



Nicole Virella Almanzar

Associate

Newark
+1.973.848.4184

Nicole.Virella@klgates.com

OVERVIEW

Nicole Virella Almanzar is an associate in the firm's Labor, Employment, and Workplace Safety practice. Nicole has experience managing pre-litigation disputes, administrative claims, and agency audits, as well as counseling corporate clients on hiring, performance management, accommodations, separations, and leaves of absence. She also developed employee handbooks, workplace policies, and training programs; negotiated employment and severance agreements; and advised employers on compliance with the FMLA, ADA, FLSA, and NJLAD. Nicole has defended employers against discrimination, harassment, and retaliation claims, formulated discovery strategies, and tracked developments in labor and employment laws and regulations.

This is a temporary biography. A complete biography will be available soon.

PROFESSIONAL BACKGROUND

Prior to joining the firm, Nicole served as an associate at a global law firm where she represented clients in litigation and investigations involving breach of contract, restrictive covenants, employment law, trade secret misappropriation, and disability discrimination, and assisted with workplace investigations, depositions, witness interviews, and large-scale document reviews.

EDUCATION

- J.D., Rutgers School of Law at Newark, 2020
- B.A., Rutgers University, 2016

ADMISSIONS

- Bar of New Jersey
- Bar of New York

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety