



**Philip J. Pence**  
ASSOCIATE

Philip J. ("PJ") Pence is an attorney at Roberts & Stevens with experience handling complex matters in employment law, litigation, health law, and medical malpractice.

PJ represents and counsels employers in a wide range of federal, state, and local employment matters, including claims arising under the FLSA, Title VII, FMLA, and the ADA.

He also advises clients on day-to-day employment issues, including personnel policies and procedures, independent contractor arrangements, employee misclassification risks, accommodations, and restrictive covenants.

Litigation is at the center of PJ's practice, handling complex litigation matters from the prelitigation stage all the way through appeal.

Prior to joining Roberts & Stevens in 2021, PJ practiced employment law at the Chicago office of an international law firm.

#### EXPERIENCE

- Won summary judgment for clients on a range of employment matters
- Represented national food manufacturer in multiple wage-and-hour class and collective actions and mass arbitrationsorth Carolina Bar Association

#### PROFESSIONAL

- North Carolina Bar Association
- Buncombe County Bar

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#### EDUCATION

University of Illinois, B.A., *High Distinction in Philosophy*, 2012

University of Illinois College of Law, J.D., *cum laude*, 2016

#### PRACTICES & INDUSTRIES

Appellate Law

Employment Law

Health Law

Litigation

Medical Malpractice

#### BAR & COURT ADMISSIONS

North Carolina State Bar

Illinois State Bar

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

U.S. District Court for the Central District of Illinois

U.S. District Court for the Northern District of Illinois

U.S. District Court for the Eastern District of Michigan

U.S. Court of Appeals for the Seventh Circuit

#### COMMUNITY

National Immigrant Justice Center, Pro Bono Volunteer, 2018-2021