



## Nicholas R. Santucci

Associate

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Denver, Colorado

Nicholas brings his background defending companies against claims of discrimination and unfair labor practices, responding to requests for information, and preparing new company policies to his employment litigation practice.

He has an in depth understanding of claims filed with the Equal Employment Opportunity Commission (EEOC), National Labor Relations Board (NLRB) and state agencies. His experience advising human resources departments on handling employment issues and preparing training materials for company policies, such as paid sick leave and required meal breaks, allows him to give clients comprehensive counsel.

Prior to joining Brownstein, Nicholas worked as corporate counsel for a Denver telecommunications company and as a contract attorney for a Denver firm, handling complex employment discrimination cases involving FMLA leave, Title VII discrimination, ADEA and ADAAA claims, and class actions.

During law school, Nicholas served as Candidacy Editor of the *Denver University Law Review* and worked as a legal extern for two judges.

### Practices

Litigation, Employment

### Representative Matters

- Represented Bow River Capital Partners as employment counsel in its acquisition of and acquisition financing for Control Technology & Solutions L.L.C., a leading energy retrofit company based in St. Louis, Missouri.
- Served as employment counsel for Midstate Energy, L.L.C., a portfolio company of Bow River Capital Partners, in its acquisition of and acquisition financing for Urban Energy Solutions, LLC, an independent provider of comprehensive development, design and engineering services relating to energy efficiency solutions.

### Publications & Presentations

- Looking into Our NLRB Crystal Ball, *Brownstein Client Alert*, July 27, 2017
- Compensability of Meal Breaks in Patient Care Environments, Co-Author, [healthlawyers.org](http://healthlawyers.org), American Health Lawyers Association, April 2017

### Education

- J.D., 2014, University of Denver Sturm College of Law
- B.A., 2012, *summa cum laude*, University of Denver

### Admissions

- Colorado
- U.S. District Court, District of Colorado

### Membership

