

## Kim L. Carter

Shareholder

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## Practice Areas

Discrimination and Harassment  
Investigations  
Arbitration  
Class Action  
HR Advice and Counsel  
Inclusion, Equity and Diversity

## Overview

Kim L. Carter regularly represents California employers in an array of employment related matters, including cases involving wage and hour disputes, claims of discrimination and harassment, sexual battery and assault, wrongful terminations, and Private Attorneys General Act (PAGA) claims. She represents clients in complex class action cases, as well as single plaintiff litigation matters in both federal and state court, and before administrative tribunals. In addition, Kim successfully represents clients in private arbitrations and mediations.

Kim also conducts independent workplace investigations, typically involving high profile and highly sensitive subject matters. Kim partners with clients to advise, represent and train management clients in various other areas of employment and labor law including:

- Inclusion, equity, and diversity
- Workplace investigations
- Collective bargaining
- Wrongful termination
- Discrimination, harassment, and retaliation
- Government compliance audits
- Employee classification

- Leave and disability accommodations
- Personnel performance management and evaluations

Prior to becoming an attorney, Kim was employed by a global insurance carrier, working with human resource and risk managers as a workers' compensation insurance adjuster. As an insurance adjuster, she oversaw the litigation of high-compensable matters and she forecasted claim exposures to ensure matters were properly valued and efficiently resolved. In addition, she served as a union shop steward in both government and private sectors. Her prior work experience has allowed Kim to draw from a wealth of knowledge to provide a foundation for her service as a strong and zealous advocate for management clients.

## Professional and Community Affiliations

- Vice Chair, Employment Committee, San Diego County Bar Association, 2023
- Member, Advisory Committee, Women of Color of Law Board, 2022-2023
- Adjunct Professor, Thomas Jefferson School of Law, 2020-2021

## Education

J.D., Thomas Jefferson School of Law, 2011, *magna cum laude*

B.A., San Diego State University, 2004

## Bar Admissions

California

## Courts

U.S. District Court, Southern District of California

U.S. District Court, Central District of California

## Publications & Press

### **Why DEI Doesn't Have to DIE: Employer Considerations for Thriving in a Post-Harvard/UNC Era**

*Littler Podcast*

November 2, 2023

### **A Conversation on Black Resistance, Resilience and Being Real**

*Littler Podcast*

February 27, 2023

### **Littler Kicks Off the New Year with Addition of Shareholder Kim Carter in San Diego**

*Press Release*

January 4, 2023

**Black Women's Contributions to American Economy Are Magic**

*San Diego County Bar Association, San Diego Lawyer*

January 2021

**US Law Women's Connection Spotlight**

2020

**Workplace Discrimination and Eurocentric Beauty Standards**

*GP Solo*

September/October 2019

**Events & Speaking Engagements**

**2024 Southern California Regional Employer Conference**

November 7, 2024

**2024 Employment Law Update**

San Diego North County Chamber of Commerce

November 29, 2023

**A Look at Diversity, Equity & Inclusion in the Legal Community**

San Diego Consumer Attorneys Recognition and Elimination of Bias MCLE

January 2023

**How to Respond to Microaggressions in the Workplace?**

DEI Training

December 2022

**Is There Bias in the Legal Community Today?**

San Diego Consumer Attorneys Ethics and Elimination of Bias MCLE

January 2022

**What Time Is It? Proper Employee Classification and Time Record Management**

Wage and Hour Training

November 2021-January 2022

**Employment Law, the Battle Ground for Civil Rights: What Employers Should Know in the Wake of Civil Unrest & the #BLM Movement**

San Diego County Bar Association; Labor & Employment Law Section (MCLE)

August 2020