

Nick Hall

Associate



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Labor and Employment

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Nick represents clients in all aspects of employment counseling and litigation, helping clients anticipate and solve workplace problems that span federal and state employment statutes. He provides legal counsel on human capital matters – including recruitment and hiring, workplace discrimination and harassment, wage and hour practices, commission plans, employee leave and disability issues, and employee misconduct, separations, and misclassifications.

Nick has successfully advised clients with enforcing executive noncompete agreements and trade secret violations through pre-litigation measures and via emergency injunction proceedings in state and federal courts. Nick also has investigated and litigated workplace discrimination allegations brought before the US Equal Employment Opportunity Commission (EEOC). In addition, Nick assists clients with developing and implementing personnel procedures, and he regularly drafts employment, confidentiality, noncompete and separation agreements. Nick also supports corporate transactions, conducting due diligence related to employment matters in initial public offerings and mergers & acquisitions.

Before joining Cooley, Nick worked at the US Department of Labor, handling a wide range of regulatory, appellate and enforcement matters in the Office of the Solicitor's Honors Program. There, his practice included details in the Fair Labor Standards Division, Civil Rights and Labor-Management Division, and Atlanta Regional Solicitor's Office, which handles trial and investigative matters. Nick also was a federal judicial law clerk for Judge Robin M. Meriweather of the US District Court for the District of Columbia.

At Penn Law, Nick was selected as a Toll Scholar, served as managing editor for the Journal of Constitutional Law, was elected president of Penn Law's Black Law Students Association and supported undergraduate students as a graduate resident adviser. Before law school, Nick was a management consultant at Deloitte, advising primarily on human capital matters. Nick is an active alumnus of the Institute for Responsible Citizenship, a DC-based leadership and professional development program for African American men.

Education

University of Pennsylvania School of Law
JD, 2018

Vanderbilt University
BS, 2013

Admissions & Credentials

District of Columbia

Court Admissions

US District Court for the District of Columbia

US Court of Appeals for the First Circuit

US Court of Appeals for the Second Circuit