

## Kevin P. Kopp



**Kevin P. Kopp**, born Asheville, North Carolina; admitted to bar, 1998, New Jersey and U.S. District Court, District of New Jersey; 2000, New York and U.S. District Court, Southern and Eastern Districts of New York; 2003, North Carolina and U.S. District Courts, Western and Middle Districts of North Carolina; U.S. Court of Appeals for the Fourth Circuit.

*Education:* Appalachian State University (B.S., 1994); Seton Hall University (J.D., 1998). Member, Seton Hall Constitutional Law Journal, 1996-1998. Author: "Electronic Communications in the Workplace: E-mail Monitoring and the Right of Privacy," Vol. 8, No. 3 Seton-Hall Constitutional Law Journal 861, 1998.

*Member:* North Carolina (Member, Labor and Employment Law Section) and American (Member, Labor and Employment Section) Bar Associations; 28th Judicial District Bar; North Carolina, New York, and New Jersey State Bars; North Carolina Association of Defense Attorneys. *Areas of Practice:* **Labor and Employment Law; Employment Litigation.**

### *Experience includes:*

- Providing advice and counsel to employers in all aspects of labor and employment relations, including compliance with the myriad of laws affecting the workplace
- Assisting employers in drafting and implementing personnel policies and procedures
- Representing employers against all types of employee complaints and lawsuits in state and federal courts, and before administrative agencies
- Several years of practice in New York City representing employers in an array of industries, including a number of Fortune 500 companies
- Employment Practices Liability (EPL) defense

### *Representative Clients:*

- Asheville-Buncombe Technical Community College
- The Biltmore Company
- Blue Ridge Paper Products, Inc.
- Buncombe County Board of Education
- CarePartners
- Carolina Day School
- Christ School
- Manual Woodworkers & Weavers, Inc.
- NEO Corporation
- Q-Matic Corporation
- Warren Wilson College

*Community Service:* Smart Start of Buncombe County - Board of Directors (Chair, Personnel Committee)