

William H. Foster

Shareholder

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Focus Areas

Discrimination and Harassment
Unfair Competition and Trade Secrets
Occupational Safety and Health
Hiring, Performance Management and Termination
Wage and Hour
Whistleblowing, Compliance and Investigations
Leaves of Absence and Disability Accommodation

Overview

William H. Foster focuses his practice on issues of employment law, human resources, employee benefits and immigration on a local, regional and national basis. He advises and defends employers in employment-related matters, including:

- Discrimination and retaliation under federal and state equal employment opportunity laws
- State common law wrongful discharge
- Non-compete and trade secrets agreements and related litigation
- Employee benefits litigation under ERISA
- Immigration compliance
- Contract disputes
- Corporate investigations and risk management
- Allegations of sexual abuse

Bill's extensive experience includes numerous employment law and employee benefits class actions. He has defended clients in jury and non-jury cases in state and federal courts in South Carolina, North Carolina, Tennessee and Georgia.

Prior to joining Littler, Bill led the employment practice of a large South Carolina firm. After law school, Bill clerked for the U.S. District Court for the District of South Carolina.

Bill is a frequent lecturer for both industry and legal forums.

Professional and Community Affiliations

- Member, Executive Committee, Blue Ridge Council of Boy Scouts of America
- Member, Leadership Greenville
- Past Chair, Greenville Events

Recognition

- Named, The Best Lawyers in America®, 2009-2025
- Ranked, Labor & Employment, *Chambers USA*, 2007-2024
- Named, Legal Elite of the Upstate, Labor and Employment Law, *Greenville Business Magazine*, 2013, 2015-2017, 2019
- Named, Super Lawyer, South Carolina, *Super Lawyers*, 2009-2017

Education

J.D., University of South Carolina, School of Law, 1993, *magna cum laude*

B.A., Furman University, 1990

Bar Admissions

South Carolina

Courts

U.S. Court of Appeals, 4th Circuit

U.S. District Court, District of South Carolina

Publications & Press

Littler Ranked in 2024 Chambers USA Guide

Littler Press Release

June 6, 2024

Littler Recognized in 2023 Chambers USA Guide

Littler Press Release

June 6, 2023

Littler Ranked in Chambers USA Guide 2022

Littler Press Release

June 1, 2022

Increased Liability for Subcontractor's Injured Workers

Industry Today

April 19, 2022

South Carolina Supreme Court Upholds Governor's Early Termination of Federal Unemployment Benefits

Littler ASAP

October 15, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Rebuilding America: The Potential Impact of President Biden's Infrastructure Plan on South Carolina's Businesses and Workforce

Association of Corporate Counsel South Carolina

June 30, 2021

Littler Ranked in Chambers USA Guide 2021

Littler Press Release

May 27, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

City of Columbia, SC Clarifies Coverage of Criminal Records and Salary History Ordinance

Littler ASAP

February 10, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

South Carolina Human Affairs Commission Releases Pregnancy Accommodations Poster

Littler ASAP

August 10, 2018

South Carolina Passes New Pregnancy Accommodations Act

Littler ASAP

May 29, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Littler Adds Shareholder William Foster and Opens Greenville, South Carolina Office

Littler Press Release

March 2, 2018

Tap-dancing in the Minefield: Handling on the Job Injuries Under the ADA

FMLA and Workers Compensation

February 2008

Stress and Mental Disorders in the Workplace: Increased Focus Under the Americans with Disabilities

South Carolina Lawyer

July/August 1996

Speaking Engagements

2024 Carolinas Regional Employer Conference

Charlotte, NC

September 12, 2024

2023 Carolinas Regional Employer Conference

Charlotte, NC

September 14, 2023

Stop! Thief! Protecting Confidential Information and Trade Secrets in the New World of Work

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

2022 Carolinas Regional Employer Conference

Charlotte, NC

September 8, 2022

Littler Greenville Roundtable: What to Expect in 2021

Greenville, SC

April 27, 2021

2020 Year in Review and What to Expect in 2021 in North and South Carolina

December 1, 2020

COVID-19 FAQs with Littler

Greenville SHRM Webinar

April 9, 2020

Breaking Up is Hard to Do: Managing the Challenges That Arise When the Employment Relationship Ends

2020 ACC-SC Winter Meeting, Greenville, SC

February 28, 2020

The Time is Now to Plan for AI & Robotics to Improve Your Company's Hiring Learning Security Productivity & Morale

Association of Corporate Counsel South Carolina Annual Meeting, Charleston, SC

September 23, 2019

Back in Black II, The South Carolina Year in Review

South/North Carolina Bar Labor & Employment Sections Law Joint Annual Meeting

Fall 2013

We're From the Government and We're Here to Help: Recent Developments in Employment Law under the Obama Administration

SC Defense Trial Attorneys Association

April 15, 2010

Send Lawyers, Guns and Money, the Poop Has Hit the Fan: Current Trends in Employment Law

South/North Carolina Bar Labor & Employment Sections Law Joint Annual Meeting

October 15, 2008

Key Employment Decisions of the United States Court of Appeals for the Fourth Circuit, South Carolina Courts
South Carolina/North Carolina Employment Law Annual Bar Meeting
July 15, 2004