



Principal, Raleigh

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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.

Ann 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.

Practices

- National Compliance and Multi-State Solutions
- Manufacturing
- Class Actions and Complex Litigation
- Employment Litigation
- Real Estate
- Construction
- Retail
- Technology

Education

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

Honors and Recognitions

- *Thomson Reuters*, "Stand-Out Lawyer" (2024)
- *The Best Lawyers in America*®, "Employment Law - Management" and "Litigation - Labor and Employment" (2013-present)
- *Business North Carolina*, "Legal Elite in Employment Law" (2023)
- *Martindale-Hubbell*®, "Distinguished® - Peer Rated for High Professional Achievement" (2011-present)

Published Works

- "The New Labor Landscape: Are you prepared?" *North Carolina Bar Association Labor & Employment Newsletter*, Vol. 30, No. 3 (April 2012) [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)