



Office Managing Principal, New Orleans

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Charles F. Seemann III is office managing principal of the New Orleans, Louisiana, office of Jackson Lewis P.C. His practice emphasizes ERISA class action defense and employment law, but encompasses a wide variety of litigation and counseling matters as well.

Practices

- Class Actions and Complex Litigation
- ERISA Complex Litigation
- Financial Services

Education

- Louisiana State University Paul M. Hebert Law Center, J.D. 1995
- Emory University, B.A. 1992

Admitted to Practice

- U.S. Supreme Court 2000
- U.S. Tax Court 2013
- 2nd Circuit Court of Appeals 2007
- 3rd Circuit Court of Appeals 2018
- 5th Circuit Court of Appeals 1995
- 6th Circuit Court of Appeals 2009
- 7th Circuit Court of Appeals 2025
- U.S. Court of Appeals, DC Circuit 2017
- Colorado - D. Colo. 2009
- Louisiana - E.D. La. 1995
- Louisiana - M.D. La. 1995
- Louisiana - W.D. La. 1995
- Michigan - E.D. Mich. 2020
- Michigan - W.D. Mich. 2021
- Texas - E.D. Tex. 2025
- Texas - N.D. Tex. 2020
- Texas - S.D. Tex. 2013
- Texas - W.D. Tex. 2025
- Louisiana 1995
- Texas 2013

Charles's primary practice focus includes the defense of ERISA plans and plan fiduciaries at both public and private companies, multi-employer plans and plan fiduciaries, and financial institutions providing services to ERISA plans. Routinely, he defends large ERISA class actions, COBRA class actions, and ESOP litigations. In addition to ERISA, Charles has extensive experience in a wide range of employment matters, including stock-option disputes and executive compensation litigation; wage and hour advice and litigation; and private litigation and regulatory investigations in discrimination, hostile-environment and similar matters. Charles is admitted to practice in both Louisiana and Texas, but has represented clients in complex and class action matters in numerous jurisdictions, including New York, California, Ohio, Illinois, Pennsylvania, Michigan, Massachusetts, Indiana, Florida, Oklahoma, Georgia, Tennessee, Virginia, Mississippi, and Washington D.C.

Since 2012, *Chambers USA* has listed Charles among the nation's pre-eminent lawyers, noting his "strong reputation" as a "real gentleman" among his peers, as well as remarks that "he thinks outside the box" and "knows everything that's ever happened in a case."

Charles's activities include regular speaking and writing engagements around the country, on topics including class-action litigation, ERISA fiduciary litigation and risk management, employment law, and best practices for in-house counsel. He also is active in community and civic affairs and donates his time and professional services to numerous causes. While attending law school, he served as articles editor of the *Louisiana Law Review*.

Honors and Recognitions

- *New Orleans Magazine*, "Top Lawyers: Employee Benefits Law" (2023)
- *The Best Lawyers in America*®, "Employee Benefits (ERISA) Law" (2015-present), "Employment Law - Management" (2011-present), "Labor Law - Management" (2011-present) and "Litigation - Labor and Employment" (2011-present)
- *The Best Lawyers in America*®, "Lawyer of the Year: Employment Law - Management" (2022)
- *Chambers USA*, "Employee Benefits & Executive Compensation" (2019-present) and "ERISA Litigation" (2025)
- *Legal 500 USA*, "Recommended Attorney" (2020-present)
- *Martindale-Hubbell*®, "AV Preeminent® - Peer Rated for Highest Level of Professional Excellence" (2005-present)
- New Orleans Pro Bono Project, Distinguished Service Award
- *Super Lawyers*®, "Super Lawyer" (2010-present)
- *Thomson Reuters*, "Stand-Out Lawyer" (2023-present)

Pro Bono and Community Involvement

- Southern Eye Bank, Board of Directors

Published Works

- *ERISA Fiduciary Answer Book*(Wolters Kluwer 11th ed. 2022) [Contributing Author]