

## Nicola James

Partner

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## Practice Areas

Business Restructuring and M&A  
International Employment Law  
Financial Services  
Healthcare

## Overview

Nicola James is experienced in advising on all aspects of employment law, but she has a special focus on complex and international transactions including multijurisdictional carve-outs, mergers and acquisitions, outsourcings, business transfers and reorganizations.

Nicola has experience advising a broad range of clients including those in the entertainment, healthcare, retail, and financial sectors.

Her notable work includes advising:

- Universal Music Group (UMG) on the separation of the Parlophone Label Group from EMI Records and its subsequent sale to Warner Music Group for GBP 487 million
- Kantar (a Bain Capital portfolio company) on its multi-jurisdictional carve out and disposal of Kantar Health to Cerner corporation
- Marlin Equity Partners on its acquisition of the global Arcserve business from CA Inc., transferring employees in 28 jurisdictions
- Emerson Electric Co. on a number of its carve out transactions (both sale and acquisition side) including the purchase of the Tools and Test business from Textron Inc. and Intelligent Platforms business from General Electric Company

For her work with UMG and Marlin, Nicola has been part of the teams winning Commercial Team of the Year 2013 and 2015 at the British Legal Awards and Lawyer Awards respectively.

Nicola previously worked at international law firms Baker McKenzie and King and Wood Mallesons. She has also worked in-house as senior employment counsel for NBCUniversal covering UK, EMEA, and APAC.

## Professional and Community Affiliations

- Member, Employment Lawyers Association

## Recognition

- Named, Recommended Lawyer, *Legal 500*, 2023-2025

## Bar Admissions

United Kingdom (England and Wales)

## Publications & Press

### **Dallas Cowboys Cheerleaders and Equal Pay: What the Hit Netflix Show Tells UK Employers**

*Littler ASAP*

October 16, 2024

### **Number of companies failing to report gender pay gap dropped in past year by 71%**

*HR News*

July 19, 2024

### **Number of Companies Failing to Report Gender Pay Gap Dropped by 71% in Past Year**

*Solicitors Journal*

July 16, 2024

### **Pay Transparency: Is Change Afoot in the UK?**

*Littler ASAP*

April 30, 2024

### **The Littler 2023 European Employer Survey Report**

*Littler Report*

November 8, 2023

### **European Employers Navigate New Pressures Around Flexible Work Models, AI Adoption and Divisive Social Issues, Littler Survey Finds**

*Press Release*

November 8, 2023

**My company is looking into setting up a multi-jurisdictional operation but may have to restructure its European presence in doing so. What should we look out for?**

*Littler 2 the Point Video*

August 17, 2023

**Women's World Cup 2023 – Equal Pay for Women in and Out of Sports**

*Littler ASAP*

August 4, 2023

**“Show Me the Money” – the EU Pay Transparency Directive Comes into Effect**

*Littler ASAP*

June 29, 2023

## **Events & Speaking Engagements**

**Boards, HR, and Legal: Developing and Organizational Approach to Equal Pay**

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024