



Eric D. Chapman

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BIO

Eric focuses his practice in the areas of employment law, business law, and business/commercial litigation. As outside general counsel, he routinely advises employers on compliance with federal and state employment laws, including the FLSA, ADA, ADEA, FMLA, and Title VII, as well as provides advice on mitigating legal exposure across a variety of business transactions. Eric also works with employers on day-to-day basis with regard to personnel and disciplinary issues, internal investigations, drafting and negotiating employment contracts and separation agreements, and employer policies (e.g. leave and anti-harassment policies) and employer handbooks.

Eric has successfully defended claims arising under Title VII of the Civil Rights Act of 1964, the Family and Medical Leave Act, and the Americans with Disabilities Act. He also regularly defends clients with charges pending before the Equal Employment Opportunity Commission, and has represented clients in connection with claims before the Department of Justice, Virginia OSHA, HUD, the Virginia Fair Housing Office, the North Carolina Department of Labor, and the North Carolina Business Court.

When claims arise, Eric guides clients through internal fact-finding investigations and claims analysis, assesses potential exposure, and develops litigation strategies. In addition to disputes in the employment law field, Eric has also litigated on behalf of clients, as both plaintiff's counsel and defense counsel, a variety of business litigation claims including but not limited to intellectual property disputes, trade secrets misappropriation, noncompetition agreement enforcement, and varied commercial contract disputes. Related to such proceedings, he has represented clients in federal and state court, in both Virginia and North Carolina.

Given his experience working with employers to prevent and address claims, Eric is frequently asked to present and to provide training to employers and professional organizations on a variety of legal issues, including, for example, employer trade secrets protection, Fair Housing laws and compliance, curbing FMLA abuse, preserving and using ESI in litigation, best practices for addressing harassment/discrimination claims, and successfully navigating ADA/FMLA/worker's compensation leave overlaps, among others topics.

Prior to joining CowanPerry, Eric worked as a summer associate and law clerk at LeClairRyan. During law school, he served as a judicial intern for The Honorable James G. Welsh, United States Magistrate Judge for the Western District of Virginia, and as a yearlong extern for The Honorable Rebecca B. Connelly, United States Bankruptcy Judge for the Western District of Virginia. Additionally, while at Washington & Lee University School of Law, Eric was selected as a Burks Scholar, and taught legal research and writing skills to first-year law students.

Eric has been recognized by Virginia "Super Lawyers" as a *Rising Star* for Employment & Labor Law (2017-present), *2021 Best Lawyers*®: *Ones To Watch* inaugural edition, recognizing extraordinary lawyers who have been in private practice for less than 10 years for Commercial Litigation, and is on the Executive Committee of the Ted Dalton American Inns of Court. He serves on the Board of Directors for the Community Foundation of the New River Valley, and is a Board Member and Legislative Chair of the New River Valley Chapter of the Society for Human Resource Management (SHRM).

EDUCATION

Washington & Lee University School of Law, JD, 2013, *magna cum laude*

- Law Review; Wine Law Society; Burks Scholar; Phi Delta Phi

George Mason University, MA, English, 2010

George Mason University, BA, English & Government, 2006, *cum laude* and Dept. Honors

ADMISSIONS

virginia
North Carolina