



Burt H. Whitt
Member

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Burt is the Chairman and founder 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.

Burt was recently inducted as a Fellow in the College of Labor and Employment Lawyers. Additionally, he is a former Chairman of the Labor and Employment Law Section of the Virginia Bar Association and is a frequent speaker at CLE and industry events.

PRACTICE AREAS

- Government & Municipal
- Labor & Employment

REPRESENTATIVE MATTERS

- Litigated numerous wrongful discharge cases establishing the rights of Virginia employers
- Handled many covenant not-to-compete cases, including a number of cases that have reached the Virginia Supreme Court
- Defended employers against claims under federal anti-discrimination laws
- 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, 1999–2023*
- College of Labor and Employment Lawyers; Fellow, Inducted in 2018
- America's Leading Business Lawyers; *Chambers USA*, 2005–2022
- Virginia Super Lawyers; *Law & Politics*, 2006–2022
- Virginia Super Lawyer, Corporate Counsel Edition; *Law & Politics*, 2008–2010
- Virginia Legal Elite; *Virginia Business Magazine*, 2004–2014, 2016–2022
- Top Lawyers; *CoVaBIZ*, 2017–2022
- 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

ADMISSIONS

- Virginia

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" 2022
- 48 Kaufman & Canoles Attorneys Named *Best Lawyers in America*© 2023, 4 Named "Lawyer of the Year," and 8 Named "Ones to Watch"
- Kaufman & Canoles Named to 2022 Chambers USA: America's Leading Lawyers for Business
- 17 Kaufman & Canoles Attorneys Named as Super Lawyers & 3 Named as Rising Stars in *Virginia Super Lawyers & Rising Stars 2022*
- 40 Kaufman & Canoles Attorneys Named as Top Lawyers 2022 in *CoVaBIZ Magazine*
- 52 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* "Legal Elite" 2021
- 48 Kaufman & Canoles Attorneys Named *Best Lawyers in America*© 2022, 4 Named "Lawyer of the Year," and 8 Named "Ones to Watch"
- Kaufman & Canoles Named to 2021 Chambers USA: America's Leading Lawyers for Business
- 19 Kaufman & Canoles Attorneys Named as Super Lawyers & 3 Named as Rising Stars in *Virginia Super Lawyers & Rising Stars 2021*
- 40 Kaufman & Canoles Attorneys Named as Top Lawyers 2021 in *CoVaBIZ Magazine*
- 53 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* "Legal Elite" 2020
- 46 Kaufman & Canoles Attorneys Named to *Best Lawyers in America* 2021 and 5 Named "Lawyer of the Year" and 7 Named "Ones to Watch"
- 18 Kaufman & Canoles Attorneys Named as Super Lawyers in 2020 and 4 Named as Rising Stars 2020
- Kaufman & Canoles Named to 2020 Chambers USA: America's Leading Lawyers for Business
- 45 Kaufman & Canoles Attorneys Named as Top Lawyers 2020 in *CoVaBIZ Magazine*
- 48 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* Legal Elite 2019
- Kaufman & Canoles Named to 2019 *Chambers USA: America's Leading Lawyers for Business*
- 45 Kaufman & Canoles Attorneys Named *Best Lawyers in America* 2020 and 3 Named Lawyer of the Year
- 18 Kaufman & Canoles Attorneys Named as Super Lawyers 2019 and 6 Named as Rising Stars 2019
- 48 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* Legal Elite 2018
- 40 Kaufman & Canoles Attorneys Named as Top Lawyers 2019 in *CoVaBIZ Magazine*
- 43 Kaufman & Canoles Attorneys Named *Best Lawyers in America* 2019 and 8 Named Lawyer of the Year
- Kaufman & Canoles Named to 2018 *Chambers USA: America's Leading Lawyers for Business*
- 31 Kaufman & Canoles Attorneys Named as Super Lawyers 2018 and 5 Named as Rising Stars 2018
- 31 Kaufman & Canoles Attorneys Named as Top Lawyers 2017/18 in *CoVaBIZ Magazine*
- 48 Kaufman & Canoles Attorneys Named to *Virginia Business Magazine's* Legal Elite 2017
- 46 Kaufman & Canoles Attorneys Named *Best Lawyers in America* 2018
- 29 Kaufman & Canoles Attorneys Named as Super Lawyers 2017 and 5 Named as Rising Stars 2017
- 48 Kaufman & Canoles Attorneys Named to *Virginia Business Magazine's* Legal Elite 2016
- Employment Law Alert - Increase to Exemption Salary Requirements Delayed
- 40 Kaufman & Canoles Attorneys Named *Best Lawyers in America* 2017
- Kaufman & Canoles Named to 2016 *Chambers USA*
- 32 Kaufman & Canoles Attorneys Named as Super Lawyers 2016 and 4 Named as Rising Stars 2016
- Employment Law Alert - Employers Must Now Use New EEOC Charge System

PRESS AND PUBLICATION (CONT.)

- Kaufman & Canoles Named to 2015 *Chambers USA*
- 42 Kaufman & Canoles Attorneys Named *Best Lawyers in America* 2016
- 42 Kaufman & Canoles Attorneys Named *Best Lawyers in America* 2015
- 32 Kaufman & Canoles Attorneys Named as Super Lawyers, 7 Named as Rising Stars 2015
- 45 Kaufman & Canoles Attorneys Named to *Virginia Business Magazine's* Legal Elite 2014
- 29 Kaufman & Canoles Attorneys Named as Super Lawyers 2014 and 8 Named as Rising Stars 2014
- Kaufman & Canoles Named to 2014 *Chambers USA*
- 54 Kaufman & Canoles Attorneys Named to *Virginia Business Magazine's* Legal Elite 2013
- 42 Kaufman & Canoles Attorneys Named to *Best Lawyers in America* 2014
- Kaufman & Canoles Named to 2013 *Chambers USA*; America's Leading Lawyers for Business
- 29 Kaufman & Canoles Attorneys Named as Super Lawyers 2013 and 14 Named as Rising Stars 2013
- 55 Kaufman & Canoles Attorneys Named to *Virginia Business Magazine's* Legal Elite 2012
- 41 Kaufman & Canoles Attorneys Named to *Best Lawyers in America* 2013
- 40 Kaufman & Canoles Attorneys Named as Super Lawyers 2012 and 14 Named as Rising Stars 2012
- 53 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* Legal Elite 2011
- 40 Kaufman & Canoles Attorneys Named *Best Lawyers in America* 2012
- 36 Kaufman & Canoles 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 Kaufman & Canoles Attorneys Named to *Best Lawyers in America* 2011
- Kaufman & Canoles Named to 2010 *Chambers USA*
- 31 Kaufman & Canoles Attorneys Named as Super Lawyers & 11 Named as Rising Stars 2010
- 39 Kaufman & Canoles 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 Gmut." *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
- "HearingBoth 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 Kaufman & Canoles 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* 2005