



Michael Kibbe

Shareholder

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Practice Areas

Litigation and Trials
Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Healthcare
Emerging Companies and Venture Capital

Overview

Michael Kibbe is a seasoned legal professional concentrating in employment law, advising a diverse clientele on matters concerning federal and state regulatory compliance and best employment practices. His extensive legal journey showcases his commitment to delivering top-tier representation and achieving outstanding results for his clients.

Before joining Littler, Michael honed his legal practice at a boutique trial firm. There, he passionately represented both individuals and businesses in a wide spectrum of employment and business litigation cases. Michael's litigation prowess shined through as he navigated clients through every phase of the legal process, from case inception to courtroom triumph. His clientele included military service members, private individuals, small and medium-sized enterprises, as well as large national corporations. Michael's practice extended beyond the borders, defending clients not only nationwide but also on the international stage. His areas of focus encompassed employment law, wage and hour law, Uniformed Services Employment and Reemployment Rights Act (USERRA) claims, unfair competition, fraud, defamation, trade secret disputes, and comprehensive business litigation, among others.

Prior to his private practice, Michael served with honor as a judge advocate in the U.S. Marine Corps. During his tenure, he tirelessly defended over 90 service members facing federal prosecution, leading to an impressive record that includes nine trials by courts-martial. His cases involved a wide array of offenses, from sexual assaults, child abuse, drug distribution, and criminal assault to drug possession and use, as well as larceny. Remarkably, Michael continues to serve as a judge advocate for the Marine Innovation Unit in the Marine Corps Reserves, exemplifying his unwavering dedication to public service.

Michael is highly sought after by clients to represent them in adversarial hearings of all types – whether it be arbitrations, labor charges, administrative hearings or jury trials. He is a legal advocate with a remarkable track record, unwavering dedication, and a passion for client services. His experience, both in and out of the courtroom, makes him a trusted ally for organizations seeking skillful legal representation and positive results.

Professional and Community Affiliations

- Member, Scholarship Committee, Orange County-Oklahoma State University Alumni Association
- Member, Association for Corporate Growth in Orange County

Events & Speaking Engagements

2024 Southern California Regional Employer Conference

November 7, 2024

Legal Update Series - Irvine

Irvine, CA

March 1, 2023

2021 California Virtual Regional Employer Conference

Sacramento, CA

October 28, 2021

PAGA: Practical Tips for Dealing with California's Insane Law

California HR 20 Conference

October 27-29, 2020

2019 Southern California Employer Conference

October 23, 2019

2018 Southern California Regional Employer

October 26, 2018

Recognition

- Named, Ones to Watch *The Best Lawyers in America*®, 2021-2025
- Named, Lawyers for Warriors Veteran of the Year *Veterans Legal Institute*, 2022

Education

J.D., St. Louis University School of Law, 2009

B.S., Oklahoma State University, 2005, *magna cum laude*

Bar Admissions

California

Missouri

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

U.S. Court of Appeals for the Armed Forces

Navy-Marine Corps Court of Criminal Appeals

Publications & Press

Littler Announces New Leaders for Two Affinity Groups

Press Release

February 26, 2025

Veterans Day 2024: How Military Service Helps Us Serve Littler Clients

Littler Podcast

November 11, 2024

Littler Elevates 33 Attorneys to Shareholder

Press Release

January 6, 2022

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

Press Release

August 19, 2021

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

Press Release

August 20, 2020