

# Charles A. Hawkins

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## PROFESSIONAL EXPERIENCE

03/2016—present **The Hawkins Firm LLC** Atlanta

Founder of a law firm representing established companies as well as entrepreneurs, executives and professionals in business and employment matters. The Hawkins Firm has been recognized each year since its inception by U.S. News & World Report/Best Lawyers® as a "Best Law Firm" in labor and employment litigation as well as representing both management and individuals in labor and employment matters.

11/2000—03/2016 **Troutman Sanders LLP** Atlanta

Partner in an Am Law 100 law firm with a focus on a business and employment litigation, employment contracts, restrictive covenant agreements, and transactional employment issues.

03/1987—11/2000 **Fisher Phillips LLP** Atlanta

Summer Associate, Associate and Partner in a national employment law boutique, with a focus on defending employers from discrimination, harassment, wage-hour and other claims brought by their employees under state and federal employment laws.

## AWARDS

- Selected as a Georgia "Super Lawyer"® for 21 consecutive years since 2004.
- Recognized by U.S. News & World Report/Best Lawyers® for representing both management and individuals in employment matters, 2016-2024 (and other years), including "Lawyer of the Year" in 2016 in Atlanta for representing individuals. The "Lawyer of the Year" award recognizes the highest-scoring lawyer in the Atlanta legal community in that practice area.
- Included on other occasions in Georgia Trend's "Legal Elite"® and Chambers USA®.
- AV-rated by Martindale-Hubbell® since 2000.

## REPRESENTATIVE ENGAGEMENTS

- Representing a dermatopathologist who sought freedom from a contract with a large corporation so that he could start his own dermatopathology laboratory. He won the right to compete and recovered the majority of his fees and costs after four years of litigation spanning Georgia and Florida.
- Winning a federal jury verdict in Atlanta after a three-week trial on behalf of a well-known Atlanta media company in an age and national origin discrimination case filed by a former television anchor.
- Obtaining an agreed dismissal for no dollars in an action against clients who were alleged to have misappropriated confidential information in starting a competing restaurant business.
- Convincing a federal jury in Tennessee that a dwarf who worked as a taxi starter at an airport was not a victim of employment discrimination or unlawful harassment under the ADA.
- Negotiating a consent judgment against a former employee of a service industry client for taking and using confidential information to start a competing business, based largely on computer forensics.
- Both winning injunctions on behalf of employers and defeating such actions on behalf of their former employees in restrictive covenant, trade secret and unfair competition cases.
- Prevailing before a federal jury in Maryland for an auto dealer on sex discrimination claims by a F&I manager who was alleged to be having an affair with her boss.

## EDUCATION

- J.D. 1986 University of Florida Levin College of Law. Member of the Moot Court team and elected to the Order of Barristers.
- B.S. 1984 Stetson University. Major in Political Science.

## BAR ADMISSIONS AND CERTIFICATIONS

- Member of the State Bar of Georgia and the Florida Bar.
- Admitted to the U.S. Courts of Appeals for the Fourth and Eleventh Circuits, U.S. District Courts for the Northern and Middle Districts of Georgia, Northern and Southern Districts of Florida and the Eastern District of Michigan.
- Admitted to the Georgia Supreme Court and Court of Appeals.