

## William A. Nolan

### Partner

bill.nolan@btlaw.com  
614-628-1401  
614-628-1433  
41 S. High Street  
Suite 3300  
Columbus, OH 43215-6104

William A. Nolan serves as the managing partner of Barnes & Thornburg LLP's Ohio office, which he opened in 2009. He is a member of the firm's Labor and Employment Law Department. He works to bring attentiveness and clarity to bear on employment, contract, and other disputes, and helps clients build teams, policies and processes to minimize the frequency and severity of disputes.

Bill's litigation and trial work includes covenant not to compete and trade secret cases in federal and state courts throughout the country. He regularly defends employers in discrimination and discharge lawsuits and administrative proceedings, and is experienced in wage and hour, contract and tort litigation, and arbitrations and mediations.

He also has significant experience in workplace and organizational privacy and information management. Bill assists employers with issues arising from the impact of changing technology on litigation, the workplace and organizations, from employee monitoring to data privacy to electronic records management. In addition, he draws upon his trade secret and non-compete litigation experience to develop contracts and business practices to help clients protect valuable business information and navigate the various state laws related to this area.

Bill negotiates and drafts documents that form employment and other organizational relationships, including individual executive and employment contracts and restrictive covenants, collective bargaining agreements, employment-related provisions of corporate transaction documents, leased employee and other contingent work arrangements, and workplace and other policies and procedures.

Bill helps clients maneuver around ever-increasing legal mandates, and has distinctive experience in employee health and leave issues and the many laws that those issues implicate, and he works with clients to design systems and practices to manage these challenges. He frequently counsels clients on workplace harassment complaints and investigations, wage and hour compliance, and lawful discipline and terminations. He also conducts manager and workplace training to ensure legal compliance on the front lines.

A former two-term councilman and mayor of Powell, Ohio, Bill is very involved in the community, serving as a past member and chair of the board of trustees and currently on the collective impact committee of the United Way of Delaware County (Ohio). He just completed terms as board member and treasurer of the Community Foundation of Delaware County.

Professionally, he is a charter member and member and immediate past chair of the steering committee the Ohio Management Lawyers Association (OMLA), and a member and past chair of the Labor and Employment Law Committee of the Columbus Bar Association.

Bill speaks and writes extensively on many of the above topics, as well as about effective attorney/client relationships and managing legal costs. He authors the



### Bar Admissions

Ohio

### Other Court Admissions

U.S. Court of Appeals for the 6th Circuit

U.S. Court of Appeals for the 7th Circuit

U.S. District Court for the Northern District of Ohio

U.S. District Court for the Southern District of Ohio

### Education

Cornell University (B.A., 1984), *magna cum laude*

Harvard University (J.D., 1989), *cum laude*

Ohio chapters of four BNA state-by-state treatises, Trade Secrets, Covenants Not to Compete, Employee Duty of Loyalty, and Tortious Interference with Contracts. He also serves as a volunteer mediator for the U.S. Equal Employment Opportunity Commission.

He is regularly listed in *Chambers USA*, *The Best Lawyers in America* and *Ohio Super Lawyers*, including as one of *Super Lawyers'* Top 100 lawyers in Ohio and Top 50 lawyers in Columbus. *Best Lawyers* named Bill a "2015 Lawyer of the Year" for his work in education law.