



**Bill Nolan serves as managing partner of the firm's Ohio office, which he opened in 2009 and has guided through steady and thoughtful growth. Bill works to bring attentiveness and clarity to bear on employment, contract and other disputes, but is most passionate about helping clients build teams, policies and processes to minimize the frequency, cost and severity of disputes.**

## William A. Nolan

### Partner

41 S. High Street  
Suite 3300  
Columbus, OH 43215-6104

P 614-628-1401  
F 614-628-1433  
[bill.nolan@btlaw.com](mailto:bill.nolan@btlaw.com)

### EDUCATION

Harvard Law School, (J.D.), cum laude,  
1989

Cornell University, (B.A.), magna cum  
laude, 1984

### BAR ADMISSIONS

Ohio

### COURT ADMISSIONS

U.S. Court of Appeals for the Seventh  
Circuit

U.S. Court of Appeals for the Sixth  
Circuit

U.S. District Court for the Northern  
District of Ohio

U.S. District Court for the Southern  
District of Ohio

### LANGUAGES

English

### PRACTICES

Arbitration and Grievances

Benefits and Compensation

Business Tort Litigation (Tortious  
Interference)

Collective Bargaining

Commercial Litigation

Construction

Corporate

Data Security and Privacy

Bill's litigation and trial work includes covenant not to compete and trade secret cases in many states. He regularly represents employers in discrimination and discharge cases, administrative claims, arbitrations and mediations, as well as often acts as a neutral himself.

Bill helps clients maneuver around ever-increasing legal mandates, and has distinctive experience in employee health and leave issues and the many laws that those issues implicate. He also works with clients to design systems and practices to manage these challenges.

Bill counsels clients on a range of workplace issues, and conducts manager and workplace training to ensure legal compliance on the front lines. Recently he has given particular focus to tracking how employers and legislatures respond to #MeToo, and advocates that employers rethink their training models to better address persistent workplace behaviors.

A former two-term councilman and mayor of Powell, Ohio, Bill brings the same energy to community affairs that he brings to client service and building an office. Much of Bill's "extracurricular" energy is now focused on inclusion and diversity, in part inspired by the firm's leadership of an ongoing series of interactive programs on gender equity in the legal profession.

## Professional and Community Involvement

Member and chair, Ohio State Bar Association Labor & Employment Section Council

Fellow, College of Labor and Employment Lawyers

Board member, secretary, and DEIA committee member, Columbus Chamber of Commerce

Advisory committee member and immediate past chair, Columbus Bar Association Managing Partners' Diversity Initiative

Member, charter member and past chair, Ohio Management Lawyers Association

Member and past chair, Columbus Bar Association Labor and Employment Law Committee

Former board chair, United Way of Delaware County (OH)

Former board treasurer, Delaware County Foundation

Advisory Council member, LIFESports at The Ohio State University

Former board member, Small Biz Cares

Former board member, Employers Resource Association

Disability, Leave and Medical Issues

Discipline and Termination

Discrimination Defense

Downsizing and WARN Act

eDiscovery and Knowledge Management

Emerging Companies and Venture Capital

Employment Litigation

Executive Level (or C-Suite) Internal Investigations

Human Resource Audits

Japanese Services

Labor and Employment

Litigation

Mergers and Acquisitions - Labor Issues

Non-Compete and Trade Secrets

Non-Compete Litigation

Trade Secrets

## INDUSTRIES

Colleges and Universities

Education

Fraternities and Sororities

Nonprofit

Primary and Secondary Schools

## Honors

Ohio Women's Bar Association, Diversity and Inclusion Sponsor Award, 2019

Smart Business Magazine, Smart Women Awards Advocate for Advancement Award, 2017

Chambers USA, 2009-2023

The Best Lawyers in America, 2006-2024; Lawyer of the Year, 2015, 2020 and 2024

Ohio Super Lawyers, 2005-2024; Ohio Super Lawyers Top 50 Lawyers in Columbus, 2010-2021; Top 100 in Ohio, 2009, 2012-2016, 2021