

## Charles Whitman

San Diego, California  
Attorney

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### Areas of Practice & Industry Specialties

Labor & Employment; Litigation; White Collar & Investigations;  
Government, Regulatory & Administrative Law; Sports Industry Law



Charles Whitman is a member of the Litigation, Labor & Employment, and White Collar & Investigations practice groups in Buchalter's San Diego office. He focuses his practice on representing employers and business in workplace law matters, business disputes, and government investigations.

Mr. Whitman represents employers in all aspects of state and federal employment litigation, including wage and hour class and representative actions, Private Attorneys General Act ("PAGA") litigation, single plaintiff wage and hour disputes, as well as federal and state discrimination, hostile work environment, bullying, sexual harassment wrongful termination, and retaliation cases. Mr. Whitman also advises employers on protecting proprietary trade secrets, drafting comprehensive employee handbooks, personnel policies, navigating the complicated array of state and federal leave laws, and employment-related agreements to ensure compliance with California and federal law.

Additionally, he conducts workplace investigations and management training on a wide array of employment law matters. Further, Mr. Whitman defends companies facing government enforcement actions, administrative inquiries from state and federal agencies, and white-collar criminal proceedings. He also has previous experience litigating securities fraud class actions and other complex business litigation.

Prior to joining Buchalter, Mr. Whitman worked for a national employment law firm and was a highly decorated judge advocate in the U.S. Marine Corps. In 2018, Mr. Whitman was awarded The Commandant's Award for Excellence in Legal Assistance, as the top legal assistance attorney in the U.S. Marine Corps. He was appointed as a Special Assistant U.S. Attorney for the District of Arizona and the Southern District of California, during which time he assisted federal law enforcement agencies during investigations, prosecuted cases occurring on Marine Corps property, prosecuted border crime cases, and tried cases in federal district court.

As a trial defense counsel in the U.S. Marine Corps, Mr. Whitman, represented numerous Marines at courts-martial and administrative discharge trials. Between his time as a Special Assistant U.S. Attorney and defense counsel, Mr. Whitman tried dozens administrative, bench, and jury trials to verdict—the vast majority of which he was the lead trial defense counsel. Most of Mr. Whitman's cases involved serious felony level offenses. Mr. Whitman received the Navy Commendation Medal while serving in the U.S. Marine Corps.

### Publications

- California's AB 51, Which Sought to Ban Mandatory Arbitration Agreements, Is Preempted by the Federal Arbitration Act, *Buchalter Client Alert*, February 16, 2023
- *Naranjo v. Spectrum Security Services, Inc.*: The California Supreme Court Determines that Meal and Rest Premiums are Wages and Employers Must Make Sure Wage Statements and Final Pay Accurately Reflect all Due and Owing Meal and Rest Period Premiums, *Buchalter Client Alert*, May 24, 2022
- Letter to General Counsel for Excelsior Mare, Inc., *17 Vt. J. Envtl. L.* 178, January 1, 2015

- Palestine's Statehood and Ability to Litigate in the International Court of Justice, *44 CAL. W. INT'L L.J.* 73, January 1, 2013

### **Education**

Mr. Whitman earned his J.D. from the California Western School of Law, *magna cum laude*. He earned his B.A. from Westmont College, and graduated on the Dean's List. In law school, Mr. Whitman was an editor on the *California Western Law Review* and author on the *California Western International Law Journal*. Mr. Whitman also competed on the Jessup International Moot Court Team where he was regionally ranked oral advocate in the Pacific Region. Additionally, Mr. Whitman completed a judicial externship with United States Magistrate Judge Ruben B. Brooks, and a clerkship with the United States Attorneys' Office's, Appellate Section. As an undergraduate, Mr. Whitman played college baseball for Westmont College in Santa Barbara, CA. In 2007, he was selected as an All-Star in the Clark Griffith Collegiate Baseball League. In 2009, he was selected to play in the Hampton's Collegiate Baseball League in Long Island, NY.

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### **Bar Admissions**

- California
- District of Columbia

### **Court Admissions**

- United States District Court for the Central District of California
- United States District Court for the Southern District of California

### **Community**

- Federal Bar Association
- San Diego County Bar Association