

## Nicholas A. Soto

Littler CaseSmart Counsel

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## Overview

As a member of the Littler CaseSmart<sup>®</sup> team and based in New Jersey, Nicholas A. Soto partners with local Littler litigation teams in formulating and executing a discovery strategy for employment litigation cases. He drafts discovery requests and responses, evaluates the opposing party's requests and responses, reviews documents and oversees document productions, and conducts discovery-related legal research and briefing. His focus is deposition preparation and motions to compel.

Nicholas has over 10 years of experience in employment law and human resources management with targeted emphasis in employment law and labor relations. He has a wide range of experience in employment relations, transactional matters, and collective bargaining as well as federal, state, and local employment regulation and common law employment issues. His strengths include developing solid hiring practices, forming personnel policy, and contract negotiations. His background consists of a full complement of legal activities including labor law matters, workers' compensation, and hearing defense preparation, mediation, arbitration, and litigation.

Prior to joining Littler, Nicholas worked at a New Jersey law firm where he counseled public and private entities on a variety of employment and labor law matters. He has litigated cases involving federal and state discrimination claims, federal and state whistleblower laws, the New Jersey Employer-Employee Relations Act, Federal Family Medical Leave Act, New Jersey Family Leave Act, and the Americans with Disabilities Act.

## Professional and Community Affiliations

- Member, New Jersey State Bar Association, 2013-present
- Member, Florida Bar, 2012-present

## Education

J.D., Seton Hall University School of Law, 2012

B.S., University of Central Florida, 2006

## Bar Admissions

New Jersey

Florida

## Courts

U.S. District Court, District of New Jersey