

Frederick H. Schutt

Principal

Richmond
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Fred advises employers regarding compliance with employment laws and mitigation of risk from employment-related claims.

Get To Know Fred

Focused on helping employers avoid costly litigation and regulatory violation, Fred routinely defends employers before federal and state agencies, including the EEOC, DOL, and OSHA. Fred also has extensive experience defending employers in state and federal court in a variety of employment related cases alleging violation of the ADA, ADEA, Title VII, Title IX, Equal Pay Act, FMLA, and the FLSA, breach of contract, and violation of restrictive covenants.

Outside the courtroom, Fred conducts workplace investigations, negotiates employment-related agreements, and advises employers on effective workplace policies. In addition, he has significant experience advising clients regarding and litigating insurance coverage issues.

A native Richmonder and lifelong Virginian, Fred loves to help local businesses thrive.

Outside of work, Fred enjoys being with his wife and three young children and coaching their youth sports teams. He supports organizations that seek to build character in and create opportunities for local youth through participation in sports and exposure to the outdoors.

Fred is also a devoted fans of the Hoos and aspires to get his kids to Charlottesville for as many games as he can.

Experience

- Advised Virginia-based start-up regarding use of independent contractors and expansion of business model to new states across the country.

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- Negotiated a favorable settlement of gender discrimination and Equal Pay Act claim against large manufacturer prior to litigation.
- Negotiated a resolution of unpaid wage claims for startup technology company.
- Litigated a sensitive race-discrimination lawsuit against large manufacturer prior to favorable settlement prior to summary judgment.
- Negotiated a settlement of unpaid wage claim for staffing company before Virginia Department of Labor.
- Litigated OSHA citation against manufacturing company for avoidance of Repeat and Willful violations.
- Drafted employee handbook and related policies for international pharmaceutical corporation, including polices covering drug and alcohol use and testing, remote work, on-call/call back work, leave issues, and various other state-specific issues to ensure compliance with applicable law.

Credentials

Recognition

11 Woods Rogers Attorneys Named “Ones to Watch”

WRVB Welcomes Four Attorneys to its Richmond and Norfolk Offices

Education

University of Virginia School of Law, J.D.

University of Virginia, B.A.

Admissions

Virginia

U.S. District Court, Eastern District of Virginia

U.S. Court of Federal Claims

Affiliations

- Central Virginia Legal Aid Society

Frederick H. Schutt

- Richmond Bar Association
- Virginia Amateur Sports Inc., Board of Directors
- Virginia Bar Association

Services

Labor & Employment

Litigation & Dispute Resolution

Higher Education

Matter results depend upon a variety of factors unique to each case. Past results do not guarantee or predict a similar result in any future matter. Some material on this site may be considered attorney advertising in some jurisdictions.