

Carter L. Norfleet

Associate

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OVERVIEW

Carter Norfleet is an associate in the firm's Labor, Employment, and Workplace Safety practice. He regularly defends employers in high-stakes wage and hour class action and single-plaintiff matters in state and federal courts, arbitrations, and administrative proceedings. He has extensive experience in cases involving wage and hour issues, Private Attorneys General Act (PAGA) claims, wrongful termination, discrimination, retaliation, and harassment.

Carter also maintains a robust advice and counsel practice, including negotiating and drafting employment agreements, confidentiality and severance agreements, employee handbooks, arbitration agreements, independent contractor agreements, standalone employment policies, and conducting due diligence during the course of mergers and acquisitions. His deep litigation experience allows Carter to effectively identify potential problem areas for clients and offer practical, business-oriented advice and solutions.

Carter also advises companies across different industries on issues at the intersection of employment law and intellectual property law.

PROFESSIONAL BACKGROUND

Prior to joining the firm, Carter was an associate at a U.S. based law firm that focuses on labor and employment litigation. There he managed a heavy and diverse caseload as second chair including wage and hour/class action and PAGA matters, wrongful termination, joint employer, misclassification, discrimination, retaliation, harassment, and hiring and performance management litigation matters. Carter independently handled DLSE/DIR/DFEH/EEOC matters from inception through hearing, including examining witnesses. He also independently handled EDD audit and appeals.

ACHIEVEMENTS

- Listed in *Best Lawyers: Ones to Watch® in America* in Los Angeles, CA
  - Labor and Employment Law - Management, 2024-2026
  - Litigation - Labor and Employment, 2026

- The National Black Lawyers: Top 40 Under 40 Black Lawyers in California

PROFESSIONAL / CIVIC ACTIVITIES

- National Employment Law Council Academy Fellow 2020

EDUCATION

- J.D., American University Washington College of Law, 2016 *(cum laude)*
- B.A., Occidental College, 2012

ADMISSIONS

- Bar of California
- Bar of Colorado
- United States Court of Appeals for the Ninth Circuit
- United States District Court for the Central District of California
- United States District Court for the District of Colorado
- United States District Court for the Eastern District of California
- United States District Court for the Northern District of California
- United States District Court for the Southern District of California

THOUGHT LEADERSHIP *POWERED BY HUB*

- 8 June 2026, US Supreme Court Unanimously Holds State-Line Crossing Not Required for FAA's "Transportation Worker" Exemption—Key Questions for Employers Remain
- 13 January 2026, California Court of Appeal Affirms Severability of Collateral NDA Provisions and Enforces Arbitration Agreement in Wise v. Tesla Motors, Inc.
- 26 December 2024, A New Year Brings New Restrictions Relating to AI and California Performers
- 6 November 2023, California Employment Law Update for 2024
- 12 March 2023, Silicon Valley Bank Collapse: Implications for Employers
- May 2022, May 2022 Accolades
- 31 January 2022, California Employment Law Update - January 2022
- 14 October 2021, California Employment Law Update - October 2021

- August 2021, Gimme a Break! Strategies for Retroactive Compliance with California's New Meal & Rest Break Period Premium Calculations
- 6 May 2021, California's Preemption Analysis Creates Circuit Split Making AB-5 Ripe for Supreme Court Review

OTHER PUBLICATIONS

- "Silicon Valley Bank Collapse: Implications for Employers," *LexisNexis*, 2023

NEWS & EVENTS

- 26 March 2025, K&L Gates Advises Nous Infosystems on Strategic Investment by TA Associates

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Employment Disputes
- Employment Investigations
- Employment Issues in Business Transactions
- Human Resource Advice and Compliance
- IP Litigation
- Wage and Hour

INDUSTRIES

- Healthcare