



Benjamin L. Webster

Office Managing Shareholder

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Focus Areas

Discrimination and Harassment
Hiring, Performance Management and Termination
Unfair Competition and Trade Secrets
Arbitration
Workplace Safety and Health (OSHA & MSHA)
Workplace Violence Prevention
Financial Services
Hospitality

Overview

Benjamin L. Webster has extensive experience handling trials, binding arbitrations, and mediations in a variety of complex disputes. He has defended countless lawsuits in state and federal courts involving allegations such as:

- Discrimination based on race, sex, age, religion, sexual orientation, disability and immigration status
- Sexual harassment
- Retaliation
- Invasion of privacy
- Defamation
- Breach of contract
- Workplace violence
- Unfair competition and other business torts

Additionally, Ben has prosecuted and defended numerous trade secret cases, winning and defeating requests for injunctive relief in high stakes, time-sensitive disputes. He also has handled the defense of class action lawsuits, including

wage and hour and discrimination claims arising under Title VII, the Americans with Disabilities Act, and the Fair Employment and Housing Act.

Another focus of Ben's practice is conducting complex workplace investigations (involving claims of harassment, retaliation, and other alleged misconduct) for public and private employers, as well as advising companies in connection with internal investigations and discipline resulting therefrom.

A frequent speaker at employment seminars and training programs, Ben has worked with various local, regional, and national clients involved in:

- Manufacturing
- Construction
- Retail
- Finance
- High-tech
- Energy
- Telecommunications
- Real estate
- Insurance
- Health care
- Lobbying
- Restaurant and grocery store chains

He has made numerous labor/employment presentations for various audiences, *e.g.*, *The Executive Employer Conference*; *Sacramento Area Human Resources Association*; *National Business Institute*; *Employer Resource Institute*; *ELT, Inc.*; *Stockton Business Resource Group*; *State Fund*; *Paychex*; *Sacramento Trusted Advisors Group*; *Loggers' Association of Northern California*; *Financial Service Industry Roundtable*; *Rotary Club*; *Foothill Employer Advisory Council*; *SHRM Redding Chapter*, *Sacramento Professional Advisors Network*.

Ben is the office managing shareholder of Littler Mendelson's Sacramento office. Prior to joining Littler, he practiced commercial litigation, with an emphasis in labor and employment law, for another national law firm where he served as managing partner of the Sacramento office for the eight years preceding his departure. Between college and law school, he worked as a reporter for the daily newspaper in Red Bluff, California; as a legislative correspondent for Congressman Harold T. "Bizz" Johnson in Washington, D.C.; and, later, as a legislative and policy analyst and newsletter editor for the Joint Maritime Congress.

In law school, Ben was on the editorial board of the *Virginia Law Review*. Thereafter, he clerked for the Hon. Pasco M. Bowman, U.S. Court of Appeals for the Eighth Circuit.

Professional and Community Affiliations

- Commissioner, California Travel & Tourism Commission, appointed by Governor Brown, 2015-present
- Member, Labor and Employment Law Section, Sacramento County Bar Association
- Volunteer, Boy Scouts of America, 2007-2014
- Member, Sacramento Mayor Kevin Johnson's Transition Team, 2008-2009
- Chairman, Board of Directors, Sacramento Community Link, 2007-2011
- Member, Executive Board, Lassen Park Foundation, 2006-present
- Member, Sacramento Corporate Volunteer Council, 2008-2013
- Member, Judicial Advisory Committee, U.S. District Court, Eastern District of California, 2009-2012
- Member, Stanford Club of Sacramento, 1990-present

Recognition

- Named, The Best Lawyers in America®, 2019-2023
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Named, Super Lawyer, Northern California, *Super Lawyers*, 5+ years
- Named, Top Lawyers List, *Sacramento Magazine*, multiple years
- Named, Best of the Bar, *Sacramento Business Journal*, multiple years

Education

J.D., University of Virginia School of Law, 1987

B.A., Stanford University, 1980

Bar Admissions

California

Courts

U.S. Court of Appeals, 8th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

Publications & Press

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

HR Must Act Quickly in Response to Domestic Violence Allegations

SHRM Online

March 5, 2018

Employee Accused of Domestic Violence? Be Fair But Cautious

Bloomberg BNA Daily Labor Report

October 31, 2016

Littler Snags Former Pillsbury Partner - Benjamin Webster as New Sacramento Office Managing Shareholder

Littler Press Release

April 1, 2009

Speaking Engagements

Workplace Violence Prevention in the Age of the "Active Shooter"

June 30, 2021

Workplace Violence Prevention in the Age of the "Active Shooter"

June 24, 2021

Littler NorCal Breakfast Briefing programs: Sacramento, Stockton, Modesto, Chico, Redding

2009-present

Workplace Violence Prevention in the Age of the "Active Shooter"

Advanced HR Workshop: 10 Thorny Employment Law Challenges You Must Know How to Handle

How to Provide the Best Harassment Training to Your Workforce

Trial Strategies

Electronic Monitoring and Privacy in California

Landmines, Trends and Tools

Presenting An Effective Defense in an Arbitration

Violence in the Workplace: Protecting Employees and Minimizing Liability

Managing Human Resources Under The Americans With Disabilities Act

Discovery Strategies

The Problem Employee: What to Do If He or She Works for You

Negotiating Separation Agreements in Difficult Termination Situations

Recognizing and Preventing Sexual Harassment

Protecting Trade Secrets/Preventing Competition by Former Employees

Internal Investigations: What You Need to Know

Winning Your First Civil Trial