



Daniel E. Gardenswartz

Partner | General Counsel

Expertise

- Business Disputes
- Business Litigation
- Employment Law
- Independent Investigations & Reporting

Education

- Emory University, JD, 1993
- George Washington University, Elliot School of Int'l Affairs, B.A., 1989
 - Hebrew University, Jerusalem (year abroad, 1987)

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PROFILE

My clients trust me to provide them with strategic and aggressive legal services that will result in the best outcome possible, and in a manner that is the most cost effective. This requires a clear understanding of the key issues and the desired goals. They also will see that I am extremely responsive, typically returning calls or emails within the same day, if not the same hour. These principles govern my approach to every matter in which I have the pleasure of assisting my clients.

Mr. Gardenswartz represents businesses and individuals in employment, business, and construction litigation, including complex class action trials and business disputes. He regularly advises senior executives and in-house counsel on dispute prevention, and how to build the strongest possible case. Mr. Gardenswartz also provides a variety of legal seminars on topics within his particular expertise.

Mr. Gardenswartz received his undergraduate degree in International Affairs from George Washington University's Elliot School of International Affairs, where he graduated with distinction and was admitted into the Phi Beta Kappa National Honor Society. He then earned his Juris Doctorate degree, with Highest Distinction, from Emory University School of Law. At Emory, Mr. Gardenswartz served as an Editor of the Emory Law Review, was admitted into the Order of the Coif Legal Honor Society, and earned an American Jurisprudence Book Award. After externing with the Department of Education's Office of Civil Rights in Atlanta, Daniel moved to San Diego, where he has practiced law since 1993. Mr. Gardenswartz has been a partner at Solomon Ward since 2001. Additionally, Mr. Gardenswartz has served as the firm's Managing Partner, and Litigation Department Chair, and currently serves as its General Counsel.

Beyond his professional interests, Mr. Gardenswartz and his wife, Allison, have three children. In addition to spending time with his family, Mr. Gardenswartz is an avid athlete and enjoys skiing, kayaking, mountain biking, and running.

ACHIEVEMENTS & AFFILIATIONS

Achievements

- Martindale-Hubbell AV Preeminent® Rated
- *San Diego Magazine's* Top Lawyers in San Diego®, 2026
- *San Diego Super Lawyers®* & *AV Top Rated Lawyer®*? Employment Law, Multi-Year Recipient
- *San Diego Magazine's* Top Lawyers in San Diego® & *San Diego Metro Magazine's* ? Employment Law, Best Attorney Award – Multi-Year Recipient
- Current General Counsel, Solomon Ward Seidenwurm & Smith, LLP
- Phi Beta Kappa National Honor Society
- Order of the Coif National Honor Society
- Former Managing Partner & Litigation Department Chair

Affiliations

- Current Board President, San Diego Diplomacy Council
- Current Board Member, Word's Alive
- Current Legal Task Force Chair, Jewish Family Services of San Diego
- Previous Adjunct Law Professor, California Western School of Law
- Previous Instructor, Western CUNA Management School (Human Resources Coursework)
- Former Board Chair, The Waldorf School of San Diego
- Former Board Chair, Anti-Defamation League of Greater San Diego
- Former Board Member, American Business Trial Lawyers Association
- Former Board Member, San Diego Barrister, Welsh Inn of Court
- Former Board Member, Charitable Auto Resources, Inc.

PUBLICATIONS & LECTURES

- Sexual Harassment Trainings, 2004- Present
- San Diego Human Resources Forum 2023 Legal Update (Arbitration)
- "Employment Law: 2015 Comprehensive Guide," National Business Institute, October 28, 2015
- "Human Resource Law: What You Need to Know Now," National Business Institute, October 30, 2013
- *"Labor Relations Board ruling allow employees to vent online,"* The Daily Transcript, April 29, 2013
- Co-Author of Solomon Ward's Employment Law Watch and Updates
- Presented to the Pacific Claims Executive Association (PCEA) Fall conference, October 3, 2012
- *"Unprotected Sex: When Sexual Misconduct Does Not Constitute Sexual Harassment,"* Bender's Labor & Employment Bulletin, December 2012
- *"Communication Is Key to Avoiding Legal Conflict in the Workplace, WORK FORCE: Strategies Include Open Door Policies And Honest Evaluations,"* San Diego Business Journal, August 30, 2010
- *"Fire Dancing with Problem Employees, Balancing Business Needs and Legal Risks,"* June 22, 2010
- *"Put Down the Ax, Employers should exercise legal caution when using cost-saving strategies to avoid layoffs,"* San Diego Daily Transcript, May 5, 2010

- “Are There Skeletons In Your Commission Compensation Closet?,” December 10, 2009
- “Why Employers May No Longer Have to Force Meal Breaks Upon Employees,” San Diego Daily Transcript, August 21, 2008
- “Employee Benefit Minefields: Ensuring against false expectations,” San Diego Daily Transcript, February 1, 2008

TESTIMONIALS

“I had the pleasure of working with Dan, and from day one, it was clear we were in exceptional hands. Dan and I worked on labor law guidance, complex negotiations, policy development, compliance issues and some tricky disputes together. Dan supported us through several complex labor matters, all requiring deep expertise and a steady, strategic approach. Dan's strengths are clear, practical legal guidance, strong risk-mitigation instincts, he stays exceptionally calm under pressure and maintains a sense of humor that makes you realize you are going to be ok and that you have the right partner. What sets Dan apart was his ability to explain complicated employment laws in a practical, business-forward way while maintaining a calm and confident presence, even during sensitive or high-pressure situations. These were not your usual cases. Dan is ethical, empathetic, responsive and trustworthy. He helped us negotiate solutions that were in our best interest. Also, his guidance not only helped us navigate complicated situations smoothly but also strengthened our policies and confidence moving forward. It was a win-win. I highly recommend Dan to any organization looking for a knowledgeable, trustworthy, and exceptional labor attorney. He was a standout partner, and I'd welcome the opportunity to work with him again.”

Barb Krol, Chief People Officer at Orange County Credit Union

“Dan zeroes in with the confidence of a master. Not only does he bring incisive logic to a situation, but he also understands where others are coming from. Which gives him the ability of knowing how to engage adversaries on a journey to agreement. He's tough yet he's not a bully. It often seemed like Dan was standing by to take my call or email. In the moment he'd roll up his sleeves, discuss options with thoughtful analysis. No wasted time, no hesitation. Yet enough pause not to be rash. You know you're in good hands. Often times I'd draft what I'd think was a near-perfect email on a delicate matter and ask for his input (expecting a gold star). He'd zip it right back to me, with polite respect, having added clarity phrased in a manner that allowed the other side to feel respected – and more open to my ideas.”

David Gordon, Co-Founder and CEO, Evan Healy Skincare

“Kitchens for Good is deeply grateful for the exceptional pro bono legal support provided by Daniel Gardenswartz. From the very beginning, Daniel has demonstrated an extraordinary level of professionalism, responsiveness, and dedication. His guidance has been thorough, clear, and patient always taking the time to answer our questions and ensure we fully understand complex legal matters. What stands out most is the way he treats us as if we were a paying client, giving our organization the same care and attention as any high-profile account. Thanks to his expertise, we have confidently built new enterprises, developed robust policies and procedures, and navigated legal challenges with ease. His counsel has been instrumental in helping us grow sustainably and responsibly. We wholeheartedly recommend Daniel Gardenswartz for his unwavering commitment to excellence and genuine investment in the success of his clients. The partnership has been invaluable to our mission.”

Juanita Atitsogbuie, Director of Human Resources, Kitchen's For Good, Inc.

“When I first met Dan, he was representing someone who was suing my company. Believe it or not, things were resolved fairly and all parties involved were satisfied with the result — really. I was so impressed that the next time I had a legal issue, I called Dan. Over the years, Dan has become a friend and a confidant. *Needless to say, I give Dan my 5-star rating.*”

Alan “Mitt” Mittleman, Former Director of Sales & Marketing, LOT Management

“Dan is an effective and ethical employment lawyer. I've been opposite him and have referred him clients. I trust Dan to take great care of people that I refer him.”

Fred Plevin, Managing Partner, Paul, Plevin, Sullivan & Connaughton LLP

“I have had the privilege of utilizing Dan's services several times, both for personal matters and for corporate representations. In every instance, I have been impressed by Dan's understanding of both the legal and business issues surrounding the matter, and the quality of the advice he provided. Like many clients, I didn't always like hearing what he had to say, but he invariably was correct. I would not hesitate to recommend Dan to anyone, and plan on using his services again in the future.”

James Holden, General Counsel & Director of Legal Services, Rhino Linings Corporation

"Finding Dan Gardenswartz was one of the first right decisions we made after relocating to and setting up business in San Diego. We've come back to Dan whenever we've needed business and legal advice over the years. I can't say enough about his great work, intelligence and demeanor. I do not hesitate to recommend Dan to my own clients and business colleagues."

Julie Wright, President, (W)right On Communications

Disclaimer: Please note that the testimonials or endorsements on this page do not constitute a guarantee, warranty, or prediction regarding the outcome of your legal matter.