

## Kevin M. Cleys

Associate

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## Focus Areas

Litigation and Trials

Discrimination and Harassment

Unfair Competition and Trade Secrets

Wage and Hour

## Overview

Kevin Cleys advises and represents management in a broad range of employment matters. A significant part of his practice focuses on handling single-plaintiff employment litigation arising under various state laws in addition to Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Fair Labor Standards Act (FLSA), and the Defend Trade Secrets Act (DTSA). He has litigation experience at the administrative, state, and federal levels, where he has handled charges of discrimination and retaliation, wage and hour issues, state and federal trade secrets claims, and restrictive covenant and contract disputes.

Kevin has represented clients through state and federal trial, and through the appeals process, and has argued motions in oral argument, including before the United States Court of Appeals for the Fourth Circuit.

He joined Littler from a boutique civil litigation law firm in Charlotte, North Carolina. Kevin began his legal career with an international law firm in Raleigh-Durham.

Prior to law school, Kevin worked professionally in marketing, researching and writing for a company that developed third-party website marketing content for clients in the travel industry. Additionally, Kevin has nearly five years of experience in professional film and theater production.

## Professional and Community Affiliations

- Volunteer, Triangle ArtWorks, October 2016-January 2019

## Recognition

- Named, Rising Star, North Carolina, *Super Lawyers*, 2020-2022, 2024-2025

## Education

J.D., University of North Carolina School of Law, 2016

B.A., University of South Carolina, 2008, *cum laude*

## Bar Admissions

North Carolina

## Courts

U.S. Court of Appeals, 4th Circuit

U.S. District Court, Western District of North Carolina

U.S. District Court, Eastern District of North Carolina

U.S. District Court, Middle District of North Carolina

## Languages

French

## Publications & Press

**Will The Great Resignation Signal an End to The Annual Performance Evaluation?**

*HR Professionals Magazine*

December 10, 2021

## Speaking Engagements

**2024 Carolinas Regional Employer Conference**

Charlotte, NC

September 12, 2024

**2023 Carolinas Regional Employer Conference**

Charlotte, NC

September 14, 2023

**Can You Keep a Secret? Protecting Company Trade Secrets from a Wandering Workforce**

ACC Charlotte

March 8, 2022