

## David E. Stevens

Partner

1065 East Morehead Street  
Charlotte, North Carolina 28204  
P :704.998.2256  
F 704.376.1628  
[dstevens@jahlaw.com](mailto:dstevens@jahlaw.com)



The most critical part of counseling and advising employers is understanding the needs of the business. I take the time to listen to my clients, understand their business goals, and develop constructive, solution-driven approaches to their issues.

David Stevens is an experienced litigator, focusing his practice in the areas of **commercial litigation**, **construction litigation**, and **employment litigation** and counseling. Dave advises his clients on a wide variety of matters ranging from corporate disputes and allegations of unfair and deceptive trade practices, to representation of **contractors and subcontractors** in construction lien-enforcement matters.

A particular focus of Dave's practice involves preventative counseling of employers on a variety of employment issues, including employee terminations, accommodation of disabled employees, FMLA compliance, and preparing employment agreements. He has significant experience litigating wage and hour claims, discrimination claims, and matters involving misuse of trade secrets and enforcement of restrictive covenants in state and federal courts throughout the country.

### Representative Experience

- Successfully represented a homebuyer in a \$2.5 million dispute arising from the seller's alleged failure to disclose

### Practices

Professional Services  
Employment Practices & Benefits  
Litigation  
Construction

### Industries

Financial Services  
Healthcare  
Manufacturing  
Real Estate, Hospitality & Construction  
Retail  
Technology

### Bar Admissions

Illinois  
North Carolina

### Court Admissions

U.S. Court of Appeals, Fourth Circuit  
U.S. District Court for the Western, Middle, and Eastern Districts of North Carolina  
U.S. District Court of Illinois, Central  
U.S. District Court of Illinois, Northern  
U.S. District Court of Michigan, Eastern  
U.S. District Court of Michigan, Western

### Education

Chicago-Kent College of Law (JD, , )

known issues in a real estate transaction, a case involving claims of fraud and unfair and deceptive trade practices.

- Litigated to enforce a restrictive covenant ancillary to a business licensing agreement, obtaining a favorable settlement for the client in a matter before the North Carolina Business Court.
- Negotiated a favorable settlement of a wage and hour class action lawsuit brought against a healthcare company in federal court.
- Secured dismissals of administrative charges alleging race discrimination, sexual harassment, disability discrimination, public accommodations discrimination, and retaliation at the EEOC and the Illinois Department of Human Rights for clients in the foodservice, maintenance, and temporary services industries.
- Advised and assisted employers in navigating wage and hour audits brought by the United States Department of Labor, resulting in significant cost savings, avoided violation findings, and avoided civil penalties.
- Developed and presented training programs on issues including sexual harassment, national origin discrimination, and sexual orientation discrimination for clients in the restaurant industry.

## Publications

- **Co-Author, "*The Rise of Remote Work: Possible Legal Implications of Working from Home*", Chambers US Expert Focus (February 2023)**
- **Co-Author, "*Trends and Developments*", Chambers US Regional Employment 2022 Guide (September 2022)**

## Speaking Engagements

- Speaker, "*Employment Law Update*", Town of Mooresville 2024 People Practices Summit (September 2024)

Wake Forest University (BS, , )

- Business

## Associations

### Professional

- **Chicago Bar Association**

### Community

- The Little Giraffe Foundation, a charity supporting the families of premature children, Board Member (2013-2014)

## Community

About Our Firm

Recognition

- Speaker, "*Loss Control & Claims Meeting*", Assurex Global

#### Honors

- ***Business North Carolina "Legal Elite"*** – Employment (2024)
- ***The Best Lawyers in America***© – Employment-Management (2024, 2025)
- ***Super Lawyers***® Illinois – Rising Star (2018)