

## People



## Brian Nugent

Partner, Labor and Employment

Denver

T: +1 303 260 7712

brian.nugent@akerman.com

vCard

Brian Nugent represents employers throughout the United States in labor and employment matters, as well as corporate formation, contracts, unemployment taxation, and Mergers & Acquisitions. His focus includes advising human capital and human resources outsourcing companies such as professional employer organizations (PEOs) and temporary staffing companies, that frequently retain him to assist with all of their legal and regulatory needs, including forming the legal entities, licensing in more than 40 states, client service agreements, employee handbooks, workers' compensation insurance, benefits and general employment matters. He is also frequently retained to represent buyers and sellers in transactions in the PEO and employment outsourcing industries and has been retained on a number of occasions to assist buyer's counsel with the particular due diligence issues in these industries. He has led more than 15 transactions in the last three years. Formerly the chief legal officer for two large, national companies operating in the employment services sector, his experience provides him with an invaluable understanding of the legal issues faced by employers as well as their preferred options for resolution.

In addition, Brian has extensive experience in the area of unemployment tax matters on behalf of employers and has handled unemployment tax cases in a dozen different states where the employer challenged an unemployment tax assessments. He also assists companies with unemployment tax planning for a new rate year, and ahead of, or in conjunction with, an acquisition.

### Affiliations

- National Association of Professional Employer Organizations (NAPEO), Member; NAPEO Legal Advisory Committee, Former Chair, Member
- American Staffing Association, Member

### Published Work and Lectures

---

### Areas of Experience

M&A and Private Equity  
 Labor and Employment  
 Corporate  
 Employment Litigation  
 Franchise and Licensing  
 Staffing Law

---

### Education

J.D., Wake Forest University School of Law, 1984  
 B.A., Florida State University, 1981

---

### Admissions

#### Bars

Colorado  
 Florida  
 Texas

---

### Related Content

Akerman Sponsors the Slavic401k Conference  
 February 03, 2025

Akerman Sponsors NAPEO's 2024 Annual  
 Conference and Marketplace  
 September 16, 2024

Akerman Sponsors the Slavic401k Annual  
 Conference  
 February 07, 2024

- NAPEO Webinar, Presenter, “PEO University: The CSA - Best Strategies and Practices,” November 21, 2023
- NAPEO’s 2023 Annual Conference & Marketplace, Speaker, “PEO University” and “PEO Client Service Agreements,” October 9-10, 2023
- PEO Capital Summit, Speaker, “PEO vs. EOR: The Debate,” May 22, 2023
- NAPEO Risk Management Workshop, Speaker, “PEO University: Workers’ Compensation & Risk Management,” April 18, 2023
- PEO Capitol Summit, Speaker, “Mergers & Acquisitions: The Transactional Side,” May 18, 2022
- NAPEO Annual Conference and Marketplace, Panelist, “Inquiring Minds Want to Know – How to Prepare for Being Sold” and “The New World of Work,” September 28, 2021
- PEO Capital Summit, Speaker, “PEO Unique Industry Issues,” May 19, 2021
- PEO Capital Summit, Roundtable Speaker, “Return to Work & Vaccines,” May 20, 2021
- NAPEO Webinar, Presenter, “PEO University: Client Service Agreements and Licensing for PEOs,” October 15, 2020
- NAPEO 2020 “Navigating Uncharted Waters” Virtual Conference, Speaker, “FLSA and Teleworking During the Pandemic,” September 15, 2020
- NAPEO, *PEO Insider*, Author, “Returning to Work: Now and Later,” June/July 2020
- NAPEO Webinar, Panelist, “Risk Management - Return to Work: Workers’ Compensation COVID-19 Claims,” June 10, 2020
- [HR Defense Blog](#), Contributor
- NAPEO Webinar, Presenter, “Returning to Work During the COVID-19 Pandemic - Part 2,” May 6, 2020
- NAPEO Webinar, Presenter, “The CARES Act: Unemployment Compensation,” March 31, 2020
- NAPEO Risk Management Workshop, Panelist, “PEO University: Workers’ Compensation Risk Management,” March 3, 2020
- NAPEO 2019 Annual Conference and Marketplace, Speaker, “The Evolution of a PEO Health Plan,” September 17, 2019
- NAPEO Capitol Summit, Panelist, “A Day in the Legal Life of a PEO: An Ask the Experts,” May 22, 2019
- NAPEO Capitol Summit, Panelist, “Medical Marijuana,” May 22, 2019
- NAPEO 2018 Annual Conference and Marketplace, Speaker, “PEO University Legal/HR,” September 5, 2018
- NAPEO 2018 PEO Capitol Summit, Panelist, “Cybersecurity Issues in the Workplace,” May 23, 2018
- NAPEO’s 2017 Western States Update, Author, “Legal & Government Affairs Update: CO, MT, NV, NM, ID, UT, WY,” October 18, 2017
- NAPEO 2017 Annual Conference and Marketplace, Speaker, “High Times - Managing Legal Marijuana,” September 6, 2017
- NAPEO 2017 Annual Conference and Marketplace, Speaker, “PEO University Legal/HR,” September 6, 2017
- NAPEO’s 2016 Western States Update, Author, “Legal Update & Western States LCF,” December 2016
- NAPEO Capitol Summit, Speaker, “Special PEO Issues,” May 16, 2016

- NAPEO Capitol Summit, Speaker, “Social Media: Facebook, Twitter, LinkedIn, Oh My!” May 20, 2015
- NAPEO Webinar, Speaker, “Southwest Regional Update,” February 2015
- NAPEO Legal and Legislative Conference, Speaker, “Social Media: Trick or Tweet,” 2014