



Charles Tso

Associate

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Charles Tso is an Associate in the firm's Litigation department. Charles's practice focuses on complex commercial litigation, government and internal investigations, and employment law. He has experience with various stages of litigation, including pre-suit investigation, dispositive motion practice, fact discovery, and trial. Charles has represented technology, healthcare, and start-up companies and non-profit organizations in high-stakes cases involving antitrust, class actions, corporate governance, securities litigation, and regulatory counseling. He also advises clients on important workforce-related matters, including employment agreements, sensitive separations, discrimination claims, and workplace policies and handbooks.

In 2025, Charles was honored by the New York County Lawyers Association with its 2025 Celebrate Pro Bono Award.

Prior to joining the firm, Charles served as a law clerk to the Hon. Susan D. Wigenton of the United States District Court for the District of New Jersey. Previously, Charles was an associate at the New York office of an international law firm. During law school, he interned at the U.S. Department of Justice's Fraud Section and the Securities and Exchange Commission.

Education

- Northwestern University Pritzker School of Law (J.D., *cum laude*, 2022)
 - Dean's List
 - Notes Editor, *Northwestern University Law Review*
- University of California, Los Angeles (B.A., *with departmental honors*, 2013)

Admissions

- New York

Languages

- Mandarin

Publications

November 11, 2025

New York City Expands Safe and Sick Leave Law and Narrows Temporary Schedule Change Obligations

Employment Law Alert

August 4, 2025

U.S. Attorney General Issues New Guidance on DEI Programs and Policies

Employment Law Alert

March 24, 2025

EEOC and DOJ Issue Guidance on “Unlawful DEI-Related Discrimination” under Title VII

Employment Law Alert

March 4, 2025

The First Circuit Requires But-For Causation in False Claims Act Cases Predicated on Violations of the Anti-Kickback Statute, Adding to Circuit Split

Litigation Alert

February 18, 2025

The Fourth Circuit Broadly Interprets “Inducement” and “Remuneration” Under the Anti-Kickback Statute and Creates a Circuit Split

Litigation Alert

February 6, 2025

Trump’s January 2025 Executive Orders: Implications for Employers

Employment Law Alert