



Douglas M. Nabhan

Partner

Richmond, VA

P: 804.420.6484

F: 804.420.6507

dnabhan@williamsmullen.com



Doug Nabhan's practice focuses mainly on dispute resolution amongst business owners both domestic and foreign. Doug's practice includes general employment law, defense of all claims made against corporations in the areas of Title VII, ADEA, wrongful discharge, wage hour and unfair labor practices. He provides ongoing counseling in all areas of human resource management, including employment agreements, covenants not to compete, personnel practices and OSHA defense. He handles all aspects of NLRB practice including counterorganizing, union campaigns, collective bargaining, contract administration, unfair labor practice charges, administration and trials before administrative law judges. Doug has worked with clients in many different industries including health care, construction, manufacturing and hospitality. He serves as outside employment counsel to Mount Vernon, Home of George Washington, Mt. Vernon, Virginia, and The Woodrow Wilson Birthplace, Staunton, Virginia. He advises foreign businesses on doing business in the United States, most notably Italy and Germany.

Doug is a member of the Virginia State Bar. He clerked for the Virginia Supreme Court and is admitted to all state and federal courts in Virginia. He also is admitted to practice before the U.S. Supreme Court and the Fourth, Sixth and Seventh Circuit Courts of Appeals. He is a member of the Labor and Employment Sections of the American Bar Association and the Virginia Bar Association. He serves on the Virginia Bar Association's Committee on Nominations to Virginia Commissions and Appellate Courts and has been appointed to the board of directors of Virginia CLE. Doug is the Virginia Counsel to the Associated Builders and Contractors and General Counsel to Sigma Phi Epsilon National Fraternity.

Additionally, Doug is a member of the International Bar Association, The Arab Forum and the ABC Attorney Advisory Group. He was appointed to the Congress of Fellows of the Center for International Legal Studies in Salzburg, Austria. He has written many articles on labor and employment-related topics, including a chapter on Saudi Arabian Employment Laws for BNA books, a chapter on the value of experience when dealing with labor and employment issues for Aspatore Books and a publication in International Employment Law entitled, "Employment Aspects of the Extraterritorial Anti-Bribery Laws and the OECD Anti-Bribery Convention."

He is active in the Richmond community. Doug served as president of Brookfield Foundation, a community-based residential program for girls and young women with serious emotional and behavioral problems. He also serves as general counsel for the Richmond Forum and is a past chairman.

Doug holds dual citizenship with the United States and Lebanon. He has been recognized by *Virginia Business* magazine as one of Virginia's "Legal Elite" (2008, 2010-2012, 2014) and listed as a "Super Lawyer" for Employment & Labor by *Virginia Super Lawyers* magazine (2006-present). In addition, Martindale-Hubbell has ranked Mr. Nabhan an AV attorney, its highest rating available, and he is listed in *The Best Lawyers in America*® (2012-present).

Doug graduated from The T.C. Williams School of Law at the University of Richmond, where he was a member of the National Moot Court Team, Omicron Delta Kappa and the Order of the Barristers. He was a member of the *Cumberland Law Review*. He has a Master of Business Administration degree from the University of Richmond and a Bachelor of Science Agriculture degree from Purdue University.

Practice Areas

- Construction
- Labor, Employment & Immigration
- Transportation & Logistics
- Whistleblower Defense
- Education
- Post-Acute and Long-Term Care

Education

- University of Richmond School of Law (J.D.), 1984
- University of Richmond (M.B.A.), 1981
- Purdue University (1977)

Professional Affiliations

- ABC Attorney Advisory Group
- American Bar Association - Labor & Employment Law Section
- The Arab Forum
- Center of International Legal Studies, Salzburg, Austria - Congress of Fellows
- International Bar Association - Employment Law Section
- Virginia Bar Association - Labor & Employment Law Section; Committee on Nominations to Virginia Commissions and Appellate Courts
- Virginia CLE Board of Directors
- Richmond Bar Association
- Virginia Continuing Legal Education Board - Executive Committee
- Honorary Member of Sigma Phi Epsilon - University of Texas, Texas Alpha Chapter

Awards

- Emerson G. Spies Award (inaugural recipient for contributions to the Virginia Bar Association)
- Listed in "Legal Elite," *Virginia Business* magazine (2008, 2010-2012, 2014)
- Listed in *Virginia Super Lawyers* magazine - Employment & Labor (2006-present)
- Listed in *The Best Lawyers in America*® - Employment Law - Management, Labor & Employment Litigation, Labor Law - Management (2012-present)
- Named to the *Richmond Times-Dispatch* 2015 Readers Choice Lawyers list