

## J. Nicole Windsor

Shareholder

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Nicole Windsor has been guiding businesses in Maryland – and beyond – on employment law matters for nearly 25 years. With an emphasis on practicality and straight talk, she works with CEOs, general counsel, human resource directors and entrepreneurs to provide clear and actionable guidance. Nicole has been recognized as one of the most “influential and respected practitioners” in the employment law sector by The Maryland Daily Record’s editorial board.

Nicole’s practice includes all aspects of employment law. She helps clients identify and prioritize steps to adhere to state and federal laws, including the Fair Labor Standards Act, the Maryland Wage Payment and Collection Act, the Family Medical Leave Act, the Americans with Disabilities Act, Title VII of the Civil Rights Act of 1964 and other “fair labor” statutes. She has significant experience designing and implementing compliance programs and provides ongoing counsel to employers on a wide range of matters, including employment agreements, restrictive covenants, employee handbooks, wage and hour matters, termination and severance, performance management and sexual harassment.

In addition to her compliance and counseling work, Nicole has considerable experience



### Bar & Court Admissions

Maryland

Supreme Court of  
Maryland

U.S. District Court for the  
District of Maryland

### Education

University of Maryland  
School of Law, J.D.

Loyola College of  
Maryland, M.Ed. and B.A.

resolving employment disputes. She represents employers in a variety of administrative proceedings, including before the Equal Employment Opportunity Commission, the Maryland Civil Rights Commission and the Maryland Department of Labor. Nicole collaborates with firm colleagues on employment litigation matters, including claims related to the Fair Labor Standards Act, the Maryland Wage Payment and Collection Act, discrimination, retaliation and restrictive covenants.

Clients span a range of industries, from technology to government contractor staffing to manufacturing, and include many Maryland-based employers with multi-state operations.

As an esteemed employment attorney, Nicole is a frequent presenter and author on employment law topics for trade groups, institutions and news media. Some of these groups include the Maryland Bar Association Business Law Institute, the University of Maryland School of Law, the Baltimore City Medical Society, the American Council of Engineers, the Medical Group Management Association, Northeastern Maryland Tech Council, the Construction Financial Management Association, the Financial Planning Association of Maryland and the Chesapeake Human Resources Association.

Nicole has a significant history of involvement with area nonprofits, currently serving on the Women's Law Center of Maryland Board of Directors and recently concluding a 3-year engagement on the YMCA Baltimore County North (Towson) Community Leadership Board. She is an active member of the Riveters Law Club, the first law club in Maryland formed by and focused on women in the legal profession. She is also a

member of the Executive Alliance, and the Dissenters Law Club.

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## Recognition

- Employment Law Power List, The Daily Record, 2024
- Leadership in Law Award, The Daily Record, 2017
- Baltimore Power Player Award, SmartCEO Magazine, 2014
- Selected to the Maryland Super Lawyers list, 2015-Present
- Selected to the Maryland Rising Star Super Lawyers list, 2009-2011

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