



## M. Claire Flowers

### Associate

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## OVERVIEW

Claire Flowers is an associate at the firm's Charleston office where she is a member of the labor, employment and workplace safety practice group. Her practice focuses on defending companies in a wide range of employment disputes, including discrimination and retaliation lawsuits, wage and hour claims, and restrictive covenant and trade secret misappropriation actions. Claire represents clients in state and federal courts and before administrative agencies in a range of employment disputes, including claims arising under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, and the South Carolina Payment of Wages Act.

Claire also regularly counsels employers on all aspects of the employment relationship, including sensitive terminations, discrimination, harassment, leave and disability issues, and compliance with various state and federal employment laws. Within this compliance role, Claire also assists clients with the drafting of various employment materials, including employment contracts, employee handbooks, severance agreements, and non compete agreements.

## PROFESSIONAL BACKGROUND

Claire was a summer associate with the firm in 2018. Prior to joining the firm, Claire served as a judicial extern to the Honorable Rebecca B. Connelly in the United States Bankruptcy Court for the Western District of Virginia.

## ACHIEVEMENTS

- National Association of Women Lawyers, Outstanding Woman Law Student Award
- American Bankruptcy Institute, Award for Outstanding Performance in the Study of Bankruptcy

## EDUCATION

- J.D., Washington and Lee University School of Law, 2019 (*cum laude*; *Omicron Delta Kappa*; *Symposium Editor, Washington and Lee Law Review*)

- B.A., University of Georgia, 2015 (*magna cum laude, English*)

## ADMISSIONS

- Bar of South Carolina
- United States District Court for the District of South Carolina

## THOUGHT LEADERSHIP POWERED BY HUB

- 16 February 2021, Employment Law Developments that will Impact the Health Care Industry in 2021 (*Alerts/Updates*)
- 9 September 2020, Disaster Preparedness Toolkit (*Alerts/Updates*)
- 29 April 2020, COVID-19: U.S. Employer Checklist: Re-opening Strategies and Return to Work Policies After COVID-19 Outbreak (*Alerts/Updates*)
- 6 March 2020, COVID-19: Coronavirus Concerns in the Workplace: What U.S. Employers Need to Know (*Alerts/Updates*)
- 27 January 2020, Employment Law in the Health Care Industry: 2019 Year in Review (*Alerts/Updates*)

## OTHER PUBLICATIONS

- *Facing the Inevitable: the Inevitable Disclosure Doctrine and the Defend Trade Secrets Act of 2016*, Note, 75 Wash. & Lee L. Rev. 2207 (2018).

## NEWS & EVENTS

- August 2020, K&L Gates Lawyers Provide Insights on Impact of COVID-19 Across Various Industries (*Media Mention*)

## AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Complex Commercial Litigation and Disputes
- Employment Disputes and Investigations
- Human Resource Advice and Compliance
- Restructuring and Insolvency