



Neil S. Talegaonkar
Member

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Neil is a Member in our Richmond office where he advises employers on compliance with federal and state laws such as the Americans with Disabilities Act, the Age Discrimination in Employment Act, COBRA, the Fair Labor Standards Act, Family Medical Leave Act, Title VII of the Civil Rights Act of 1964, USERRA, and the Virginia Wage Payment Act. He is often called upon to help navigate the various day-to-day landmines throughout the life cycle of the employer-employee relationship. Neil also works with technology companies on a variety of matters ranging from corporate issues to licensing and other intellectual property issues.

Neil drafts and negotiates employment agreements for his clients, which include the tricky issues surrounding non-competes and other restrictive covenants. On the employment agreement front, he represents employers, executives, physicians, and other professionals. Neil has litigated a variety of employment issues in various state and federal courts including wrongful discharge claims, discrimination and harassment suits, wage and hour claims, misappropriation of trade secrets, business conspiracy claims, restrictive covenants, and other business torts. He also regularly represents employers before the Equal Employment Opportunity Commission and the Virginia Employment Commission.

PRACTICE AREAS

- Government & Municipal
- Health Care
- Labor & Employment
- Mergers, Acquisitions & Strategic Alliances

REPRESENTATIVE MATTERS

- Represented school boards in collective actions under the Fair Labor Standards Act
- Represented food packaging company in action against former executive for breaches of restrictive covenants and fiduciary duty
- Obtained favorable outcomes for industrial machinery manufacturer in multiple cases throughout the country defending claims by purchasers for breach of contract, fraud, and various Uniform Commercial Code claims
- Represented technology companies in defense of derivative claims and facilitated ultimate shareholder buyouts
- Represented property owners in defense of public accommodation claims under the Americans with Disabilities Act
- Obtained dismissal of all claims against shareholders and payment of their attorney's fees in claims by condominium association alleging a variety of claims including fraud, violations of the Virginia Condominium Act, and Virginia Consumer Protection Act
- Obtained ruling invalidating multiple mechanic's lien claims on various properties on behalf of an energy company
- Successfully defended bank at trial in quiet title action by homeowner
- Serves as local counsel in matters pending in the United States District Court for the Eastern District of Virginia
- Represented IT subcontractor in an employee transfer agreement
- Represented IT contractor in bid protest to Virginia Information Technology Agency

REPRESENTATIVE MATTERS (CONT.)

- Draft and review consulting agreements, services agreements, independent contractor agreements, teaming agreements, non-disclosure agreements, and outsourcing agreements
- Advised clients on employment issues, including independent contractor-employee status
- Represented enterprise architect in defense of non-compete agreement
- Represented IT contractor in prosecution of non-solicitation agreement

RECOGNITION AND HONORS

- *Best Lawyers in America*, 2016-2025
- AV Peer Review Rated in Martindale-Hubbell
- Virginia's Legal Elite; *Virginia Business Magazine*, 2009-2023
- Virginia Super Lawyers; *Law & Politics*, 2013-2024
- Virginia Super Lawyers; *Law & Politics*, Top 100 Lawyers list in the state and Top 50 Lawyers Richmond, 2015
- Virginia Super Lawyers Rising Star; Employment & Labor, 2011
- Virginia Super Lawyers Rising Star; Business Litigation, 2009-2010
- Eastern Virginia Region of the American Red Cross; Annual Board Service Award, 2017

ASSOCIATIONS

- Virginia State Bar; Bar Council, 2020
- Leadership Metro Richmond, Class of 2013
- Virginia State Bar; Future of Law Practice Task Force, Member
- Virginia State Bar; Technology and the Practice of Law Committee, Member, 2014-2019
- Eastern Virginia Region of the American Red Cross; Board Member, 2007-present
- MEDARVA Healthcare (formerly Richmond Eye and Ear Healthcare Alliance, Inc.); Board Member, 2013
- St. Joseph's Villa; Board of Trustees, Member, 2010-present
- Community Brain Injury Services (formerly Community Futures Foundation); Board Member, 2007-2011
- University of Richmond School of Law Alumni Association; Board Member, 2006-2009

ADMISSIONS

- Virginia
- U.S. Court of Appeals, Fourth Circuit
- U.S. District Court, Eastern and Western Districts

EDUCATION

- Tulane University; B.A., 1993
- University of Richmond School of Law; J.D., 1999

PRESS & PUBLICATION

- 55 Kaufman & Canoles Attorneys Named *Best Lawyers in America*© 2025, 7 Named "Lawyer of the Year," and 13 Named "Ones to Watch"
- 15 Kaufman & Canoles Attorneys Named as Super Lawyers and 5 Named as Virginia Rising Stars 2024
- 53 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* "Legal Elite" 2023
- 54 Kaufman & Canoles Attorneys Named *Best Lawyers in America*© 2024, 6 Named "Lawyer of the Year," and 10 Named "Ones to Watch"
- 17 Kaufman & Canoles Attorneys Named as Super Lawyers & 4 Named as Rising Stars
- 53 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* "Legal Elite" 2022
- 48 Kaufman & Canoles Attorneys Named *Best Lawyers in America*© 2023, 4 Named "Lawyer of the Year," and 8 Named "Ones to Watch"
- 17 Kaufman & Canoles Attorneys Named as Super Lawyers & 3 Named as Rising Stars in *Virginia Super Lawyers & Rising Stars 2022*
- 52 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* "Legal Elite" 2021
- 48 Kaufman & Canoles Attorneys Named *Best Lawyers in America*© 2022, 4 Named "Lawyer of the Year," and 8 Named "Ones to Watch"
- 19 Kaufman & Canoles Attorneys Named as Super Lawyers & 3 Named as Rising Stars in *Virginia Super Lawyers & Rising Stars 2021*

PRESS AND PUBLICATIONS (CONT.)

- 46 Kaufman & Canoles Attorneys Named to *Best Lawyers in America* 2021 and 5 Named “Lawyer of the Year” and 7 Named “Ones to Watch”
- Employment Law Alert - D.C. Clamps Down on Non-Compete Provisions and Practices, March 2021
- 53 Kaufman & Canoles Attorneys Named *Virginia Business Magazine’s* “Legal Elite” 2020
- 18 Kaufman & Canoles Attorneys Named as Super Lawyers in 2020 and 4 Named as Rising Stars 2020
- 45 Kaufman & Canoles Attorneys Named *Best Lawyers in America* 2020 and 3 Named “Lawyer of the Year”
- 48 Kaufman & Canoles Attorneys Named *Virginia Business Magazine’s* “Legal Elite” in 2019