



JUSTINT CARTER

Justin Carter is a member of HFM's employment litigation practice, where he defends employers in complex disputes involving discrimination, harassment, retaliation, wage-and-hour violations, and representative claims under California's Private Attorneys General Act (PAGA).

He also handles business litigation matters involving trade secret misappropriation, fraud, deceptive marketing, and unfair competition. He represents clients across a wide range of industries and business sizes, from small businesses to large public and private companies.

Before joining HFM, Mr. Carter spent over two years on the plaintiff side, where he played a central role in securing a landmark eight-figure jury verdict in a single-plaintiff sexual harassment trial that withstood post-trial challenges. He argued more than 30 motions and ex parte applications, conducted and defended depositions, and served as lead counsel at mediations resulting in multiple six-figure settlements. That experience, combined with his own background as a former business owner, gives him a practical advantage in assessing claims, anticipating opposing strategies, and managing risk for corporate clients. He has been admitted pro hac vice in courts across the country, including in New York, Florida, Texas, Pennsylvania, and Illinois

Mr. Carter has tried multiple cases to both jury and bench verdict. His practice spans all phases of litigation, including early case evaluation, motion practice, written discovery, depositions, and resolution. He also has experience with high-stakes matters involving significant exposure, including class and representative actions with more than 140,000 putative class members. He prioritizes efficiency through targeted motion work and practical settlement strategies.

A San Diego native, Mr. Carter earned his Bachelor of Business Administration from San Diego State University and his J.D. from California Western School of Law.

PRACTICE AREAS

- ▶ Business Litigation
- ▶ Employment

EDUCATION

- ▶ J.D., California Western School of Law
- ▶ B.B.A., San Diego State University

ADMITTED TO PRACTICE

- ▶ State Bar of California
- ▶ US District Court - Southern District of California
- ▶ US District Court - Central District of California
- ▶ US District Court - Eastern District of California
- ▶ US Bankruptcy Court for the Eastern District of California
- ▶ US District Court - Northern District of California
- ▶ US Bankruptcy Court for the Southern District of California