



Principal, Washington, D.C. Region

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Nigel L. Wilkinson is a principal in the Washington, D.C. Region office of Jackson Lewis P.C. He is an experienced first chair trial attorney representing management in a wide variety of employment law matters.

Nigel has more than 20 years of employment-related experience and focuses on defending employers against claims of discrimination, harassment, retaliation, wrongful termination; litigating noncompete and non-solicitation issues, and trade secret theft claims; and advising employers on ways to avoid and mitigate such claims. He both prosecutes and defends contract and tort claims, such as defamation, breaches of fiduciary duty, and conspiracy. Nigel works with employers to develop and implement various employment policies and handbooks, depending on the employer's needs.

In all matters, whether it be for counseling or litigation, Nigel works closely with employers to understand their business and provide personalized advice that suits their objectives.

Some of Nigel's notable litigation experience includes:

- Obtaining a full defense verdict in \$5.6 Million pregnancy discrimination jury trial;
- Representing a large national defense contractor in multiple cases prosecuting various trade secret, patent infringement and employment contract claims, before the federal district and appellate courts;
- Representing a global technology company against former senior executive's multi-million-dollar wrongful termination claim;
- Serving as lead trial counsel in contract dispute for a channel on one of the largest video-sharing platforms in America;
- Successfully defending a national clothing retailer against multiple FMLA, Title VII, and retaliation claims, and various EEOC charges;
- Performing as lead trial counsel winning a favorable jury verdict in conversion and breach of fiduciary duty case;
- Serving as lead counsel successfully defending small media company against large foreign-based bank's defamation claims;
- Serving as lead trial counsel in prosecuting constitutional and civil rights claims against the District of Columbia, ultimately securing a favorable settlement;
- Serving as lead counsel defending a national staffing company against discrimination and wrongful termination claims;
- Successfully defending a large national insurance company in multimillion-dollar breach of contract case;
- Representing Dominican plaintiffs in defamation action against a documentary filmmaker; and
- Successfully defending regional retailer against multiple age discrimination claims.

Nigel began his career in the legal profession as a paralegal, and later earned his J.D. while attending law school at night.

Practices

- Class Actions and Complex Litigation
- Hospitality
- Hotels
- Employment Litigation
- Restaurants
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Wage and Hour
- Retail

Education

- The Catholic University of America Columbus School of Law, J.D. 2000
- George Mason University, B.A. 1995

Admitted to Practice

- U.S. Supreme Court
- 1st Circuit Court of Appeals
- 4th Circuit Court of Appeals
- U.S. Court of Appeals
- Colorado - D. Colo.
- District of Columbia - D.D.C.
- Maryland - D. Md.
- Maryland - D. Md. Bankruptcy Court
- Michigan - E.D. Mich.
- Virginia - E.D. Va.
- Virginia - W.D. Va.
- Virginia - E.D. Va. Bankruptcy Court
- District of Columbia 2006
- Maryland 2016
- Virginia 2001

In Nigel's spare time, he tinkers with a couple of old cars his wife lets him keep in his garage and builds electric guitars in his basement.

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2025)

Pro Bono and Community Involvement

- Companions for Heroes, pro bono employment counsel
- Good Shepherd Alliance, pro bono employment counsel

Speaking Engagements

- "Federal Procurement Fraud: Recent Developments and Practical Insights," CLE Seminar, ACC National Capital Region, (McLean, VA, May 14, 2019) (presenter)
- "Preventing and Defending Pay Equity Claims, and Navigating Recent Challenges Created by State Salary History Bans," American Conference Institute's 21st National Forum on Wage and Hour Claims and Class Actions (New York, NY, June 4, 2018) (presenter)
- "The Demand Letter Hits Your Desk: Now What?" ACC Litigation and Employment & Labor Forums: Employment Litigation Boot Camp (McLean, VA, May 15, 2018) (presenter)
- "Ethics in Employment Matters – What Are In-house Counsel's Ethical Obligations?" ACC National Capital Region Signature Ethics Luncheon (McLean, VA, October 11, 2017) (presenter)
- "Wearing Two Hats – How In-House Lawyers Ethically Balance the Role of Lawyer and Business Advisor," ACC National Capital Region's Signature Luncheon on Ethics (McLean, VA, October 20, 2016) (presenter)