

PAUL PETER NICOLAI
NICOLAI LAW GROUP, P.C.

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PROFESSIONAL EXPERIENCE:

President, Nicolai Law Group, P.C. 1990-present (Principal, Nicolai Law Offices 1988 to January 1990).

Principal in a firm practicing in Corporate, Business & Commercial Law, International Private Transactions, Contract, Construction, Computer, State Taxation, Trade Secret, Trademark, Copyright, Trade Regulation, Merger & Acquisition, Employment Law, EEO, Advertising, Franchising and Litigation including Arbitration & Mediation.

Company Counsel & Assistant Clerk, Friendly Ice Cream Corporation, Wilbraham, MA. 1982-1988

Reporting to the CEO of a \$600 Million subsidiary of Hershey Foods Corporation, this position entailed supervising attorneys and support staff in a wide-ranging business and civil litigation practice. Included in the Department's work was the bulk of the Subsidiary's legal activity, including mergers and acquisitions, corporate divestitures, FDA compliance, trademarks, copyright, antitrust compliance, contracting, construction, labor, employment law, and civil litigation ranging from personal injury cases to antitrust litigation. The Company Counsel was responsible for a total budget of approximately \$600,000.00, including coordinating the work of approximately 30 outside law firms.

The Company Counsel was also a Subsidiary's Strategic Planning Group member, responsible for the business's long-term planning and direction.

Staff Counsel & Assistant Clerk, Friendly Ice Cream Corporation, Wilbraham, MA 1981 - 1982

Staff Counsel, Friendly Ice Cream Corporation, Wilbraham, MA 1979-1981.

Legal Assistant, Friendly Ice Cream Corporation, Wilbraham, MA 1976-1979.

Attorney Nicolai has participated in several reported decisions, including *Blake Brothers Corporation v. Daniel F. Roche et al.*, 12 Mass App Ct 556, 427 NE2d 501 (1981); *Friendly Ice Cream Corporation v. Commissioner of Revenue*, 397 Mass 1006, 493 NE2d 491 (1986); *Tax Equity Alliance For Massachusetts, Inc., et al. v. Commissioner of Revenue, et al.*, 401 Mass 310, 516 NE2d 152 (1987); *Anderson v. Astro Plating Works*, 1991 Mass. App. Div. 119; *Citizens For A Competitive Massachusetts, et. al., v. Secretary of the Commonwealth*, 413 Mass 25, 594 NE2d 855 (1992); *Da-*

vid B. Miller v. Labor Relations Commission, 33 Mass App Ct 404 (1992); *Opinion of the Justices*, 422 Mass 1212 (1996); *Lorraine Humpel v. Abdow Corporation*, 18 MDLR 240 (1996); *Susan King v. Abdow Corporation*, 18 MDLR 244 (1996); *Blockel v. J.C. Penney Co., Inc.*, 337 F3d 17, 14 A.D. Cases 1107, 26 NDLR 164, 1st Cir (M.A.) (2003); *Cook v. Patient Edu, LLC, & Others*, 465 Mass 548 (2013).

EDUCATION:

MASSACHUSETTS CONTINUING LEGAL EDUCATION, Massachusetts Commission Against Discrimination Certified Disability Discrimination Prevention Trainer Training Program, 2000.

MASSACHUSETTS CONTINUING LEGAL EDUCATION, Massachusetts Commission Against Discrimination Certified Sexual & Other Harassment Prevention Trainer Training Program, 2000.

MASSACHUSETTS CONTINUING LEGAL EDUCATION, Massachusetts Commission Against Discrimination Certified Discrimination Prevention Trainer Training Program, 2000.

CENTER FOR CREATIVE LEADERSHIP, Leadership Development Program, 1988. A one-week program focusing on management and leadership styles and analyzing each participant's leadership style.

HERSHEY FOODS CORPORATION, Management Program, 1986. A two-week program focusing on multi-discipline general management skills and strategic planning skills.

HARVARD UNIVERSITY SCHOOL OF LAW, Program of Instruction for Lawyers, 1984, Certificate Program in Antitrust, Advanced Corporation Law and Securities Regulation.

WESTERN NEW ENGLAND UNIVERSITY COLLEGE OF LAW, Juris Doctor, 1979, concentrating on Business Law topics. Graduated in the top 20% of class. Am. Jur. Award in Evidence. BNA award for academic excellence.

AMERICAN INTERNATIONAL COLLEGE, Bachelor of Arts, 1975, major in Political Science with a minor in Economics. Dean's List, 1974.

LICENSED TO PRACTICE:

Commonwealth of Massachusetts, State of New York, District of Columbia (inactive status), State of Connecticut, State of New Hampshire, Supreme Court of the United States of America, United States Court of Appeals, 1st Circuit, United States Court of Appeals For The Federal Circuit, United States Tax Court, United States District Court, District of Massachusetts; National Large, Complex Case Panel, American Arbitration Association; Mergers, Acquisitions & Joint Venture Panel, American Arbitration Association; Commercial Arbitration Panel, American Arbitration Association; Expedited Commercial Arbitration Panel, American Arbitration Association; Employment Arbitration Panel, American Arbitration Association; Commercial Mediation Panel, American Arbitration Association; Employment Mediation Panel, American Arbitration Association; Center for Copyright Information Panel, American Arbitration Associ-

ation; eCommerce Panel, American Arbitration Association; Massachusetts Bar Association Fee Arbitration Panel; Panel of Arbitrators, American Dispute Resolution Center; Board of Arbitrators, FINRA (2006-2021).

PROFESSIONAL AFFILIATIONS:

AMERICAN BAR ASSOCIATION, member of Board of Governors (editorial board, ABA/BNA Lawyer's Manual on Professional Conduct (2006-2008)), Strategic Planning Committee, Center For Professional Responsibility (2008-2010), Director, Content Committee of the ABA Business Law Section from the State Regulation of Securities Committee (2010-); Business Law Section (Angel Venture Capital Committee, Committee on International Business Law, Corporate Compliance Committee, Entity Rationalization Committee, Committee on Legal Opinions, Negotiated Acquisitions Committee, State Regulation of Securities Committee, Venture Capital & Private Equity Committee, Professional Responsibility Committee, Firm Counsel Project, Corporate Governance Committee, Middle Market & Small Business Committee), Labor & Employment Law Section, Intellectual Property Section (Alternative Dispute Resolution Committee, Broadcasting, Sound Recordings & Performing Artists Committee, Special Committee on Copyright & The Internet, Special Committee on Trademarks & The Internet, University Intellectual Property Law Committee, I.P. Licensing Committee), Alternative Dispute Resolution Section (Arbitration Committee, Government ADR Committee, Health Care ADR Committee, Intellectual Property ADR Committee, Securities in ADR Committee), Litigation Section (Intellectual Property Law Litigation Committee, Subcommittees on Copyright Litigation, Trade Secret Litigation, Trademarks Litigation).

MASSACHUSETTS BAR ASSOCIATION.

ARBITRAL & MEDIATION ACTIVITIES:

Served as arbitrator/mediator for over 1,700 cases.

Served as arbitrator or mediator in attorney/client and attorney/attorney fee disputes; consumer class actions; breach of commercial leases, software-as-a-service license agreements, real estate purchase and project development agreements, bailment contracts, software development, integration and licensing agreement for large-scale, mainframe developments and large-scale web-based application servers, international help-desk support agreements, vertical market software licensing, installation and customization agreements, LEC telephone traffic interchange agreements, fiber optic industry supply agreements, wireless carrier access supply agreements, advertising program contracts, franchise agreements and unfair and deceptive trade practices, international semiconductor joint venture arrangement, medical billing arrangements, purchase and sale agreements in company and division acquisitions, intellectual property licensing agreements, insurance services agreements, software leasing and financing program agreements, consulting agreements, construction agreements, product marketing agreements, crop insurance coverage agreements, financial management consulting agreements, contested claims referred from the U.S. Bankruptcy Court, application service provider, custom application de-

velopment and database development agreements, film production acting agreements, telephone billing services agreement, investment banking agreements, LLC operating Agreement and fiduciary duties in dissolution of companies, partnership agreements in various industries and fiduciary duties and coverage issues in insurance agreements.

OTHER BUSINESS ACTIVITIES:

Member, eCoast Angels, 2013 – present. Member, Executive Committee, 2022 – present.

Member, River Valley Investors, 2013 – 2019. Member, Executive Committee, 2014 – 2016.

Ambassador from Ecoast Angels to River Valley Investors, 2020 – 2023.

Member, Board of Directors, Libboo, Inc., 2018 – 2022.

Member, Board of Advisors, Advance Welding, Inc., 2016 – 2023.

Member, Board of Directors, Joining Industries, Inc., 2016 – 2020.

Member, Board of Advisors, Newgate Technologies, LLC, 2016 – 2018.

Board Observer, Qidni, Inc, 2023 – present.

COMMUNITY & PROFESSIONAL ACTIVITIES:

Voting Member, Town of Grantham NH Capital Improvement Project Committee, 2024 – present.

Town of Grantham NH Zoning Board of Adjustment, Alternate Member, 2021-2023, Voting Member, 2023, Vice-Chair, 2024 – present.

Vice-Chair, Eastman Community Association Council, 2021 – present.

Council Liaison to Finance & Budget Committee, 2021 – present.

Member, Eastman Community Association Governance Task Force, 2024 – present.

Chair, Eastman Community Association Rentals Task Force, 2023 – 2024.

Member, Eastman Community Recreation Task Force, 2020 – 2021.

Member, Eastman Community Association Council, 2019 – 2023.

Member, Granite State Taxpayers Board of Directors, 2019 – 2022.

Member, Massachusetts Broadband Institute Board of Directors, 2017 – present.

Member, Model Short Stock Purchase Agreement Task Force, American Bar Association – 2016. This task force developed a model agreement for stock purchases in smaller transactions.

Pioneer Valley Planning Commission Comprehensive Freight Plan Working Group – 2016. This working group developed a comprehensive regional freight plan to evaluate freight movement in the Pioneer Valley.

MassDOT I-91 Viaduct Study Working Group – 2015-2017. A state-sponsored study initiated the I-91 Viaduct Study to identify existing issues and evaluate alternative alignments for the viaduct section of Interstate 91 in the Greater Springfield area.

Moderator, State Energy Policy & Natural Gas Supplies in Western Massachusetts, Sponsored by Economic Development Council of Western Massachusetts, Springfield, Massachusetts, September 16, 2014.

ABA-IPL USPTO Office Action Project, 2013. A project of the American Bar Association Intellectual Property Section to improve the quality of United States Patent & Trademark Office trademark application office actions.

Mentor, Valley Venture Mentors, 2013- 2017. Facilitator, 2014 – 2017.

Accelerated Rules Working Group, American Arbitration Association, 2011 - 2012.

Life Fellow, American Bar Foundation, 2013 – present.

Fellow, American Bar Foundation, 2007 – 2012.

Member, Technical Advisory Committee, KNOWLEDGE CORRIDOR PASSENGER RAIL STUDY, Pioneer Valley Planning Commission, 2008-2009.

SPRINGFIELD UNDERRIDE COMMITTEE, Chairman & Treasurer, 2005.

ECONOMIC DEVELOPMENT COUNCIL of WESTERN MASSACHUSETTS, Member, Ad Hoc Committee on Entrepreneurship, 2013 - 2018.

ECONOMIC DEVELOPMENT COUNCIL of WESTERN MASSACHUSETTS, Member, Board of Directors, 2004 – 2010, 2013 - 2018.

ECONOMIC DEVELOPMENT COUNCIL of WESTERN MASSACHUSETTS, Member, Executive Committee of the Board of Directors, 2009 - 2010.

ECONOMIC DEVELOPMENT COUNCIL of WESTERN MASSACHUSETTS, Member, Infrastructure Committee, 2006 - 2009.

ECONOMIC DEVELOPMENT COUNCIL of WESTERN MASSACHUSETTS, Chairman, Infrastructure Committee, 2009 - 2018.

CITY OF SPRINGFIELD SCHOOL DEPARTMENT, Member, Technology Advisory Committee, 2003 - 2005.

CITY OF SPRINGFIELD SCHOOL DEPARTMENT, Member, Human Resources Executive Director Screening & Selection Committee, 2003.

MASSACHUSETTS BAR ASSOCIATION, Regional Delegate, House of Delegates, 2004.

MASSACHUSETTS BAR ASSOCIATION, Chair, Fee Arbitration Board, 2003, 2005 – 2009; Co-Chair, 2009 - Present.

MASSACHUSETTS BAR ASSOCIATION, member, Fee Arbitration Board, 2000 - present.

MASSACHUSETTS BAR ASSOCIATION, member, Law Practice Management Section Council, 2002 - 2004.

AFFILIATED CHAMBERS OF COMMERCE OF GREATER SPRINGFIELD, E-Commerce Committee, 2001.

AMERICAN INTERNATIONAL COLLEGE, Corporator - 2000 - 2006.

AIC VENTURE FORUM, Member - Planning Committee, 2000 - 2002; Member - Program Committee, 2000 - 2002; Member, Marketing Committee, 2000 - 2002; Chair, Business Plans Review Subcommittee, 2000 - 2002.

WPI VENTURE FORUM, Member, 2000 - 2002.

SPRINGFIELD ENTERPRISE CENTER, Member, Advisory Board, 1999-2002; Member, Business Plan Review Committee; Member, Advisory Committee to Techistry, Inc. & SGM, Inc.; Member, Advisory Board Best Practices & Development Committee Policies Development Committee - 2001 - 2002.

VOLUNTEER LAWYERS FOR THE ARTS, Member, 1998 - Present.

MASSACHUSETTS BAR ASSOCIATION - Fee Arbitration Board Panel of Arbitrators, 1996 - present.

MASSACHUSETTS BAR ASSOCIATION – Chair, Co-Chair, Fee Arbitration Board, 2010 - present.

SUPREME JUDICIAL COURT OF THE COMMONWEALTH OF MASSACHUSETTS, Member, Hampden County Reinventing Justice Task Force; Member, Steering Committee; Co-Chair, Case Management & ADR Committee, 1995.

LAWYERS CLEARINGHOUSE ON AFFORDABLE HOUSING AND HOMELESSNESS, Member, 1988 - present.

AMERICAN INTERNATIONAL COLLEGE ALUMNI ASSOCIATION, National Board of Directors, 1988 - 1991; Chairman, Development Committee, 1989 - 1991; National Vice-President, 1989 - 1990; National President, 1990 - 1991, Reunion Planning Committee, 2000.

CITIZENS FOR LIMITED TAXATION & GOVERNMENT, Member, 1978 - 1997; Member, Board of Directors, 1981 - 1997; Chairman, 1984 - 1997.

CITIZENS ECONOMIC RESEARCH FOUNDATION, INC., Board of Directors, 1989 - 1997.

NATIONAL CONFERENCE OF CHRISTIANS & JEWS, Member, Western Massachusetts Executive Committee, 1981 - 1999; Member, Membership Committee, 1994 - 1999; Member, Regional Development Task Force, 1997; Member, Development Committee, 1998 - 1999; Member, National Board of Trustees, 1991 - 1999.

SPRINGFIELD LIBRARY & MUSEUMS ASSOCIATION, Corporator 1980 - 2003.

SPRINGFIELD DAY NURSERY, INC., Corporator - 1998 – approx. 2005.

PIONEER VALLEY MONTESSORI SOCIETY, INC., Board Member, 1983 - 1993; Clerk, 1988 - 1989; Vice-President, 1989 - 1992; President, 1992 - 1993.

SOCIETY OF EVERETT BARNEY, INC., Director, 1995 - 2002; Treasurer, 1995 - 1999; Chair, Membership Committee, 2000 - 2002.

S. E. BARNEY, INC., Director, 1998 - 2002; President & Treasurer, 1998-1999.

REGIONAL TECHNOLOGY CORPORATION; Member – TEC Steering Committee – 2004 -2006.

TECHNOLOGY ENTERPRISE COUNCIL; Member - Board of Directors - 2001 - 2003; Vice-Chairman, Technology Transfer - 2001 - 2002; Chairman, Technology Transfer - 2002 - 2003.

WESTERN MASSACHUSETTS SOFTWARE ASSOCIATION/WESTERN MASSACHUSETTS TECHNOLOGY BUSINESS COUNCIL; Member - Program Committee, 1997 - 2001; Member - Board of Directors - 1998 - 2001; Treasurer - 1999 - 2001.

WESTERN MASSACHUSETTS VENTURE FORUMS, INC.; member of the board of Directors from 2002 to 2003; president and clerk from 2002 to 2003.

SEMINARS, WEBINARS & PUBLICATIONS:

Author, NICOLAI LAW GROUP, P.C. Weekly Blogs 2019 – present

Presenter, THE CHANGING FACE OF BUSINESS LIABILITY, Western Mass CPE Forum, November 2016.

Panel Member, HEROS OF ANGEL INVESTING, River Valley Investors, November 2016.

Presenter, DEFEND TRADE SECRETS ACT, Nicolai Law Group, P.C., May 2016.

Presenter, RIGHTS OF FIRST REFUSAL, Nicolai Law Group, P.C., April 2016.

ARE WE ON THE RIGHT TRACK WITH RAIL? *Businesswest*, March 8, 2016.

Presenter, EQUITY CROWDFUNDING, Nicolai Law Group, P.C., November 2015.

Presenter, INTELLECTUAL PROPERTY PRIMER FOR ENTREPRENEURS, Nicolai Law Group, P.C., November 2015.

Presenter, MASSACHUSETTS SICK TIME LAW, Nicolai Law Group, P.C., November 2014.

Panel Member, THE PAPERLESS LAW OFFICE, Massachusetts Bar Association, Springfield, MA, December 2011.

Presenter, REPRESENTATIONS, WARRANTIES & INDEMNIFICATION in M&A Transactions, M&A Source, Webinar, September 2011.

Presenter, ASSESSING BUSINESS OPERATION RISK AND MANAGING IT, UMASS Massachusetts Small Business Development Center, Springfield, MA, October 2010.

Contributor, ANNUAL REVIEW OF INTELLECTUAL PROPERTY LAW DEVELOPMENTS, 2009, *Intellectual Property Law Section*, American Bar Association, January 2010.

Panel Member, THE ROLE OF STATE GOVERNMENT AND HOW TO PAY FOR IT, Greater Springfield Business Foundation, Springfield, MA, November 13, 2009.

Panel Member, WHAT CONSUMERS WANT FROM FEE ARBITRATION, American Bar Association Center for Professional Responsibility, 24th National Forum on Client Protection, Boston, MA, May 31, 2008.

Author, AFTER THE AWARD, Massachusetts Bar Association, April 2008.

Co-Author & Editor, REPORT OF THE SPECIAL COMMITTEE ON ONLINE TRADE-MARK ISSUES, *Intellectual Property Law Section*, American Bar Association, September 2007.

Presenter, INTELLECTUAL PROPERTY LAW PRIMER FOR ENTREPRENEURS, Regional Technology Corporation, Springfield, MA, June 2007.

Contributor, AAA HANDBOOK ON EMPLOYMENT ARBITRATION & ADR, Thomas E. Carbonneau & Philip J. McConaughay, Editors, *Juris Publishing Inc.*, April 2007.

Co-Author, FEE SPLITS REQUIRE UP-FRONT WRITTEN CLIENT CONSENT, *Section Review*, Massachusetts Bar Association, March 2006.

Author, TECHNOLOGY COMPANY EMPLOYMENT TIPS, *SBSB Bulletin*, Small Business Service Bureau, Inc., January/February 2006.

Presenter, WHAT SPRINGFIELD'S FINANCIAL CRISIS MEANS TO OTHER COMMUNITIES, Pioneer Valley Libertarian Association, January 2006.

Presenter, BUSINESS & LEGAL ISSUES IN MERGER & ACQUISITIONS, Executive Roundtable, Holyoke, Massachusetts, December 2005.

Presenter, LAWFIRM MARKETING, Massachusetts Bar Association Law Practice Management Section Council Meeting, Springfield, Massachusetts, December 2005.

Author, CHECKLIST FOR CONTRACTING TIPS, *SBSB Bulletin*, Small Business Service Bureau, Inc., November/December 2005.

Presenter, WHAT SPRINGFIELD'S FINANCIAL CRISIS MEANS TO SUBURBAN COMMUNITIES, Springfield Chapter, Rotary International, July 2005.

Co-Author, ATTORNEY DUTY TO CLIENT IS WITHOUT END, *Section Review*, Massachusetts Bar Association, July 2005

Author, DON'T BE AN ACCIDENTAL PIRATE, *SBSB Bulletin*, Small Business Service Bureau, Inc., May/June 2005

Presenter, THE ROLE OF THE CHIEF ARBITRATOR, Massachusetts Bar Association Fee Arbitration Board Training Program, Boston, MA, May 2005.

Presenter, BUYING A FRANCHISE, The Western Mass. Regional Office of the Massachusetts Small Business Development Center Network, Springfield, MA, February 2005.

Author, BUYING A FRANCHISE, Nicolai Law Group. P.C., September 2004.

Author, THE VIRTUAL BUSINESS, Nicolai Law Group. P.C., May 2004.

Presenter, THE VIRTUAL BUSINESS, Banknorth, NA, Springfield, MA, May 2004.

Presenter, A GOOD CONTRACT IS A REAL BARGAIN, Banknorth, NA, Springfield, MA, March 2004.

Author, PRACTICE TIP – GETTING PAID, Massachusetts Bar Association Lawyer's Journal, February 2004.

Guest Lecturer, Agricultural Business Training Program, AGRICULTURAL BUSINESS ISSUES AND STRUCTURES, University of Massachusetts Donahue Institute, Northampton, MA, January 2004.

Contributing Author & Editor, FEES & CLIENT FUNDS, Third Edition, Massachusetts Bar Association, 2003; Author, Chapter 4, *Future Fees: A Look at Things That Might Come*, Editor, Chapter 1, *Getting Paid*, Editor, Appendices A - D.

Presenter, BUSINESS PLANS THAT WORK, Banknorth, NA, Springfield, MA, November 2003.

Author, DON'T BE AN ACCIDENTAL SOFTWARE PIRATE, BUSINESSWEST, November 2003.

Author, DON'T BE AN ACCIDENTAL SOFTWARE PIRATE, HARTFORD BUSINESS JOURNAL, October 27, 2003.

Presenter, THE ELECTRONIC WORKPLACE, Banknorth, NA, Springfield, MA, October 2003.

Presenter, STARTUP BUSINESS LEGAL ISSUES, Banknorth, NA, Springfield, MA, September 2003.

Author, TELECOMMUTING AND THE LAW – Most Traditional Employment Laws Apply to the Virtual Office, BUSINESSWEST, August 2003.

Presenter, MANAGING RISK, Banknorth, NA, Springfield, MA, July 2003.

Presenter, EMPLOYMENT LAW COMPLIANCE, Banknorth, NA, Springfield, MA, June 2003.

Conference Founder - BUSINESS OPPORTUNITIES IN THE LIFE SCIENCES - From Lab to Shop Floor, REGIONAL TECHNOLOGY ALLIANCE, Springfield, MA, June 2003.

Presenter, MANAGING IN TIGHT TIMES, Banknorth, NA, Springfield, MA, May 2003.

Presenter, FMLA LITIGATION UPDATE 2003, Council on Education for Management, Springfield, MA, April 2003.

Presenter, STRATEGIC ALLIANCES, Sponsored by Technology Enterprise Council, Springfield, MA, April 2003

Author, DON'T LOOK A GIFT HORSE IN THE MOUTH, BUSINESSWEST, April 2003.

Presenter, SMALL BUSINESS LAW ISSUES, Solutions, Inc., Holyoke, MA, February 2003.

Presenter, INTELLECTUAL PROPERTY LAW FOR BUSINESS OWNERS, GTFT, Inc., Springfield, MA, January 2003.

Seminar Leader, INDIVIDUAL RIGHTS & BUSINESS ETHICS, American International College MBA Program, October 2002.

Author, TREAT YOUR CORPORATION PROPERLY, BUSINESSWEST, September 2002

Panel Moderator, BUILDING TECHNOLOGY-BASED BUSINESSES IN OUR REGION: LESSONS LEARNED, Sponsored by Technology Enterprise Council, Holyoke, MA, July 2002

Member, Seminar Planning Committee, WHAT OFFICERS & DIRECTORS NEED TO DO TODAY POST ENRON & WORLDCOM, Sponsored by HUB International, Foxboro, MA, July 2002.

Presenter, UNDERSTANDING & ARBITRATING BUSINESS RISK, SCORE CHAPTER 228, Springfield, MA, June 2002.

Presenter, A GOOD CONTRACT IS A REAL BARGAIN, American Arbitration Association & Nicolai Law Group, P.C., Springfield, MA, June 2002.

Author, PLANNING ASP RELATIONSHIPS, BUSINESSWEST, June 2002.

Author, PRIVACY ISSUES TAKE CENTER STAGE, BUSINESSWEST, May 2002.

Presenter, ADVOCACY IN MEDIATION, American Arbitration Association, Boston, MA, May 2002.

Presenter, LEGAL PLANNING FOR TIGHT TIMES, Springfield Enterprise Center Business Builder Program, Springfield, MA, May 2002.

Author, WHY EMPLOYMENT ARBITRATION ISN'T DEAD, BUSINESSWEST, April 2002.

Author, RETHINKING EMPLOYMENT LAW STRATEGIES, PART II, Dispute Resolution Journal, November-February, 2002.

Presenter, FIRING, DISCIPLINING & THE FMLA, Council on Education for Management, West Springfield, MA, January 2002.

Author, HOW TO AVOID MISMATCHES WHEN HIRING A LAWYER, BUSINESSWEST, December 2001.

Author, THE NEW CANADIAN PRIVACY ACT, BUSINESSWEST, November 2001.

Author, RETHINKING EMPLOYMENT LAW STRATEGIES, PART I, Dispute Resolution Journal, August-October, 2001.

Presenter, DOWNSIZING, Leominster Chamber of Commerce, Leominster, MA, October 2001.

Presenter, LEGAL PLANNING FOR TIGHT TIMES, Chicopee Chamber of Commerce, West Springfield, MA, October 2001.

Presenter, HIRING, FIRING & DISCIPLINING EMPLOYEES IN THE NEW MILLENIUM, Council on Education for Management, Springfield, MA, October 2001.

Author, WHY ARBITRATION POLICIES MAKE SENSE FOR EMPLOYERS, PART 2, WPI Venture Forum News, October 2001

Author, CONTROLLING LEGAL FEES, BUSINESSWEST, October 2001.

Author, WHY ARBITRATION POLICIES MAKE SENSE FOR EMPLOYERS, PART I, WPI Venture Forum News, September 2001

Presenter, ADVOCACY IN MEDIATION, American Arbitration Association, Boston, MA, September 2001.

Author, THE BENEFITS OF AN EMPLOYMENT ADR POLICY, BUSINESSWEST, September 2001.

Author, ADMINISTERING CLASS-ACTION LITIGATION, The Western Massachusetts LAW TRIBUNE, July 2001.

Presenter, CONTRACTING FOR PROFIT, Springfield Enterprise Center, Springfield, MA, June 2001.

Author, CONTRACT WARRANTIES OFFER LAWSUIT PROTECTION, BUSINESSWEST, May 2001

Author, STAY OUT OF COURT AND SAVE, BUSINESSWEST, April 2001

Author, DON'T LET DEADBEATS KILL YOUR BOTTOM LINE, BUSINESSWEST, March 2001

Presenter, INTELLECTUAL PROPERTY PRIMER FOR ENTREPRENEURS, Springfield Enterprise Center, March 2001

Author, GIVE NOTICE WHEN YOUR EMPLOYEES DO. WPI VENTURE FORUM NEWS, February 2001

Author, BUSINESS PLANS THAT GET RESULTS, BUSINESSWEST, February 2001

Author, THE PAYMENT-IN-FULL CHECK TRAP, BUSINESSWEST, January 2001

Presenter, INTELLECTUAL PROPERTY PRIMER FOR ENTREPRENEURS, Springfield Enterprise Center, December 2000

Presenter, INTELLECTUAL PROPERTY PRIMER FOR ENTREPRENEURS, Agawam Rotary Club, December 2000.

Presenter, CONTRACTING FOR PROFIT, Springfield Enterprise Center, Springfield, MA, September 2000.

Presenter, MCAD RULE CHANGES, Midas New England Franchisee Association, Sturbridge, MA, June 2000.

Presenter, WORKPLACE PRIVACY IN AN ELECTRONIC WORLD, Independent Human Resources Consultants Association, Westborough, MA, June 2000

Author, A TALE OF A MASS CLAIMS PANELIST, CORPORATE COUNSEL Magazine, June 2000

Author, UNDERSTANDING MASS CLAIMS PANELS, AAA Dispute Resolution Journal, May/July 2000

Author, DON'T SIT STILL FOR CYBERSQUATTERS, BUSINESSWEST, May, 2000

Presenter, SMALL BUSINESS STARTUP LEGAL ISSUES, Greater Holyoke Community Development Corporation, NxLevel Business Course, Holyoke, MA, May 2000.

Author, YOUR CHOICE: SUFFER THE CHILDREN, OR THE LEGAL CONSEQUENCES, MASS HIGH TECH JOURNAL, April 2000.

Presenter, INTELLECTUAL PROPERTY PRIMER FOR ENTREPRENEURS, Springfield Enterprise Center, Springfield, MA, March 2000.

Author, GIVE NOTICE WHEN YOUR EMPLOYEES DO BUSINESSWEST, February 2000.

Presenter, EFFECTIVE EMPLOYMENT CONFLICT MANAGEMENT, American Arbitration Association, Hartford, CT, February 2000.

Presenter, HOW TO AVOID COSTLY LAWSUITS BY KEEPING UP WITH CHANGING PERSONNEL LAWS, Rotary Club of Springfield, MA, January 2000

Presenter, SEXUAL HARASSMENT INVESTIGATIONS, Personnel Management Association of Western Massachusetts, West Springfield, MA, January 2000.

Presenter, WORKPLACE PRIVACY IN AN ELECTRONIC WORLD, Nicolai Law Group, P.C., Springfield, MA, January 2000.

Panel Member, SPECIALIZED ADR PROGRAMS, MACMPP Conference, Brandeis University, Waltham, MA, November 1999.

Presenter, CONTRACTING FOR PROFIT, American International College, CPE Forum, Springfield, MA, November 1999.

Presenter, CONTRACTING FOR PROFIT, Women Presidents Association, Boston, MA, November 1999.

Panel Member, CORPORATE PARTNERING MODELS & ALTERNATIVES, Western Massachusetts Software Association, Northampton, MA, October 1999.

Presenter, MASSACHUSETTS EMPLOYMENT LAW UPDATE, Independent Human Resources Consultants Association, Westborough, MA, October 1999.

Presenter, MASSACHUSETTS EMPLOYMENT LAW UPDATE, North Central Massachusetts Chamber of Commerce, Leominster, MA, October 1999.

Presenter, SEXUAL HARASSMENT INVESTIGATIONS, Nicolai Law Group, P.C., Springfield, MA, September 1999.

Author, PROTECT YOUR IDEA WITH A COPYRIGHT, BUSINESSWEST, May 1999.

Presenter, CONTRACTING FOR PROFIT, Nicolai Law Group, P.C., Springfield, MA, May, 1999.

Presenter, combined program on COPYRIGHT & INTELLECTUAL PROPERTY OWNERSHIP & TRANSFER ISSUES, CONTRACTING AS A PREVENTIVE LAW DEVICE & MASSACHUSETTS EMPLOYMENT LAW UPDATE, American International College CPA CPE Forum, Springfield, MA, April, 1999.

Presenter, MCAD RULE CHANGES, Nicolai Law Group, P.C., Springfield, MA, April 1999.

Presenter, COPYRIGHT & INTELLECTUAL PROPERTY OWNERSHIP & TRANSFER ISSUES, The Society of Professional Communicators & The Worcester Ad Club, Worcester, MA, February 1999.

Presenter, CONTRACTING AS A PREVENTIVE LAW DEVICE, The Society of Certified Managerial Accountants, Holyoke, MA, December 1998.

Presenter, MASSACHUSETTS EMPLOYMENT LAW UPDATE, Burkhardt, Pizzanelli, P.C., Springfield, MA, December 1998.

Presenter, MASSACHUSETTS EMPLOYMENT LAW UPDATE, Nicolai Law Group, P.C., Springfield, MA, October 1998.

Presenter, PREVENTIVE LAW & CONTRACTING, Institute of Managerial Accounting, Holyoke, MA, September 1998.

Seminar Panel Member, ISSUES FACING THE SOFTWARE INDUSTRY, Western Massachusetts Software Association Annual Meeting, Holyoke, MA, June 1998.

Presenter, SEXUAL HARASSMENT: LATEST TRENDS TO AVOID LITIGATION & INSURANCE COVERAGE FOR CLAIMS, Independent Insurance Agent Society of Hampden County, Springfield, MA, November 1997.

Seminar Panel Member, EMPLOYMENT: GETTING & KEEPING THE PEOPLE YOU NEED, Western Massachusetts Software Association, Northampton, MA, October 1997.

Seminar Leader, SEXUAL HARASSMENT: LATEST TRENDS TO AVOID LITIGATION & DEFEND CLAIMS, Nicolai Law Group, P.C., Springfield, MA April 1997.

Seminar Leader, COMPLYING WITH LAWS AFFECTING EMPLOYEE LEAVES, Quabog Valley Chamber of Commerce, Monson, MA, July 1995.

Editor, STARTING YOUR BUSINESS - LEGAL CONSIDERATIONS, published 1995.

Editor, BUSINESS LAW ANTHOLOGY, published 1994.

Seminar Leader, THE MASSACHUSETTS UNEMPLOYMENT COMPENSATION LAW, Meyers Brothers & Adeletti, P.C. Professional Staff, Longmeadow, MA, June 1992.

Author, BENEFITS FOR ALL, BUSINESSWEST, March 1992.

Seminar Leader, EMPLOYEE RELATIONS, Fallon Clinic Management Staff, West Boylston, MA November 1991.

Author, LEGAL HELP Column, CLOSE CORPORATIONS, Health & Fitness Magazine, United Service Association For Health Care, October/November 1991.

Author, TAKING A CLOSER LOOK AT CLOSE CORPORATIONS, BUSINESSWEST, April 1991.

Speaker, RECENT DEVELOPMENTS IN MASSACHUSETTS TAX LAW, November 28, 1990, South Deerfield Lions Club.

Seminar Leader, MASSACHUSETTS ADVERTISING LAW, September 11, 1990, sponsored by the Advertising Club of Western Massachusetts and the Greater Springfield Chamber of Commerce, Holyoke, Massachusetts.

Weekly Article on Business Law issues published in the WESTERN MASSACHUSETTS COMMERCIAL NEWS, 1990.

Editor, NICOLAI LAW LETTER, published quarterly by Nicolai Law Group, P.C. – 1988 – 2014.

Editor, INSURANCE LAW UPDATE, published quarterly by Nicolai Law Group, P.C. - 1988 - 1994.

Seminar Leader, EMPLOYER LIABILITY IN THE 1990s, January 17, 1990 & March 21, 1990, West Springfield, Massachusetts, by Directional Studies Institute.

Seminar Participant, SECOND ANNUAL LEGAL AUDIT SEMINAR, January 31, 1990, Waltham, Massachusetts, by Massachusetts Bar Association Business Law Section, Preventive Law Committee.

Seminar Leader, EMPLOYMENT LAW UPDATE, November 1, 1989, West Springfield, Massachusetts, by Directional Studies Institute.

HONORS:

Life Fellow, American Bar Foundation.

Listed in 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 & 2018 BEST LAWYERS IN AMERICA, Commercial Litigation.

Recipient, 1994 NATIONAL ALUMNI AWARD, American International College Alumni Association.

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