



C. F. W. MANNING, II

Partner

Columbia

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Service Focus

- Employee Defection and Trade Secrets
- Employee Leaves and Accommodations
- Labor Relations
- Litigation and Trials

Industry Focus

- Agriculture
- Education
- Higher Education
- Hospitality
- K-12 Institutions
- Manufacturing

OVERVIEW

Fred Manning is a partner in the firm's Columbia office. He has extensive experience litigating employment law matters involving civil rights, contracts, and wrongful termination claims.

He regularly provides advice and assistance to employers regarding the drafting and enforcement of restrictive covenants, employment contracts and corrective action. Fred has assisted employers throughout the United States in union related matters. Fred also advises clients on compliance with the Uniformed Services Employment and Reemployment Rights Act (USERRA).

Additionally, he has extensive experience in representing private colleges and universities in matters relating to employment and faculty and student issues.

Fred is the author of "Public Policy Exception Open to Possible Expansion in Employment At-Will Situations" 48 S.C.L. Rev. 133 (1996). He is certified by the South Carolina Supreme Court as a Specialist in Employment and Labor Law.

While in law school, he served as the Associate Editor-in-Chief for the *South Carolina Law Review*. Fred is "AV" Peer Review Rated by Martindale-Hubbell and he has been listed in *Chambers USA, America's Leading Business Lawyers* since 2013.

Fred has been listed in *The Best Lawyers in America* since 2012 and he was recognized as a Litigation - ERISA Lawyer of the Year by *Best Lawyers in America* for 2014. In 2015, he was named to *Columbia Business Monthly's* Legal Elites of the Midlands. He is a member and former president of the John Belton O'Neall Inn of Court and former chair of the South Carolina Bar's Labor and Employment Law Section.

Credentials

Education

- University of South Carolina School of Law, J.D., 1997
- Oxford University, Oriel College, M.St., 1988
- University of the South, B.A., 1987

Bar Admissions

- South Carolina

Court Admissions

- South Carolina Supreme Court
- U.S. Court of Appeals for the Fourth Circuit
- U.S. District Court for the District of South Carolina
- U.S. Supreme Court

Recognitions

- Recognized in *The Best Lawyers in America* (2012 – 2026)
 - Recognized in *The Best Lawyers in America*, Lawyer of the Year, Labor Law - Management (2024)
 - Recognized in *The Best Lawyers in America*, Lawyer of the Year, Litigation - ERISA (2023 and 2025)
 - Recognized in *The Best Lawyers in America*, Lawyer of the Year, Employment Law - Management (2023)
 - *Chambers USA*, Labor & Employment (2013 – 2025)
 - Recognized as a Litigation - ERISA Lawyer of the Year by *Best Lawyers in America* for 2014
 - "AV" Peer Review Rated by Martindale-Hubbell
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Affiliations

Professional Activities

- Member, Board of Directors, South Carolina National Kidney Foundation
- Member, Board of Directors, Columbia Council of the Navy League
- Officer of the John Belton O'Neall Inn of Court
- Member, South Carolina Bar Section on Labor and Employment Law
- Former President of the John Belton O'Neall Inn of Court
- Former Chair, South Carolina Bar Section on Labor and Employment Law
- Officer, Marines - (1989-1993)

Community Activities

- Member, AgriBusiness Council

INSIGHTS

Publication

Jan 9, 2026

Republished Insight: Military-Related Work Leave Hits Highest Rates Since 2006 – Does Your Company Know How to Comply with USERRA?

Insights

Sep 17, 2025

Military-Related Work Leave Hits Highest Rates Since 2006 – Does Your Company Know How to Comply with USERRA?

News

Jun 5, 2025

Fisher Phillips Earns Top Rankings in 2025 Edition of Chambers USA

News

May 9, 2025

Columbia Office Grows Number of Certified Specialists in Labor & Employment Law

Insights

Aug 30, 2024

Workplace Law Update: 10 Essential Items on Your September To-Do List

News

Aug 15, 2024

Fisher Phillips Attorneys Named Among the Best Lawyers in America® for 2025