SHULMAN ROGERS

J. Nicole Windsor

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Nicole Windsor has guided Maryland businesses on employment law for nearly 25 years. She is known for giving clients clear, actionable advice rather than legal abstractions, and The Maryland Daily Record has recognized her as one of the most influential and respected practitioners in the employment law sector.

Nicole's practice covers the full range of employment law: compliance with the FLSA, FMLA, ADA, Title VII, and Maryland's wage and hour statutes; employment agreements and restrictive covenants; employee handbooks and performance management; termination and severance; and sexual harassment. She designs and implements compliance programs and provides ongoing counsel to employers of all sizes, with a particular focus on Maryland-based companies with multi-state operations across industries including technology, government contracting staffing, and manufacturing.

Nicole also has substantial experience resolving employment disputes, representing employers before the EEOC, the Maryland Civil Rights Commission, and the Maryland Department of Labor, and working with firm colleagues on employment litigation.

She is a frequent presenter and author on employment law topics for trade groups, institutions, and news media. Nicole serves on the Women's Law Center of Maryland Board of Directors, is an active member of the Riveters Law Club, the first law club in Maryland focused on women in the legal profession, and is a member of the Executive Alliance and Dissenters Law Club.

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.

Recognition

- The Best Lawyers in America, Potomac, MD, Corporate Law; Employment Law – Individuals, 2027
- Maryland Super Lawyers, 2009–2026
- “Top Lawyer,” Labor & Employment, Baltimore Magazine, 2025
- Employment Law Power List, The Daily Record, 2024
- Leadership in Law Award, The Daily Record, 2017
- Baltimore Power Player Award, SmartCEO Magazine, 2014