

# Nathan A. Shine

## Counsel

**Direct:** 312.471.8684 **Email:** nshine@rshc-law.com

Nathan is a collaborative, solution-focused employment lawyer who helps clients navigate complex workplace issues with practicality and a steady, measured approach. As Counsel in the firm's Employment group, he blends the strategic perspective of a litigator with the real-world insight of a former HR professional.

He represents employers in a wide range of employment and workplace disputes in federal and state courts, developing defense strategies tailored to each client's business and risk profile. Nathan guides clients through every stage of litigation—from discovery and depositions to motion practice and trial—prioritizing clear communication and informed, client-driven decisions.

Beyond litigation, Nathan is a trusted advisor to C-suite leaders, general counsel, and HR executives. He provides day-to-day counsel on compliance, policy development, employee relations, investigations, workforce changes, and cross-jurisdictional HR challenges. His guidance emphasizes early issue-spotting, business continuity, and practical, workable solutions.

Nathan's HR background shapes his approach. Before law school, he supported policy development, employee relations, compensation processes, and wage-and-hour compliance, giving him a grounded understanding of how legal decisions affect internal teams and daily operations.



## EXPERIENCE

### Representative Engagements

- Secured dismissal of multiple employment actions, including failure-to-exhaust matters, and successfully defended two of those dismissals on appeal in the Seventh Circuit.
- Obtained a Rule 12(b)(6) dismissal and successfully defended the judgment on appeal, which was affirmed in the Fourth Circuit.
- Leads sensitive workplace investigations for clients and delivers grounded, practical recommendations that support effective, workable outcomes.

## CREDENTIALS

### Education

Suffolk University Law School, J.D., 2014

Northeastern University, B.S., Sociology, 2006, *magna cum laude*

### Bar Admissions

Illinois

Kentucky

Massachusetts



4th Circuit Court of Appeals  
7th Circuit Court of Appeals  
Northern District of Illinois  
Central District of Illinois  
Southern District of Illinois  
Eastern District of Michigan  
District of Massachusetts  
Southern District of Texas  
Eastern District of Wisconsin

## Professional Memberships

Lesbian and Gay Bar Association of Chicago (LAGBAC)

## PUBLICATIONS & PRESENTATIONS

“IICLE Employment Discrimination 2026 Edition: Chapter 8 – EEOC and Federal Court Practice and Procedure,” (co-author) Illinois Institute of Continuing Education (IICLE) (December 2025)