



Charles H. Henderson

Principal



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301.441.2420

PRACTICE AREAS

Employment
Employment Litigation
Business Disputes
& Litigation
Contract Drafting
& Negotiation
Business

EDUCATION

J.D.
Catholic University
of America,
Columbus School of Law
Washington, D.C.

B.A.
University of Delaware
Newark, DE

“I have a practical and proactive strategy to guard business owners and prepare them against any claims prior to litigation.”

About Charlie

Proactive and responsive defines Charlie’s approach to helping businesses successfully implement best employment practices and policies related to any issues or disputes brought on by current, former and future employees. His practice focuses on the management side of employment litigation and counseling.

Charlie has extensive experience defending employers of all types and sizes against wage and hour disputes, charges of discrimination or harassment and claims of wrongful termination. He advises businesses on a wide range of employment law compliance, including but not limited to, issues arising under Title VII, the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), the Fair Labor Standards Act (FLSA) and the Age Discrimination in Employment Act (ADEA).

Charlie also serves as general counsel on a day-to day basis on management issues, including hiring, discipline and termination decisions, reductions in workforce, worker classifications, employee handbooks and policies, employment agreements, severance agreements, and non-compete agreements. It is Charlie’s mission to develop and implement creative strategies for businesses and help protect and prepare them for the future.

In his spare time, Charlie enjoys spending time with his kids, traveling, attending sporting events and concerts.

Admissions

- **2003** Maryland
- **2004** U.S. District Court for the District of Maryland
- **2007** U.S. Court of Appeals for the Fourth Circuit
- **2013** District of Columbia



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AFFILIATIONS

American Bar Association

Anne Arundel County
Bar Association

Maryland State Bar
Association

Montgomery County
Bar Association

Queen Anne's County
Bar Association

Pro Bono Activities

- Maryland State Board of Law Examiners Character Committee

Prior Experience

- American Foreign Service Association, Attorney, 2003-2004
- IUE-CWA, AFL-CIO, Law Clerk, 2002-2003
- U.S. Equal Employment Opportunity Commission, Washington District Office, Law Clerk, 2002
- American Federation of Government Employees, AFL-CIO, Legal Intern, 2001

Awards

- Maryland Super Lawyers, Rising Star 2014-Present
- Washington D.C. Super Lawyers, Rising Star 2014-Present