

## Don H. Nguyen

Associate

50 West San Fernando Street  
7th Floor  
San Jose, CA 95113  
main: (408) 998-4150  
direct: (408) 795-3461  
fax: (408) 288-5686  
dhnguyen@littler.com



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## Focus Areas

Investigations  
Litigation and Trials  
Labor Management Relations  
Wage and Hour  
Leaves of Absence and Disability Accommodation  
Hiring, Performance Management and Termination

## Overview

Don H. Nguyen represents employers and management in a broad range of labor and employment law matters. He brings a wealth of experience and insight to his clients as a first-chair litigator and investigator.

Prior to joining Littler, Don served as an attorney in the Office of Labor Relations and Collective Bargaining for the New York City Department of Education. He defended management officials and school administrators in matters involving novel and complex determinations of law and fact, and in cases having significant legal, policy, or financial implications. Don has been involved in all phases of dispute resolution, including pre-litigation, pleadings, motion practice, discovery, settlement negotiations, evidentiary hearings, trial preparation, and grievances resolved through arbitration and alternative dispute resolution. His prior representative matters have involved:

- Wage and hour disputes
- Employment investigations
- Hiring, performance rating and appeals, and termination
- Time and attendance issues
- Leaves of absence and disability accommodation
- Unfair/improper practice charges
- Retaliation claims

- Unit clarification petitions

Don also served as an assistant attorney general at the New York State Attorney General's Office. He focused on the investigation and prosecution of real estate fraud, mortgage fraud, tax fraud, cyber crime, commercial bribery, embezzlement, and money laundering, resulting in the recovery of millions of dollars in criminal penalties and civil forfeitures, and the return of fraudulently transferred real property. Don was appointed as the chair of the Deed Theft Task Force where he coordinated the efforts of various District Attorney's offices to investigate, prosecute, and comprehensively address deed theft. He has served as a knowledgeable resource on complex investigations, trainings, and legislative efforts related to real estate fraud. Don received the 2020 Louis J. Lefkowitz Award, the highest commendation bestowed by New York's attorney general for law practice.

Don began his legal career in New York as an assistant district attorney at the Bronx County District Attorney's Office, where he investigated and prosecuted hundreds of criminal matters and tried dozens of matters to verdict at bench and jury trials in New York State Supreme Court and New York City Criminal Court.

## Professional and Community Affiliations

- Member, Asian American Bar Association of New York, 2010-present
- Member, National Asian Pacific American Bar Association, 2010-present
- Member, Vietnamese Bar Association of Northern California, 2022-present
- Member, Asian Pacific American Bar Association of Silicon Valley, 2022-present

## Recognition

- Recipient, Lefkowitz Award, *New York State Attorney General's Office*, 2020

## Education

J.D., New York Law School, 2009

B.A., University of California, Berkeley, 2005

## Bar Admissions

California

New York

## Languages

Vietnamese

## Publications & Press

### **A Case Study on the First Amendment Defense for Entertainment Industry Employers**

*Littler Insight*

September 20, 2024

### **#MeToo: New York State Court Allows Actor's Claims Against Entertainment Companies to Proceed Based on Alleged Conduct in 1995 by Weinstein**

*Littler ASAP*

September 4, 2024

### **Pro Bono Week Podcast – The Veterans Consortium**

*Littler Podcast*

October 25, 2023

## Speaking Engagements

### **Real Estate Investigations**

Instructor, Office of the New York State Attorney General's Office, New York, NY

Summer 2022

### **The Long Arm of the Law: Perspectives from the Prosecutors**

CLE Panelist, San Francisco Banking Attorney's Association, San Francisco, CA

Spring 2022

### **The Basics of Title Insurance for Prosecutors and Legal Investigators**

Moderator, New York, NY

Spring 2021

### **Asian American Heritage Month**

Event Panelist, Office of the New York State Attorney General's Office, New York, NY

Spring 2020

### **Homeowner's Town Hall**

New York State Public Employees Federation, New York, NY

Spring 2020

### **Homeowner Protection Town Hall**

Keynote Speaker, hosted by Senator Zellnor Myrie, Brooklyn, NY

Fall 2019