



**Nicholas J.  
Sanservino, Jr.**  
Partner

Nick brings a unique perspective to the Noble Law Firm because he possesses extensive experience from the management side of representation. After graduating from Georgetown Law, cum laude, Nick spent more than ten years practicing law at some of the nation's largest law firms, including Proskauer Rose LLP in New York and Jones Day in Washington D.C. While at these firms, Nick represented Fortune 500 companies in a wide range of labor and employment cases, including in high-stakes labor arbitrations, federal court and state court litigation matters. Nick also is well-versed in handling appeals, particularly at the federal appellate level.

The Noble Law Firm is located in downtown Chapel Hill, but their clients come from across the state. The firm provides clarity on key employment issues both to individuals and companies. The firm helps shepherd individuals through the difficult process when they are experiencing problems at work. The firm also provides advice and counsel to companies seeking to implement "best practices" in their employment relations. These companies understand that by doing so, not only are they minimizing their litigation risk, but they are also improving recruitment, retention and overall employee satisfaction.

Given his extensive management-side work, Nick brings invaluable and unique knowledge to The Noble Law Firm that enhances our representation of individuals in disputes with their current or former employers.

Nick is a loyal Tar Heel (his undergraduate alma mater), an avid soccer fan, a golfer and a frequent visitor to his favorite vacation spot, DisneyWorld.

**Nicholas Sanservino** is available to speak on the following topics, or he can tailor a topic to your audience if needed.

#### **Time And Money: Handling Wage and Hours Issues**

Wage and hours issues are some of the most misunderstood workplace concepts. In this program, Noble will outline North Carolina wage and hour laws, independent contractor status, overtime qualification, differences between salaried exempt and salaried non-exempt, options for employees reporting time worked and how to handle deductions from wages. Misclassifying employees or misreporting wages costs everyone time and money, so learn how to handle these sensitive issues properly.

#### **Prepare To Be Sued Or Be Sued: It's Your Choice**

From pointers on reviewing your current handbook and exploring new ideas, to tracking policy updates and using "Employment At Will" to your advantage, this session will help you make sure you are prepared for the worst. Participants will learn to take employee training seriously and will walk away understanding that if you're prepared to be sued, you're less likely to be sued.

#### **Top 10 Employment Laws You Need To Know**

The employment law world is full of acronyms like ADEA, ADA, PDA, OWBPA, USERRA, FMLA, FLSA, OSHA and more! From age and pregnancy discrimination to sexual harassment and fair labor standards, this program will explain the

acronyms as well as the latest employment law developments and how they affect you.

#### **Handling Sensitive Issues In The Workplace**

This insightful program will teach you how to walk softly and build a safety net when dealing with sensitive issues like substance abuse and leaves of absence in the workplace. Learn how to establish family/medical, victims, disability and worker's compensation leave policies to use right away.

#### **The Truth About Internal Affairs: Understanding Investigations And Evidence**

In this eye-opening program, participants will learn the importance of always being aware of what will be discoverable from an internal investigation and what to do with the evidence to resolve the issue. Explore the new trend of outsourcing investigations and how it's money well spent, as well as the basics of equal employment opportunity guidelines.

#### **The Cure For Separation Anxiety**

Reviews, warnings, discipline, suspensions and termination... is there anything in the workplace that causes more anxiety? In this session, learn how to ease these areas of anxiety and explore the importance of a good paper trail in the case of litigation, how to structure severance packages and separation pay, and how to handle the exit interview.