JAMES ENNIS STREET

ATTORNEY AND STRATEGIC COUNSEL

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PROFESSIONAL PROFILE

North Carolina attorney with experience in complex civil litigation, employment counseling, commercial disputes, governance, and public law. Combines independent client representation and Robinson Bradshaw litigation experience with earlier corporate, government, civil-rights, and institutional leadership work.

LEGAL EXPERIENCE

JAMES ENNIS STREET — INDEPENDENT LEGAL PRACTICE North Carolina
Attorney and Strategic Counsel March 2025 – Present

- Serve as primary counsel to executives, senior professionals, founders, boards, and institutions on employment, contractual, governance, and reputational matters; independently manage disputes with stakes exceeding $650,000.
- Negotiated an employment discrimination settlement approaching $1 million; structure and negotiate executive exits and other employment disputes.
- Reconstruct contested records, assess legal and business exposure, and develop strategy for negotiation, resolution, or litigation. Coordinate specialist or trial counsel, client communication, and deadlines; advise leadership and boards on institutional conflict, governance, and structural risk.
- Built intake, engagement, matter-tracking, payment, and client-communication processes; designed AI-assisted research, factual-synthesis, drafting, issue-analysis, and matter-strategy workflows with attorney review.
- Created an employment-law quiz to make legal claim elements easier for nonlawyers to understand.

ROBINSON BRADSHAW Charlotte, North Carolina
Litigation Associate September 2023 – March 2025

- Represented corporate and institutional clients in complex commercial, employment, financial-services, product-liability, construction, tort, constitutional, and class-action litigation in state and federal courts, including the North Carolina Business Court.
- Developed case strategy, advised on litigation risk and business consequences, prepared deponents, and drafted dispositive motions, legal memoranda, employment-agency position statements, pleadings, and other filings.
- Led discovery and e-discovery involving hands-on Relativity review, sensitive records, external vendors, review teams, quality-control protocols, and production deadlines; analyzed large document populations to develop facts and identify issues.

Class actions and multidistrict litigation

- Defended a national bank in financial-tort class actions centralized in a Boston MDL arising from alleged Ponzi/pyramid-scheme activity; developed familiarity with payment flows among customers, processors, intermediaries, and financial institutions.
- Represented a publicly traded multinational in nationwide PFAS multidistrict litigation and related product-liability and toxic-tort matters.
- Represented the Southeastern Conference in multidistrict class-action defense concerning name, image, and likeness rights in collegiate athletics.

Employment and workforce counseling

- Defended Title VII race and national-origin discrimination, retaliation, wrongful-discharge, constructive-discharge, and religious-accommodation claims, including objections to workplace vaccination requirements.
- Defended an FLSA wage-and-hour action involving more than 5,000 employees, alleged tip-credit violations, and off-the-clock pre- and post-shift work. Interlocutory review in the matter ultimately resulted in vacatur of class certification.
- Participated in defense mediations resolving multiple six-figure discrimination and due-process disputes.

SELECTED LITIGATION AND COUNSELING MATTERS

ROBINSON BRADSHAW (continued) — Charlotte, North Carolina
Litigation Associate — September 2023 – March 2025

Employment agreements and workforce counseling

- Counseled on 10+ multistate reductions in force for national employers and universities; prepared 100+ individualized separation agreements addressing ADEA/OWBPA, releases, wage payments, and state-law variations.
- Drafted employment agreements addressing equity and incentive compensation; advised national employers and universities on domestic and international policies, handbooks, and workforce requirements.

Commercial disputes and construction

- Handled supply and delivery disputes, UCC Article 2 and § 2-207 competing-form issues, multistate software-vendor agreements, and settlement enforcement involving releases and performance obligations.
- Advised a national perimeter-security provider on recovery of company personal property in disputes throughout the United States.
- Supported an engineering, procurement, and construction contractor in a multiweek arbitration and successful resolution of a nine-figure industrial conversion contract dispute involving a paper mill.
- Worked on residential subdivision, development, and home-construction litigation and a restaurant real-estate/franchise dispute over renovation costs; briefly assisted on a commercial strip-mall lease.

Healthcare and public law

- Advised a major healthcare system on statutory interpretation and public mental-health services; represented a healthcare organization in district-court involuntary-commitment hearings and handled a physician termination dispute involving contractual hearing and procedural rights.
- Represented a South Carolina charter school in First Amendment litigation and advised school boards on First Amendment policies.

EARLIER LEGAL EXPERIENCE

ROBINSON BRADSHAW — Charlotte, North Carolina
Summer Associate — May – August 2022; May – July 2021

- Researched commercial, employment, regulatory, and public-law questions and assisted with litigation and matter strategy across two summer terms.

GOVERNOR ROY COOPER — OFFICE OF LEGAL COUNSEL — Raleigh, North Carolina
Summer Legal Intern — June – July 2022

- Researched constitutional, administrative, election, redistricting, and executive-power issues; prepared memoranda for senior counsel on executive authority, state governance, *Moore v. Harper*, and constitutional standards for congressional redistricting.

HONEYWELL — Charlotte, North Carolina
Summer Law Clerk — June – July 2021

- Worked within a global legal department on contracts, employment, compliance, regulatory, product/equipment-injury, workers' compensation, privilege, and discovery matters; conducted research and in camera review and developed privilege/discovery CLE training. Observed internal stakeholder counseling, outside-counsel coordination, legal operations, and business-risk management.

LEGAL RESEARCH AND TECHNOLOGY

Research and drafting: Westlaw; LexisNexis; Westlaw Precision AI; CoCounsel; Lexis+ AI.

Litigation and e-discovery: Relativity; PACER/ECF; document-review protocols, vendor and team coordination, quality control, and production management.

Matter and document management: Clio; iManage; intake, case tracking, court filing, and document systems.

CIVIL RIGHTS AND INSTITUTIONAL EXPERIENCE

MUSLIM ADVOCATES — Washington, District of Columbia
Legal Fellow and Paralegal (pre-JD) — December 2018 – May 2020

- Supported federal civil-rights, employment-discrimination, constitutional, religious-liberty, and immigration/detention litigation through legal research, briefing, FOIA responses, discovery review, client interviews, factual reconstruction, recommendations to attorneys, and settlement preparation.
- Conducted intake for Muslim, Arab, and South Asian clients and worked on matters involving employers, universities, government officials, and federal agencies, including DOJ, DHS, and the Department of State. Issues included Title VII, RLUIPA, RFRA, and related constitutional protections.
- Supported matters involving prison religious accommodations, student discrimination and religious headwear/dress restrictions, mosque and cemetery zoning, and immigration detention and removal flights.
- Prepared routine procedural filings from established forms, including notices of appearance and pro hac vice filings; formatted and filed pleadings through PACER/ECF and managed service, mailings, docket requirements, and court correspondence. Drafted routine correspondence with opposing counsel and clients, including incarcerated clients by phone and mail.
- Managed intake, document processing, case tracking, external-attorney referrals, pro bono coordination, and co-counsel communication. Collaborated across legal, policy, communications, development, and administrative teams.
- Wrote civil-rights issue briefs, reports, and Know Your Rights guidance. Contributed to airline anti-discrimination policy development with major North American airlines and a civil-rights organization; participated in advocacy coalitions and federal hate-crimes legislative advocacy.
- Supported congressional hearings, policy briefings, Iftar and community events, and organizational crisis response following the 2019 Christchurch mosque shootings.
- Managed the intern program from recruiting, outreach, applicant coordination, interviews, and scheduling through onboarding and training. Assumed broader litigation and office-process responsibilities after an experienced legal assistant departed; served as an internal technology resource in a lean legal team.

UNC–CHAPEL HILL — OFFICE FOR DIVERSITY AND INCLUSION — Chapel Hill, North Carolina
Campus Coordinator — August 2014 – June 2018

- Led a 13-person staff and more than 100 volunteers in producing eight university-sponsored recruitment events annually. Directed Project Uplift for three summers, managing an 80-person staff and more than 1,200 participants each summer in a four-weekend recruitment and college-preparedness program.
- Managed partnerships, programming, recruitment, fundraising, staff development, and time-sensitive operations. Advised senior university leaders on governance, diversity and race, organizational structure, recruitment and retention, safety, politically sensitive issues, reputational risk, and state and federal policy.

BONNER LEADERS PROGRAM — BLACKSPACE AND SACRIFICIAL POETS — Durham, North Carolina
Program Coordinator — August 2014 – April 2018

- Created curricula and events on self-expression, introspection, and conflict resolution for youth from disadvantaged backgrounds; advised on program design, execution, and organizational strategy.

EDUCATION

DUKE UNIVERSITY SCHOOL OF LAW — Durham, North Carolina
Juris Doctor, cum laude — May 2023

Academic record and honors: Carolyn McAllaster Scholar; Duke University School of Law Award.

Editorial leadership: Executive Editor, *Duke Journal of Comparative and International Law*; Content Editor, *Duke Law and Technology Review*.

Leadership and service: Dean's Advisory Council; Founder and President, Native American Law Students Association; External Vice President, North Carolina Club; Black Law Students Association; National Security Law Society; First Generation Professionals; Public Interest Law Foundation volunteer.

Community Enterprise Clinic: As a student attorney, advised three Triangle-area nonprofits on tax exemption under sections 501(c)(3) and 501(c)(4), anti-discrimination obligations, and litigation and reputational risk.

Selected coursework: Labor Relations Law (3.9); Employment Discrimination (3.8); Evidence (4.0); Pre-Trial Litigation (3.7); Negotiation (4.0); Contracts (3.7); Judicial Writing (4.0); The Constitution in Congress (4.0); Federal Litigation; Legal Writing: Craft & Style; the first-year Legal Analysis, Research, and Writing sequence.

Additional coursework: Administrative Law; Business Associations; Business Strategy for Lawyers; Artificial Intelligence Law, Governance, and Policy; Investigating and Prosecuting National Security Cases; Cybercrime; Ethics: Social Justice Lawyering; Community Enterprise Clinic.

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL — Chapel Hill, North Carolina
Bachelor of Arts, with honors — May 2018

Academic focus and honors: Public Policy and Interdisciplinary Studies majors; African Diaspora Studies minor. Ronald E. McNair Scholar; Harvey Beech Scholar.

Honors: American Indian Center Humble Ambition Award; Black Student Movement Margo A. Crawford Humanitarian Award; Carolina Indian Circle Most Dedicated Award.

Leadership: Senior Advisor to the Student Body President; Advisor to the Chancellor through the Student Advisory Committee; Student Government Joint Governance Council; Founder and Chair, UNC Black Congress; President, Carolina Indian Circle; Carolina Union Board of Directors; Bonner Leaders Program.

Policy advising: Advised East Durham Children's Initiative on policies affecting underrepresented, economically disadvantaged, and at-risk students in East Durham.

PUBLICATIONS

James Ennis Street, *Federal Recognition of Native American Tribes in the United States and the International Right to Self-Determination: Why Congress Should Exercise Its Constitutional Authority to Federally Recognize the Lumbee Tribe*, 33 Duke Journal of Comparative and International Law 121–149 (2023).

Contributor to Muslim Advocates' *Discrimination in Flight: Tracking U.S. Airline Bias* (2019), addressing airline discrimination and profiling.

ADDITIONAL RESEARCH

Digital currencies and privacy: Academic research on central bank digital currencies, including their structure, benefits, risks, and privacy implications.

Financial regulatory analysis: Plaintiff-side legal analysis of national-security restrictions on transfers to foreign banks and countries, including implications for privacy and banking rights in the United States.

McNair research: Ronald E. McNair Scholar research in 2016 on substance abuse and mental-health issues in North Carolina Native American populations, supervised by Professor Cheryl Giscombe, PhD.

ADMISSIONS AND LANGUAGE

Admissions: North Carolina; U.S. District Courts for the Eastern and Western Districts of North Carolina.

Language: Spanish, professional working proficiency.