



Laura Noble | Managing Partner

With over 20 years of diverse legal experience including civil litigation, negotiation, counseling and consulting, Laura's passion is to offer clients personal and powerful representation on employment law issues. The Noble Law Firm provides clarity at work through forward-thinking, trusted employment law counsel and assertive representation on key employment issues. The firm works with individuals experiencing problems in their employment relationship and companies wishing to minimize litigation risk. She founded Noble Law on the principle that an agile, efficient, and transparent specialized firm could outpace "big law" competitors.

Laura developed this conviction from her own legal background and experiences. After graduating from the University of Maryland, she moved to New York City and worked as a prosecutor in one of the largest and most challenging District Attorney's offices in the county. Laura then worked with a sizable civil litigation firm in Manhattan before moving to a nonprofit in a general counsel and advocacy role.

Although all of these experiences were valuable and informed her work, her true dream was to start her own firm. Laura began The Noble Law Firm in 2009 with the goal of providing exceptional employment law representation to individuals and companies. Her clients know that she genuinely cares about them and will work diligently to achieve the best possible outcomes on their behalf. Laura is a seasoned litigator and enjoys the excitement of this work as well as the satisfaction that comes from providing exceptional representation to her clients.

Laura is also dedicated to giving back to the community. From winning her law school's public service award back in the 90's, to today's work with legal services, Laura and her firm execute on a commitment to improve access to legal services in North Carolina.

In her spare time, Laura enjoys Tae Kwon Do black belt training, running and travel. She lives in Chapel Hill with her husband and three active children and one exceptional Labradoodle.

ABOUT NOBLE LAW

With a commitment to advanced technology and project management principles, The Noble Law Firm works to quickly and effectively meet clients' needs, often outpacing big law counterparts. When you choose to work with The Noble Law Firm, you will have a clear vision of the issues, the strategy and the desired goals of our work together.

The Noble Law Firm provides clarity at work through forward-thinking, trusted employment law counsel and assertive representation on key employment issues. The firm works with individuals experiencing problems in their employment relationship, as well as companies wishing to minimize litigation risk.

Laura Noble is available to speak on the following topics, or she can tailor a topic to your audience if requested.

Time And Money: Handling Wage and Hours Issues

Wage and hour issues are some of the most misunderstood concepts in the workplace, and a misunderstanding can lead to serious consequences for employers. For example, misclassifying employees and failing to pay the appropriate overtime can cost a company thousands, sometimes hundreds of thousands, in judgments, fines and attorneys' fees. In this program, Ms. Noble will educate employers about key state and federal wage and hour laws, the standards for determining independent contractor status, and essential factors for determining exempt versus

A Baker's Dozen: Employment Laws You Need

To Know: The employment law world is full of acronyms like ADEA, ADA, PDA, OWBPA, USERRA, FMLA, FLSA, and more! In this program, you will learn the basics of the fundamental employment laws that govern employment practices in the United States. From age and pregnancy discrimination to sexual harassment and wage violations, discover the latest employment law developments and how to implement them in the workplace. Effective and complaint policies will improve your employee relationships and reduce your litigation risk.

Handling Employment Leave of Absences

This insightful program will teach you how to navigate the often confusing and conflicting standards around employee leaves of absence in the workplace. Learn how to establish policies that enable you to properly respond to requests for family & medical leave (FMLA), leave related to physical and mental health disability, short and long-term disability and worker's compensation leave.

Maximizing the Value of Internal Investigations

In this program, participants will learn the importance of doing internal investigations effectively, whether you are dealing with employee misconduct such as fraud or theft, an internal whistleblower complaint or an EEOC charge. Explore the benefits of having a neutral third party conduct an investigation and how it's money well spent.

The Cure For Separation Anxiety

Reviews, warnings, discipline, suspensions and termination... is there anything in the workplace that causes more anxiety? In this session, learn how to ease these areas of anxiety and explore the importance of documentation, how to structure severance packages and separation pay, and how to handle the exit interview.