

NANCY CASTOR SPRATTLIN

Nancy Castor Sprattlin has more than 15 years of experience litigating employment cases and advising employers in New York and Georgia about their workplace obligations. Her practice focuses on (a) employment defense litigation; (b) counseling of management on best employment practices; (c) investigating harassment, discrimination, retaliation and other employment related claims; (d) drafting, reviewing and negotiating employment contracts, nondisclosure agreements, and severance agreements; (e) developing and reviewing employment policies; and (f) pre-litigation resolution of employment claims. Nancy also advises and assists executives and professionals in negotiating employment and severance agreements, including nondisclosure agreements and other restrictive covenants.

Nancy spent several years as a defense litigator at prominent firms in New York and Georgia, including Greenberg Traurig LLP, Epstein Becker & Greene LLP, and Wilson Elser Moskowitz Edelman & Dicker, where she gained invaluable litigation and trial experience representing various Fortune 500 companies, retail companies, hospitals, restaurants, and other organizations. After more than 10 years at those prominent firms, Nancy joined three colleagues to form a successful partnership in 2013 and was the managing partner of that firm until 2015. In August 2015, wanting to expand her law practice, Nancy founded and launched her own firm, Castor Sprattlin Law Group, LLC, focusing on employment law and estate planning. She currently serves as go-to employment counsel for small to medium-sized companies in various industries such as hospitality, medical, retail, manufacturing, and staffing. Nancy also assists business owners, professionals and their families with their estate planning needs.

During law school, Nancy interned with New York Supreme Court Judge Lorraine Miller and prepared various bench memoranda and first draft decisions on various issues of law including a decision in *Tower Insurance Co. of N.Y. v. 592 Lenox Food*, which was later published in the New York Law Journal. She also interned with the U.S. Attorney's Office, Southern District of New York where she gained practical employment defense litigation experience.

Nancy frequently lectures on employment law issues. She was selected by the Georgia Department of Labor to be the featured guest speaker on employment law issues at the 2015 and 2016 Employer Business Summits throughout Georgia. She has been selected again to be the featured speaker at the 2017 Employer Business Summits.

REPRESENTATIVE EXPERIENCE

- Successfully defended several Georgia companies in FLSA actions involving misclassification of employees, resulting in favorable settlement for companies
- Successfully defended New York Company in gender and pregnancy discrimination case and obtained favorable decision for summary judgment
- Assisted with the successful defense of Fortune 500 Company at trial in FLSA collective action involving overtime wages and fluctuating workweek method of overtime payment, resulting in favorable settlement for company
- Successfully defended meat processing plant in multi-plaintiffs' race discrimination case and obtained favorable decision for summary judgment and attorneys' fees.
- Successfully defended plant during OFCCP audit and was successful in preventing on-site visits, and minimizing scope of audit, resulting in favorable settlement for plant.

RECENT PRESENTATIONS AND PUBLICATIONS

- *Author and Speaker*, “Update on Employment Law Issues”, 2017 Employers In The Know, Georgia Department of Labor/Employer Committee. April - June, 2017 Business Summits throughout Georgia.
- *Author and Speaker*, “Update on Hot Employment Law Issues”, 2016 Employers In The Know, Georgia Department of Labor/Employer Committee. April - June, 2016 Business Summits throughout Georgia.
- *Author and Speaker*, “Update on RED Hot Employment Law Issues”, 2015 Employers In The Know, Georgia Department of Labor/Employer Committee. April - December, 2015 Business Summits throughout Georgia.
- *Author and Speaker*, “Contract Negotiations: Avoiding Legal Loopholes”, Georgia Association of Family Physicians Conference, June 2014.
- *Author and Speaker*, “Compliance With Wage & Hour Laws”, State Farm Agency Meeting, February 2014.
- *Author and Speaker*, “What Every Family Lawyer Needs To Know About Business And Employment Law”, Institute of Continuing Legal Education in Georgia, October 2013.
- *Author*, “Your Size Does Not Really Matter When It Comes To Your Knowledge of And Compliance With Employment Laws!”, Marietta Business Association, 2011/2012.
- *Author and Speaker*, “What Employers Should Know and Do To Comply With The FMLA and Prevent FMLA Abuse”, PESI Workers’ Compensation Conference, February 2011.

EDUCATION

J.D., cum laude, New York Law School (2000)
M.A., International Law & Diplomacy, St. John’s University
B.A., S.U.N.Y. at Stony Brook

BAR/COURT ADMISSION

Georgia
New York
New Jersey
United States Supreme Court and other federal and state courts.

PROFESSIONAL/COMMUNITY INVOLVEMENT

- State Bar of Georgia (Labor & Employment Section)
- Marietta Business Association
- Georgia Association of Women Lawyers
- Cobb County Bar Association
- Georgia Association of Black Women Attorneys
- Gate City Bar Association

ACCOLADES

- Georgia Super Lawyer (Employment Law and Litigation), as published in Atlanta Magazine and Georgia Super Lawyers magazine®, 2015, 2016
- Recognized by Georgia Trend Magazine as one of "Georgia's Legal Elite" for 2016.
- Georgia Rising Star (Employment Law and Litigation), as published in Atlanta Magazine and Georgia Super Lawyers magazine®, 2011