



## CHARLES G. FROHMAN

Partner

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### OVERVIEW

Charles Frohman is a skilled litigation attorney with extensive individual, class, and collective action experience. With a focus on employment and business disputes, Charles handles a wide variety of matters, including commercial, wage-and-hour, whistleblower, and retaliation claims in state and federal courts as well as in arbitration. Charles represents clients of all sizes, from small businesses to hospitals, health insurers, and national restaurant chains. Having worked on the plaintiffs' side of employment law before joining Maslon, Charles brings a unique insight to all his cases.

Charles graduated *cum laude* from the University of Minnesota Law School and received his undergraduate degree from the University of Virginia in Charlottesville, Virginia. Prior to law school Charles worked for several years in publishing and internet media in the San Francisco Bay Area.

### SELECTED EXPERIENCE

Charles has represented clients of all sizes in diverse industries, including healthcare providers and insurers, manufacturing, consumer products, hospitality, information technology, and financial services. Charles represents his clients at the trial court level, in arbitration, and in the courts of appeal, where several favorable results have been affirmed. Charles has broad experience litigating state and federal employment law cases for employers of all sizes across numerous industries, including:

- Wage and hour class and collective action claims under the FLSA and state law;
- Discrimination claims under Title VII and the Minnesota Human Rights Act;
- Retaliation claims under the FLSA, EMTALA, False Claims Act, and Minnesota Human Rights Act;
- Restaurant Tip Pooling claims;
- Defamation;
- Review organization immunity under the Minnesota Peer Review statute (Minn. Stat. 145.63, subd. 1);
- Breach of Non-Compete Agreements and Temporary Restraining Orders; and

### AREAS OF PRACTICE

Litigation

- Appeals
- Business Litigation
- Employment Litigation
- Government & Internal Investigations

Labor & Employment

- Defending Employers

### BAR ADMISSIONS

Minnesota, 2006

U.S. District Court

- Minnesota, 2006
- Colorado, 2006
- E.D. Michigan, 2010
- W.D. Michigan, 2015
- W.D. Pennsylvania, 2010
- E.D. Wisconsin, 2017

U.S. Court of Appeals

- Eighth Circuit, 2013

### EDUCATION

University of Minnesota Law School

J.D., *cum laude*, 2006

University of Virginia

B.A., 1993

Major: Psychology

- ERISA claims for denial of benefits and retirement plan mismanagement.

Complementing his employment defense work, Charles also represents businesses in wide-ranging commercial disputes, including:

- Breach of contract;
- Temporary Restraining Orders and Injunctions;
- Uniform Commercial Code contracts for sale;
- Unfair competition and trademark/copyright infringement under the Lanham Act and state law;
- The Minnesota Government Data Practices Act;
- Statutory and regulatory interpretation;
- Product labeling; and
- Negligence.

### **LEADERSHIP & COMMUNITY**

- American Bar Association: Section of Labor and Employment Law; *The Fair Labor Standards Act Cumulative Supplement*, Associate Chapter Editor 2016-present
- Federal Bar Association – Minnesota Chapter
- Minnesota State Bar Association
- Hennepin County Bar Association
- University of Minnesota Law School: Adjunct Professor, Creative Legal Reasoning, 2009-2018

### **SELECTED HONORS**

- **North Star Lawyer**, Minnesota State Bar Association, 2014 (*North Star Lawyer is a designation that recognizes members who provide 50 hours or more of pro bono legal services in a calendar year.*)

### **SELECTED PRESENTATIONS**

- "Conducting Effective and Efficient Written Discovery," The New Lawyer Experience, Minnesota CLE, 2012

### **SELECTED PUBLICATIONS**

- *The Fair Labor Standards Act Cumulative Supplement*, Associate Chapter Editor, ABA Section of Labor and Employment Law, 2016-2017