FORDHARRISON

GRANT M. WILLS

Counsel / Charlotte, Asheville, Spartanburg
gwills@fordharrison.com / P: 980-282-1909



Grant Wills' legal practice is focused on the representation and counsel of management clients in labor and employment matters.

Grant has extensive experience defending employers of all sizes in state and federal courts, arbitration forums, and before administrative agencies such as the U.S. Equal Employment Opportunity Commission, the National Labor Relations Board, and the U.S. Department of Labor. He represents employers in matters involving claims of discrimination, harassment, retaliation, and wrongful discharge, as well as issues relating to reductions-in-force, restrictive covenants (including non-compete and non-solicitation agreements), trade secret misappropriation, whistleblower actions, leaves of absence, accommodation, and wage and hour compliance. In addition, Grant advises and represents employers nationwide in traditional labor matters, including union organizing campaigns, grievance arbitrations, contract interpretation disputes, work stoppages, and unfair labor practice charges. His practice also focuses on counseling federal contractors and subcontractors on compliance with affirmative action requirements and on navigating audits conducted by the Office of Federal Contract Compliance Programs.

When he is not defending clients, Grant enjoys providing advice and counsel on everyday workplace law issues. He regularly drafts and reviews employee handbooks, employment policies, separation agreements, and non-compete agreements for clients with operations across the country. He also has significant experience advising clients undergoing reductions-in-force and reorganizations.

Before joining FordHarrison, Grant practiced labor and employment law in South Carolina, working for both a national general practice law firm and a national labor and employment law firm.

A frequent author on labor and employment topics, Grant has contributed to leading labor and employment law treatises and published articles on emerging workplace issues.

Grant earned his J.D., cum laude, from the University of South

EDUCATION

- University of South Carolina School of Law (J.D., *cum laude,* 2018)
- University of Alabama (B.A., *magna cum laude*, 2015)

BAR ADMISSIONS

- North Carolina
- South Carolina

COURT ADMISSIONS

- U.S. District Court for the Western District of North Carolina
- U.S. District Court for the District of South Carolina

Carolina School of Law, where he served as Associate Editor-in-Chief of the *South Carolina Law Review* and was recognized with the Victor A. Michalewitz Award for Excellence in Legal Writing. He also received CALI Excellence for the Future Awards in Labor Law, Individual Employment Law, and ADR in Employment Law.

Representative Experience

- Represented a Fortune 300 company (healthcare services provider) in a federal court lawsuit involving allegations of race and gender discrimination, harassment, and retaliation under Title VII and 42 U.S.C. § 1981, as well as negligent supervision under South Carolina law. Successfully moved to compel arbitration, obtained early dismissal of the Title VII and state law claims, and obtained summary judgment on all remaining claims.
- Successfully defended and obtained early closure of an audit brought by the U.S. DOL's Office of Contract Compliance Programs (OFCCP) against a multi-national construction company related to the company's compliance with affirmative action obligations for federal contractors and subcontractors.
- Defended a transportation company in an unemployment insurance benefits claim a former truck driver pursued with the South Carolina Department of Employment & Workforce (SCDEW). Obtained denial of the claim by SCDEW and prevailed in appeals filed with the South Carolina Administrative Law Court, the South Carolina Court of Appeals, and the Supreme Court of South Carolina.
- Represented a workforce management software company in a federal court lawsuit involving claims of trade secret misappropriation, tortious interference, and defamation. Successfully obtained partial summary judgment and negotiated a favorable settlement.
- Defended a national paper manufacturer in private arbitrations and obtained the denial of three grievances pursued by a union for alleged violations of management rights and subcontracting provisions of a collective bargaining agreement.
- Obtained a $33,000 judgment on behalf of a national security services company in South Carolina state court in a lawsuit involving breach of an employment agreement by a former salesman.

Honors & Awards

- Recognized in *Best Lawyers in America: Ones to Watch* - Labor and Employment Law – Management (2025, 2026, 2027)
- Recognized in *Columbia Business Monthly* as a "Legal Elite" in both Labor Law – Defendant (2022, 2023) and Employment Law – Defendant (2022, 2023)

Offices

- *Charlotte:*
  6000 Fairview Road, Suite 1415
  Charlotte, North Carolina 28210
- *Asheville:*
  One Town Square Boulevard, Suite 340
  Asheville, North Carolina 28803
- *Spartanburg:*
  100 Dunbar Street, Suite 300
  Spartanburg, South Carolina 29306