



NANCY S. SHILEPSKY

PARTNER

Pronouns: she, her, hers

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Nancy S. Shilepsky is a leading influence in the world of executive advocacy, employment law and employment litigation and a partner in Sherin and Lodgen's Employment Department.

In May 2015, Nancy was selected as a Fellow of the Litigation Counsel of America (LCA). The LCA is a trial lawyer honorary society composed of less than one-half of one percent of American lawyers. Fellowship in the LCA is highly selective and by invitation only. Fellows are selected based upon excellence and accomplishment in litigation, and superior ethical reputation. The same year, Nancy was inducted into the *Massachusetts Lawyers Weekly* Top Women of Law 2015 Circle of Excellence. The Circle of Excellence recognizes women who exemplify professional, civic and mentoring achievements year in and year out in the Massachusetts legal community. She has been a Fellow of the College of Labor and Employment Lawyers since 2000.

According to *Chambers USA*, the "tenacious and diligent" and "quite extraordinary Nancy S. Shilepsky" is "a dominant figure in plaintiff representation, advising senior executives on sophisticated employment concerns." Her many accolades include being repeatedly listed by Thomson Reuters/Boston Magazine as one of the Top 10 Massachusetts Super Lawyers, named to the "Lawdragon 500" list of leading lawyers in America in 2015, and receiving *Chambers USA's* highest Star Individual ranking. She has been named a "Go-To Employment Lawyer" and "Lawyer of the Year" by *Massachusetts Lawyers Weekly* (MLW), was featured in MLW's "Power Issue" and was named by *The National Law Journal* as one of the most influential lawyers in Massachusetts. Nancy was also selected by her peers for inclusion in the 22nd Edition of *The Best Lawyers in America*. In 2021, Nancy was named to Benchmark Litigation's inaugural national list of the "Top 20 Labor & Employment Litigators."

As an executive advocacy pioneer, Nancy is a champion of the interests of individuals and a trusted counselor to executives and professionals across a wide range of industries. She has established a nationally recognized practice representing such clients in complex matters involving executive employment and compensation. On occasion, she represents companies, partnerships, and other profit and non-profit organizations as well as individuals in these matters.

Nancy is known for her pioneering work in wrongful termination and discrimination cases. Her work includes a high-profile sexual harassment case involving the impact of the First Amendment on workplace speech restrictions and a landmark case dealing with the eradication of race-based discrimination in compensation.

PRACTICE AREAS

Employment

Employment Litigation

EDUCATION

Boston University School of Law, J.D.

Tufts University, B.A., magna cum laude

BAR ADMISSIONS

Massachusetts

U.S. Court of Appeals for the First Circuit

U.S. District Court for the District of Massachusetts

ACCOLADES

- Included in 2021 *Lawdragon* 500 Leading Plaintiff Employment & Civil Rights Lawyers guide
- Named a 2021 "Go-To Employment Lawyer" by *Massachusetts Lawyers Weekly*

- Listed in *The Best Lawyers in America*®
- Ranked in *Chambers USA* – Massachusetts for Labor & Employment: Mainly Plaintiffs Representation, Band 1
- Inducted into *Massachusetts Lawyers Weekly Circle of Excellence*, 2015
- Included in *Massachusetts Super Lawyers*
 - Top 10 in Massachusetts
 - Top 50 Women in Massachusetts
 - Top 100 in New England
- Named by *The National Law Journal* as one of the most influential lawyers in Massachusetts
- Martindale-Hubbell Peer Review Rated: A/V Preeminent®
- Listed in *Benchmark Litigation*
 - Inaugural national list of the “Top 20 Labor & Employment Litigators”

SPEAKING ENGAGEMENTS

- International Labor and Employment Law Committee Midyear Meeting , employee co-chair, American Bar Association, May 4-6, 2021
- “Religious School Worker Anti-Bias Battle Isn’t Over Yet,” co-author, *Law360*, March 29, 2021
- “Employment Hot Topics in the time of COVID-19 ,” panelist, Essex Partners, July 22, 2020
- “The CARES Act and Your Compensation,” co-author, *Chief Executive*, May 1, 2020
- “Be Your Own Best Advocate: Workplace Advancement for Female Attorneys ,” speaker, American Bar Association, June 13, 2019
- “Severance: Practical Guidance for the Departing Executive ,” co-author, *Legal Management*, January 2019
- “Representing a Plaintiff in a Wrongful Termination Case,” co-author, *Massachusetts Continuing Legal Education*, sixth edition, 2018
- “Sexual Misconduct and the Definition of ‘Cause’ ,” *FEI Daily*, February 15, 2018
- “How to Protect Unvested Pay Upon Termination ,” CFO.com, October 23, 2017
- “Advising Departing Employees on How to Keep Future Jobs ,” *Law360*, September 7, 2017
- “FMLA Update,” speaker, Massachusetts Bar Association, February 2017
- International Labor and Employment Law Committee Midyear Meeting, speaker, American Bar Association, May 2016
- “Compensation and Legal Considerations for Executive Employment Agreements,” speaker, Essex Partners, April 2016
- “Massachusetts Employment Law,” co-editor, Massachusetts Continuing Legal Education, Inc., December, 1999; supplemented September, 2001; Second Edition, 2003; supplemented 2006, 2008, 2011 and 2013; Third Edition 2015
- “Three Cases and More” and “Hearsay”, included in “Breaking Barriers: The Unfinished Story of Women Lawyers and Judges in Massachusetts,” Massachusetts Continuing Legal Education, 2012

- “Relying on ERISA to Protect Executive Deferred Compensation,” *New England InHouse*, July 2012
- “MCLE Quickcheck: Representing a Plaintiff in a Wrongful Termination Case,” Massachusetts Continuing Legal Education, 2007
- “Avoiding the At Will Doctrine: Three Practical Strategies for Massachusetts Employees and Their Lawyers,” Massachusetts Continuing Legal Education, May 2005
- “Cutting Edge Topics in Employment Law,” Massachusetts Continuing Legal Education, Inc., November 2003
- “Top Ten Tips for Responding to Workplace Discipline,” Massachusetts Continuing Legal Education, June 2003
- “MCLE Quickcheck: Representing a Plaintiff in a Wrongful Termination Case,” Massachusetts Continuing Legal Education, 2001
- Contributing Editor, Quarterly Commentary, Massachusetts Discrimination Law Reporter, Landlaw Publishers, Inc., 1997-2000

MEMBERSHIPS

- American Bar Association
 - Current Employee Co-Chair of the International Labor and Employment Law Committee
 - Former Member of the Standing Committee on Continuing Legal Education
- Amicus Group
 - Co-Founder and Co-Coordinator
- Boston Bar Association
 - Former Treasurer
 - Former Executive Committee Member
 - Former Chair of the Labor and Employment Law Section Council
- The College of Labor and Employment Lawyers
 - Fellow
- Jewish Alliance for Law and Social Action
 - Justice League Member
- Litigation Counsel of America
 - Senior Fellow
- Massachusetts Bar Association
 - Former Member of the House of Delegates
 - Former Chair of the Labor and Employment Law Section Council
 - Member of the Labor and Employment Law Section Council
- Massachusetts Commission Against Discrimination (MCAD)
 - Former Member of the Advisory Committee
- Massachusetts Continuing Legal Education (MCLE)
 - Former Chair of Employment Law Curriculum Advisory Committee
- Massachusetts LGBTQ Bar Association

- Women's Bar Association
 - Founding Co-Chair of the Women's Leadership Initiative

COMMUNITY INVOLVEMENT

- Kevin Larkin Memorial Award for Public Service from the Massachusetts Bar and Massachusetts Lesbian & Gay Bar Associations
- Alumnae Award from Boston University Law School's Women's Law Association
- Scholar-Mentor Award from Massachusetts Continuing Legal Education Association, Inc.