



**Burt H. Whitt**  
Partner

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Burt is the Chairman of the firm's Labor and Employment Practice Group. Burt has extensive experience exclusively representing management in all matters involving the employer-employee relationship. He routinely represents and counsels employers in wrongful discharge claims, accusations of discrimination or harassment, covenants not-to-compete, and government audits of employment practices.

Burt and his team offer employers one on one counseling as well as management training, including the widely recognized and well-attended Employment Law Update. These proactive measures help employers save time, money and energy by avoiding litigation.

Under Burt's direction, the firm's Labor and Employment Practice Group has helped employers prevail in a number of precedent setting cases in the Virginia Supreme Court. One such case effectively shields employers from many types of wrongful discharge claims under state law. Another victory helps employers enforce non-compete covenants, protecting them from unfair competition by former employees.

#### practice areas

- Labor & Employment

#### representative matters

- Litigated numerous wrongful discharge cases establishing the rights of Virginia employers
- Successfully handled many covenant not-to-compete cases, including a number of cases that have reached the Virginia Supreme Court
- Successfully defended employers against claims under federal anti-discrimination laws
- Successfully defended against attempts to enforce invalid covenants on behalf of new employers
- Assisted employers with resolving numerous matters utilizing alternative dispute resolution options, including mediation

#### recognition and honors

- Best Lawyers in America, 1999–2012
- America's Leading Business Lawyers; *Chambers USA*, 2005–2011
- Virginia Super Lawyers; *Law & Politics*, 2006–2011
- Virginia Super Lawyer, Corporate Counsel Edition; *Law & Politics*, 2008–2010
- Virginia Legal Elite; *Virginia Business Magazine*, 2004–2011
- Virginia Legal Elite Top Employment Lawyer; *Virginia Business Magazine*, 2004
- Phi Beta Kappa
- Omicron Delta Epsilon
- Phi Delta Phi

## associations

- American Bar Association; Labor and Employment Law Section, Litigation Section
- Virginia Bar Association; Initial member of Governing Council, Chairman of the Labor and Employment Law Section, 1994–1995
- Virginia Law Foundation; Chairman of CLE Labor and Employment Law Committee, 1996–2005
- Norfolk-Portsmouth Bar Association
- YMCA of South Hampton Roads; Board of Directors

## education

- Wake Forest University; B.A., *magna cum laude*, 1974
- University of Virginia School of Law; J.D., 1978

## press and publication

- 53 Kaufman & Canoles Attorneys Named Virginia Business Magazine's Legal Elite 2011
- 40 K&C Attorneys Named "Best Lawyers in America" 2012
- 36 K&C Attorneys Named as Super Lawyers 2011 and 14 Named as Rising Stars 2011
- Kaufman & Canoles Named to 2011 Chambers USA
- 39 Kaufman & Canoles Attorneys Named Virginia Business Magazine's "Legal Elite" 2010
- 4 Kaufman & Canoles Labor & Employment Attorneys Named in Corporate Counsel Edition of Super Lawyers 2010
- 36 K&C Attorneys Named to Best Lawyers in America 2011
- Kaufman & Canoles Named to 2010 Chambers USA
- 31 K&C Attorneys Named as Super Lawyers & 11 Named as Rising Stars 2010
- 39 K&C Attorneys Named *Virginia Business Magazine's* Legal Elite 2009
- "Off the Hook: A new twist on the big one that got away" *The Virginian-Pilot*, July 27, 2008
- "When Cupid Comes to Work" *The Virginian-Pilot*, February 14, 2008
- "Suffolk Paid Nearly \$250,000 to Former High-Level Workers" *The Virginian-Pilot*, January 5, 2008
- "Who Uses Noncompete Agreements? Runs Gamut." *The Virginian-Pilot*, November 4, 2007
- "Noncompetes Helpful, But Not Ironclad" *Inside Business*, May 28, 2007
- "Finding Love at the Office: Work romances, while common, can have negative consequences" *Inside Business*, February 12, 2007
- "Hearing Both Sides" *Inside Business*, December 8, 2003
- "Thieves At Work: Enemies Often Lurk Within a Business" *Inside Business*, July 14, 2003
- 4 Kaufman & Canoles Attorneys Named in Corporate Counsel Edition of Super Lawyers 2009
- 35 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2010
- 30 Attorneys Named Super Lawyers, 12 Named Rising Stars
- Kaufman & Canoles Named to Chambers USA 2009
- 36 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2009
- 36 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* Legal Elite 2008
- 4 Kaufman & Canoles Attorneys Named in Corporate Counsel Edition of Super Lawyers 2008
- 28 Kaufman & Canoles Attorneys Named as Super Lawyers & 8 Named as Virginia Rising Stars 2008
- Kaufman & Canoles Named to Chambers USA 2008: America's Leading Lawyers in Business
- 34 Kaufman & Canoles Attorneys Named Best Lawyers in America 2008
- 20 Kaufman & Canoles Attorneys Named to *Virginia Business Magazine's* Legal Elite 2007
- 30 Kaufman & Canoles Attorneys Named in Virginia Super Lawyers 2007
- Kaufman & Canoles named to Chambers 2007 Leading Business Lawyers List
- 34 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2007
- 34 Kaufman & Canoles Attorneys Named to *Virginia Business Magazine's* Legal Elite 2006
- 28 Kaufman & Canoles Attorneys Named in Virginia Super Lawyers 2006
- Kaufman & Canoles Attorneys Named to *Chambers USA* 2006
- 32 Kaufman & Canoles Attorneys Named to Best Lawyers in America
- 27 Kaufman & Canoles Attorneys Named to *Virginia Business Magazine's* Legal Elite
- 31 Kaufman & Canoles Attorneys Named to *Virginia Business Magazine's* Legal Elite
- 30 Kaufman & Canoles Attorneys Selected as Best Lawyers in America