundation of Greater Greensboro, Future Fund (2014-2015)

Board of Directors, UNCG Alumni Association (2013-2015) (Chairman of Legislative Advocacy Committee, 2014-2015)

Member, Greensboro Bar Association (2013-present)

Member, Chief Justice Joseph Branch Inn of Court (2013-2016)



Jill R. Wilson
PARTNER

Greensboro
t: 336.271.3130
f: 336.232.9130
jwilson@brookspierce.com

Jill Wilson represents numerous public school boards of education, private educational institutions, and colleges and universities on a multitude of education issues and in litigation in state and federal trial and appellate courts. She has advised and/or litigated on all aspects of education. She frequently assists public and private boards in investigating and resolving issues when independent counsel is advisable.

WISE EDUCATION COUNSEL

Jill represents numerous public school boards of education, private educational institutions, and colleges and universities on a variety of education issues and in litigation in state and federal trial and appellate courts. She has advised and/or litigated on all aspects of education and the business of education, including school board mergers, policy generation, funding disputes, civil rights issues, student conduct issues, school assignment, teacher tenure and dismissal, general employment, personal injury, construction and public contracting, and First Amendment issues.

Jill is the counsel for the North Carolina School Board Trust and a frequent presenter at the University of North Carolina School of Government, formerly the North Carolina Institute of Government, the Principals' Executive Program, and the North Carolina School Board Association. She is an active participant in the General Counsel section of the Council of Great City Schools.

SERVICES

Education

Litigation

CREDENTIALS

Honors & Recognitions

Selected by her peers for inclusion in *The Best Lawyers in America*® in Education Law (2008-2026); Employment Law - Management (2016-2026)

Recognized as a *North Carolina Lawyers Weekly* "Leader in the Law" (2025)

Recognized in *North Carolina Super Lawyers* (Thomson Reuters) in Schools & Education Law (2006-2011, 2018-2019); Top 50 Female Lawyer (2008-2009)

Included in the American City Business Journals' Influencers: Law list (2018)

Named one of *Triad Business Journal's* "Outstanding Women in Business" (2018)

Ann Majestic Award for Distinguished Service, presented by the Education Law Section of the North Carolina Bar Association (2017)

Women of Justice Award, 2012, presented by *Lawyers Weekly North Carolina* 2012

Education

Wake Forest University School of Law, J.D., 1982; Staff Member, *Wake Forest Law Review*, 1980-82

Hillsdale College, B.A., 1979, *magna cum laude*

Admissions

North Carolina

U.S. Court of Appeals for the 4th Circuit

U.S. District Court for the Western, Middle, and Eastern Districts of North Carolina

PROFESSIONAL & CIVIC

Member, Litigation and Insurance Section, American Bar Association

President, North Carolina Council of School Attorneys (2002)

Jill R. Wilson

Chair, Greensboro Young Lawyers

Chair, Friends of the Jackson Library, University of North Carolina at Greensboro

Chair, Greenhill Center for North Carolina Art

Dinner Chair, National Conference of Community and Justice (NCCJ) (2002)

Member, National Conference of Community and Justice



Maya H. Weinstein
ASSOCIATE

Raleigh
t: 919.573.6237
f: 336.232.9037
mweinstein@brookspierce.com

Maya Weinstein advises public school boards of education, private educational institutions, and colleges and universities on a variety of educational issues. She has supported more than 30 North Carolina public school districts on a broad range of legal and regulatory matters, including personnel issues, student discipline, Title IX, safety, and crisis response. She has also served as general counsel for multiple North Carolina school districts.

Maya provides guidance on statutory and regulatory compliance, assists with grievance processes and internal investigations, and conducts risk assessments to address potential liability. She also litigates matters involving employment, special education, personal injury, construction, and constitutional law in administrative, state, and federal forums.

SERVICES

Construction & Development

Construction Litigation

Education

Labor & Employment

Litigation

Regulatory & Administrative

CREDENTIALS

Clerkships

Law Clerk to Justice Mark A. Davis, North Carolina Supreme Court, 2020-2021

Honors & Recognitions

Recognized in *North Carolina Super Lawyers* as a "Rising Star" in Schools & Education Law (2025-2026)

Selected by her peers for inclusion in *The Best Lawyers in America*® "Ones to Watch" for Education Law (2026)

U.S. Department of Justice Tomorrow's Leader Award (2017)

Honored by both the American Society of Criminology and Academy of Criminal Justice Sciences for paper entitled *Potential for Restorative Justice in Cases of Sexual Assault on College Campuses* (2015)

Education

University of North Carolina School of Law, J.D. with Honors, 2020; Inducted into the James E. and Carolyn B. Davis Society; Articles Editor, *North Carolina Law Review*; President, Student Bar Association; Appointee to Chancellor's Campus Safety Committee

University of San Diego, Graduate Certificate in Restorative Justice Facilitation & Leadership, 2021

The George Washington University, B.A., 2015, *cum laude*

Publications

School of Surveillance: The Students' Rights Implications of Artificial Intelligence as K-12 Public School Security, 98 N.C. L. Rev. 438 (2020).

Admissions

North Carolina

Maya H. Weinstein

U.S. District Court for the Western, Middle, and Eastern Districts of North Carolina
District of Columbia

PROFESSIONAL & CIVIC

North Carolina Bar Association, Education Section, Communications Co-Chair

Wake County Bar Association, Member

North Carolina Board of Law Examiners, Bar Candidate Committee Chair

Union for Reform Judaism, North American Board Member



Lauren N. Hoffman
ASSOCIATE

Raleigh
t: 919.882.2471
f: 336.232.9071
lhoffman@brookspierce.com

Lauren Hoffman is a dedicated attorney with experience in both commercial litigation and employment law. She has managed a wide range of legal matters, including contract disputes, policy drafting, and consent decree monitoring. Lauren has guided clients through the complexities of their legal issues and offers practical solutions tailored to her clients' needs.

LABOR & EMPLOYMENT

Lauren assists employers by drafting workplace handbooks, policies, and employment agreements tailored to legal requirements and the employer's needs. She is adept at managing litigation and assisting employers with sensitive workplace issues, including conducting interviews on subjects such as harassment, discrimination, and workplace violence. Lauren provides practical guidance to employers on resolving disputes and navigating complex matters.

COMMERCIAL LITIGATION

Lauren represents businesses in state and federal courts in a variety of disputes. She has successfully managed cases including evidentiary hearings with significant recoveries and has achieved favorable settlements and dismissals for her clients. Lauren is skilled at drafting motions, statements, and presentations, and takes a strategic and results-oriented approach to her practice.

SERVICES

Education

Employment Litigation

Labor & Employment

Litigation

CREDENTIALS

Honors & Recognitions

The *National Black Lawyers*, Top 40 Under 40 in Tennessee

Education

Vanderbilt University Law School, J.D., 2021; Vanderbilt Journal of Entertainment and Technology Law; Community Service Chair & Social Chair, Black Law Student Association; 1L Mentor.

The University of Tennessee, B.A. in Global Studies and Political Science, 2018; Phi Beta Kappa; Chancellor's Honors Program; Accelerated Spanish Program in Santander, Spain.

- Community Involvement: Nomination for Diversity and Inclusion Award; Founder and President, Campus Callosum; Peer Health Educator, Center for Health Education and Wellness; Orientation/Programming Leader, International House; Leadership Ambassador, Center for Leadership and Service; Tutor, Boys and Girls Club of the Tennessee Valley; Volunteer Spanish Teacher, Inskip Elementary; Treasurer, OXFAM of UT Knoxville.

Admissions

North Carolina

Tennessee

U.S. District Court for the Western District of Tennessee

U.S. District Court for the Middle District of Tennessee

U.S. District Court for the Eastern District of Tennessee

PROFESSIONAL & CIVIC

Board of Directors, Young Lawyer Division, Memphis Bar Association

Member, Young Lawyers, Defense Research Institute (DRI)

Lauren N. Hoffman

Councilwoman, Black Alumni Council and on the Alumni Board of the Memphis Chapter,
University of Tennessee

Member, Tennessee Bar Association

Member, Memphis Bar Association

Member, Defense Research Institute

Member, American Bar Association



Joseph M. Newlon
ASSOCIATE

Greensboro
t: 336.271.3151
f: 336.232.9051
jnewlon@brookspierce.com

Joe Newlon is a transactional attorney advising clients on a myriad of complex business matters. Prior to joining Brooks Pierce, he represented clients in mergers and acquisitions, technology transfer and software licensing, intellectual property, employment, real estate, and business and corporate matters.

CORPORATE & BUSINESS

Joe represents businesses and individuals in various corporate and transactional matters, including mergers and acquisitions and drafting, negotiating and upholding commercial contracts.

EXPERIENCE

Brooks Pierce Represents Lawrence Industries in Acquisition by Tyman

SERVICES

Corporate & Business

Entity Formation

Intellectual Property

Mergers & Acquisitions

CREDENTIALS

Education

University of Maryland Francis King Carey School of Law, J.D., 2019, *cum laude*

Davidson College, B.A., 2012

Admissions

Maryland

North Carolina



H. Arthur Bolick II
PARTNER

Greensboro
t: 336.271.3170
f: 336.232.9170
abolick@brookspierce.com

Arty Bolick is an experienced litigator and construction lawyer who represents clients in all manner of court proceedings and arbitrations. He counsels the Firm's construction clients throughout all phases of commercial and institutional construction projects, from contracting and claims resolution, to arbitration and litigation if disputes cannot be resolved through negotiation. Arty is a Certified Mediator through the North Carolina Dispute Resolution Commission.

CONSTRUCTION LITIGATION & CONTRACTING

Arty represents owners, contractors and subcontractors in disputes during all phases of a construction project, including negotiating change orders and other claims that may arise during a project, as well as post completion litigation and arbitration. Arty looks to provide value to clients by saving litigation costs and expense where claims can be resolved through careful negotiation. Of course, not all disputes can be resolved without legal action. When litigation is the best strategy, Arty has more than two decades of experience litigating disputes in the courtroom and through arbitration. Arty has appeared on behalf of clients in both state and federal courts, and before numerous experienced mediators and arbitrators.

He also represents and advises owners, lenders, developers, design professionals, construction managers, general contractors and subcontractors in drafting and negotiating contracts for all types of commercial and institutional projects. Arty understands that contract negotiation is principally about risk allocation. He works hard for clients to ensure they do not take on unnecessary risks, and to make sure they are properly compensated for the risks they do agree to absorb. Arty is equally comfortable helping a small contractor perfect its agreements as representing owners, developers and lenders in multi-million dollar construction projects. Over the last decade, Arty has negotiated contracts for all sizes of projects, from small commercial buildings, to apartment complexes, to larger office buildings and public high schools where eight

figure budgets are common.

"Understanding our client's risk is the key to practicing law, whether I am negotiating a favorable contract or implementing a winning litigation strategy."

PUBLIC PROCUREMENT

Arty represents public owners in compliance with public procurement laws, as well as assisting private contractors engaged in bidding public projects. He is particularly knowledgeable regarding the construction manager at-risk delivery method for public entities and has represented both public owners and construction managers in connection with construction manager at-risk projects. Arty is often called upon to assist public owners and contractors to resolve bid protests and other contract award issues. Arty is also experienced in pursuing claims involving payment and performance bonds. He has represented public owners forced to make demand upon performance bond sureties to complete projects, as well as subcontractors making Miller Act claims against a payment bond.

EDUCATION

Arty represents a number of public school boards, primarily counseling them in areas related to construction and facilities, including procurement and contracting, as well as claims resolution and litigation.

DISPUTE RESOLUTION

Arty is a certified mediator in North Carolina. He focuses his mediation practice primarily on construction disputes, but is also well-versed in business litigation disputes.

SERVICES

Complex Business Litigation
Construction & Development
Construction Litigation
Education
Federal Litigation
Hospitality
Insurance & Professional Services

Litigation

Manufacturing

Mediation & Arbitration

Not-for-Profits

Climate Resilience

Transportation

CREDENTIALS

Honors & Recognitions

Fellow, Construction Lawyers Society of America (2018-present)

Selected by his peers for inclusion in *The Best Lawyers in America*® for Construction Law (Triad "Lawyer of the Year" 2026) (2012-2026) and Litigation - Construction (2024-2026)

Recognized by *Chambers USA: America's Leading Lawyers for Business* for Construction (2020-2025)

Recognized by his peers for inclusion in *Business North Carolina's* "Legal Elite" in Construction Law (2011-2022)

Permanently recognized by his peers for inclusion in *Business North Carolina's* "Legal Elite" Hall of Fame in Construction (2023)

Recognized in *North Carolina Super Lawyers* (Thomson Reuters) for Construction Litigation (2012-2021, 2023-2024)

Recognized in *Super Lawyers Business Edition* for Construction Litigation (2015)

Education

University of North Carolina School of Law, J.D., 1994, with honors; Order of the Coif; Staff Member, *North Carolina Law Review*, 1992-93

University of North Carolina at Chapel Hill, B.A., 1991

Certifications

Certified as a North Carolina mediator by the NC Dispute Resolution Commission

Admissions

North Carolina

U.S. Court of Appeals for the 4th, 7th, and Federal Circuits

U.S. District Court for the Western, Middle, and Eastern Districts North Carolina

PROFESSIONAL & CIVIC

General Counsel, Chapel Hill Chamber of Commerce (2015-2020)

Chair (2016-2017), Vice-Chair (2015-2016), Construction Professionals Network Institute

Member, Construction Professionals Network, Inc.

Vice-Chair (2021-present), Secretary (2017-2021), Board of Directors (2017-2022), General Counsel (2023-present), Carrboro Arts Center

Chair, NC Bar Association Construction Law Section (2012-2013)

Vice-Chair, NC Bar Association Construction Law Section (2011-2012)

Member, Construction Law Section Council (2010-2011)

Chair, CLE Committee, NC Bar Association Construction Law Section (2007-2008)

Member, Construction & Dispute Resolution Sections, North Carolina Bar Association

Member, Guilford County Bar Association (1994 – present)

Vice-President Congregation Council, Holy Trinity Lutheran Church (2005-2008)