



## Erin R. Nathan

*Member*

### *Contact*

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### PRACTICE AREAS

Labor and Employment Law

Business and Commercial  
Litigation

Construction and Design  
Practice

Appellate Advocacy

Erin Nathan is engaged primarily in commercial litigation, specializing in employment and labor law, class actions and appellate law. She represents individuals and businesses of all sizes in state and federal court and before administrative agencies. Ms. Nathan has a passion for advocating for the rights of her clients.

### Representative Experience

- Obtained \$12.8 million dollar jury verdict on behalf of contractor against large public entity.
- Obtained \$2.6 million dollar jury verdict for breach of contract and lost profit damages on behalf of contractor against large public entity.
- Represented company defrauded of over \$2 million dollars to successfully return ownership of funds to company.
- Obtained settlement against the federal government on behalf of an individual claiming sexual harassment and disability discrimination where the settlement amount nearly reached the statutory limitation on recoverable damages.
- Defeated claim of miscategorization of independent contractors in “bet the company” litigation.
- Part of trial team that successfully defended multimillion-dollar breach of contract claim and obtained \$600,000+ jury award against plaintiff on trade secrets, unfair competition, copyright and infringement.
- Obtained civil contempt judgment that ultimately lead to criminal charges and jail time for contemptors after contemptors violated several court orders regarding the protection of trade secret information.
- Represented Fortune 500 Company in two-week pregnancy discrimination jury trial.
- Successfully represented multiple clients during Department of Labor and Iowa Workforce Development investigations of labor violations resulting in no or minimal fees.

## **Employment and Labor Experience**

Ms. Nathan understands the issues employers and human resource professionals are faced with and works diligently to provide them with the most practical approaches to tackling even the most difficult circumstances. She is well-versed in issues involving discrimination and harassment in the workplace, Title VII, ADA, ADEA, PDA, FMLA, retaliatory discharge, defamation, fraud, tortious interference, infliction of emotional distress, breach of contract and wage and hour violations. Ms. Nathan is also retained by employers to conduct workplace investigations in such related matters.

## **Practical Employment Counseling and Advice**

Ms. Nathan represents and counsels businesses and individuals providing practical advice on negotiating employment contracts, independent contractor agreements and non-compete and non-solicitation agreements. She understands the complexities of employment hiring and terminations, large-scale reductions in workforce, resolving wage and hour issues (e.g. which employees are “exempt”) and creating and revising employee handbooks. Ms. Nathan frequently helps clients navigate through various employment laws and regulations to ensure compliant employee actions.

## **Non-Compete and Trade Secret Experience**

Ms. Nathan regularly assists employers and individuals when faced with non-compete, non-solicitation and trade secret issues. She also negotiates restrictive covenant agreements on behalf of individuals and represents individuals when faced with non-compete litigation. She frequently drafts and negotiates restrictive covenant agreements on behalf of both employers and executives. Ms. Nathan represents companies in the enforcement of their non-compete agreements and for violation of trade secret laws.

## **Employee Training Programs**

Ms. Nathan is a dynamic speaker and regularly provides educational trainings for clients and organizations relating to their most pressing issues most recently relating to the prevention of discrimination and harassment in the workplace and recognizing and counteracting implicit bias. Ms. Nathan tailors each program to meet the objectives of each audience with the intent to provide practical understanding of an ever-changing workplace.

Prior to joining the firm in 2013, Ms. Nathan was the sole labor and employment associate at Locke Lord LLP in Chicago. She was also an adjunct faculty member of Loyola University School of Law where she taught appellate advocacy and an advanced writing course.

Place of birth: Des Moines, Iowa

## Bar Admissions

- State of Iowa, 2007
- State of Illinois, 2006

## Court Admissions

- US District Court
  - Northern District of Iowa
  - Southern District of Iowa
  - Northern District of Illinois
  - Central District of Illinois
- US Court of Appeals
  - Eleventh Circuit
  - Eighth Circuit

## Education

- University of Iowa College of Law, JD, with distinction, 2006
  - Editor-in-Chief for the Journal of Transnational Law and Contemporary Problems
- University of Iowa, BA, with honors, 2001
  - Economics
  - Graduated top three percent of class

## Clerkship

- Judicial Clerk for Justice David Wiggins, Iowa Supreme Court, Des Moines, 2006-2007

## Honors & Awards

- Listed in Great Plains Super Lawyers for Employment Litigation: Defense, 2023-2024
- Included in Great Plains Super Lawyers Rising Star list, 2014-2018
- Included in Illinois Super Lawyers Rising Star list, 2012-2013
- Willard L. Boyd Public Service Distinction, University of Iowa College of Law

## Professional & Community Affiliations

### Professional Memberships

- Iowa State Bar Association
  - Former Member, Board of Governors, District 6
  - Labor and Employment Law Section
  - Litigation Section
- Linn County Bar Association
- Johnson County Bar Association

### Community Involvement

- Iowa Legal Aid Foundation, Former Board of Directors
- Iowa City, City High Mock Trial, Coach
- Montessori School of Iowa City, Board of Trustees, Past President, two terms (Fall 2019-Summer 2021)

## News & Events

### 2025

- Modifications to the Iowa Civil Rights Act and its Impact on Iowa Employers, 2/28/25

### 2024

- Employment Law Update: DOL's Overtime Rule Struck Down in its Entirety, 11/20/24
- Judge Strikes Down FTC's Rule Banning Non-Compete Agreements, 08/26/24
- Erin Nathan to Present at Iowa Engineering Conference, 05/20/24
- FTC Issues Final Rule on Prohibiting all Non-Compete Agreements, 05/16/24
- Erin Nathan Listed in 2024 Great Plains Super Lawyers, 05/29/24

### 2023

- Erin Nathan Listed in 2023 Great Plains Super Lawyers, 05/30/23

## **2022**

- Erin Nathan Joins Iowa Legal Aid Foundation Board of Directors, 03/24/22