



Nicholas D. Calabraro

SENIOR ASSOCIATE

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Nicholas Calabraro is a senior associate in Choate's Business & Financial Litigation and Labor & Employment Groups, representing employers, financial institutions, corporate clients, and individuals in high-stakes commercial disputes and sensitive employment matters. He has litigated significant cases in state and federal courts and arbitration, including breaches of contract, credit facilities, fiduciary duties, and fraud allegations. Nick is skilled in securing preliminary relief to protect client interests and negotiating favorable outcomes across litigation and arbitration forums.

Nick also counsels employers throughout the full employee lifecycle—from hiring and employment agreements to terminations and reductions in force. He advises on non-competes and restrictive covenants, discrimination, harassment, and retaliation claims, internal investigations, and the development of employee policies and handbooks. Nick also works with Choate's private equity clients on employment-related aspects of transactions, including diligence, executive agreements, restrictive covenants, and purchase agreements.

Additionally, Nick has experience in the insurance and reinsurance sector, handling coverage-related disputes and managing all phases of litigation, from early strategy and motion practice through discovery, expert work, trial, and appeal. Committed to expanding access to justice, he was named to the Massachusetts Supreme Judicial Court's 2023 Pro Bono Honor Roll for his significant pro bono contributions.

Focus Areas

Litigation and Investigations

Business and Financial Litigation

Insurance and Reinsurance

Recognition

- Honors Recipient, Massachusetts Supreme Judicial Court Pro Bono Honor Roll (2023)

Representative Engagements

- Defended a global life sciences company in a multi-count retaliation lawsuit, prevailing at summary judgement and at the Massachusetts Appeals Court in obtaining full dismissal of wrongful termination and other claims.
- Represented a leading financial institution in litigation involving breaches of a revolving credit facility and allegations of fraud, obtaining preliminary injunctive relief and securing client rights.
- Representing a professional services firm in a high-stakes arbitration seeking recovery of fees, while defending against significant malpractice counterclaim.
- Representing a leading reinsurer in an arbitration concerning nondisclosure of significant liabilities, obtaining a favorable award granting all requested relief, including attorneys' fees.
- Representing an insurance association in a coverage dispute involving liability arising from a decades-

old wrongful conviction, including prevailing on multiple discovery motions and successfully defending those rulings on appeal.

- Representing a global insurance group in litigation challenging the cancellation of a corporate affiliate.
- Advised a major employer on a large-scale workforce reduction, including strategy and preparation of agreements and related documentation.
- Counseled corporate clients on employment compliance matters, including policy development, wage and hour issues, disability accommodations, and disciplinary actions.
- Conducted internal investigations into allegations of harassment and corporate compliance violations and advised on appropriate remedial measures and negotiated resolutions.

Education & Credentials

- Suffolk University Law School, JD (2021) *summa cum laude*; Note Editor, *Suffolk University Law Review*
- Providence College, BA (2016) *cum laude*

Admissions

- Massachusetts