

L. Grant Close III

MEMBER

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Practices

Litigation

Employment & Labor Law

Education

Charleston School of Law, J.D., 2007

Wofford College B.A., *magna cum laude*, 2004

Admissions

South Carolina

Grant Close is a Member in Nexsen Pruet's Greenville, South Carolina office, where he helps employers navigate employment and labor laws. Grant is experienced in defending employers against federal and state court lawsuits involving wage and hour matters, non-compete agreements, leave laws, employment contracts, and discrimination and harassment lawsuits. Grant has represented companies in class and collective actions claiming unpaid overtime wages.

Grant advises employers on compliance with the Fair Labor Standards Act (FLSA), Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Family and Medical Leave Act (FMLA), Title VII of the Civil Rights Act, and other workplace laws.

Grant has experience in various industries including higher education, construction, health care, home health, retail, special purpose districts, and non-profit.

Grant also advises clients on Form I-9 and E-Verify compliance and audits by U.S. Immigration and Customs Enforcement (ICE), Homeland Security Investigations (HSI), and the U.S. Department of Justice's Civil Rights Division.

Grant also represents clients in audits and investigations by other government agencies including the U.S. Department of Labor (DOL), Equal Employment Opportunity Commission (EEOC), South Carolina Human

Affairs Commission (SCHAC) and the Department of Labor, Licensing and Regulation (LLR).

Before joining Nexsen Pruet, Grant was a Partner with a national labor and employment law firm's Spartanburg, South Carolina office, where he practiced for more than a decade.

Grant received his Bachelor of Arts, *magna cum laude*, from Wofford College before receiving his J.D. from the Charleston School of Law

Recognitions

- "Strong Foundations Award" by Habitat for Humanity of Greenville County, 2020
- "South Carolina Rising Stars" by *Super Lawyers* magazine, 2014-2021
- Graduate of Leadership Spartanburg
- Listed in *Best Lawyers in America* for Litigation - Labor and Employment in 2023

Community & Professional

- South Carolina Bar Association
 - Young Lawyers Division, Circuit Representative
- American Bar Association
- Blue Key National Honor Society

Speaking Engagements

12.01.2021

Nexsen Pruet Employment Law Certificate Series: The Biden Administration: Recap of the First Year

12.10.2020

South Carolina Association of CPAs: Employment Law Issue Spotting for CPAs

06.09.2020

South Carolina Association of CPAs Spring Splash: Employment & Labor Law in the Year of the Covid-19 Pandemic

- "Marijuana in the Workplace," Nexsen Pruet's Employment Law Briefing - Greenville, October 31, 2019

News

08.18.2022 | Firm News

72 Nexsen Pruet Attorneys Named to 2023 Best Lawyers in America® List

01.01.2021 | News from Nexsen Pruet
Nexsen Pruet Elects Eight Attorneys to Membership

04.20.2020 | News from Nexsen Pruet
Pro Bono Champion: Grant Close - Habitat for Humanity of Greenville County

02.06.2020 | News from Nexsen Pruet
Grant Close Honored by Habitat for Humanity

09.12.2019 | News from Nexsen Pruet
Nexsen Pruet Adds Three Attorneys to Upstate South Carolina Employment Group

Speaking Engagements

10.28.2020
Employment Law Briefing Webinar Series: Campaigning and the Workplace

05.06.2020
Employment Law Briefing Webinar Series: Getting Back to Work During the Pandemic

04.08.2020
WEBINAR: Workplace Privacy in the Context of Coronavirus

Insights

05.12.2021 | Article
Gig Worker-Friendly Independent Contractor Test Withdrawn by Department of Labor

01.08.2021 | Article
U.S. Department of Labor Finalizes New Independent Contractor Rule, But Will It Last?

09.25.2020
U.S. Department of Labor Proposes New Test for Independent Contractor Status