



NICOLE E. OSBORNE / PARTNER

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EDUCATION

- Hofstra Law School (J.D., magna cum laude, 2016)
- SUNY Albany (B.A., magna cum laude, 2013)

PRACTICE AREAS

- Health Law
- Blockchain Technology and Digital Asset
- Commercial Litigation
- Crisis Management
- Cybersecurity and Data Privacy
- Employment
- White Collar Crime & Investigations

Nicole E. Osborne is a Partner at Ruskin Moscou Faltischek, P.C., where she is a member of the firm's Commercial Litigation and Health Law Departments. Nicole also serves as Co-Chair of the firm's Cybersecurity and Data Privacy Practice Group and is a member of the Employment, White Collar Crime and Investigations, and Crisis Management Practice Groups.

Nicole has addressed numerous cybersecurity matters, navigating the complex intersection of law and technology. Nicole assists companies in managing and responding to data privacy and security incidents and breaches of all sizes, across various industries. These incidents include business email compromise, ransomware, as well as other network intrusions. During breach management, she works closely with a client's internal/external IT team and third parties such as forensic investigators, public relations consultants, and cybersecurity insurance companies. Nicole manages all parts of an incident, including identification and investigation of an incident, through reporting of an incident in accordance with state, federal, and international law, as well as industry specific guidelines and regulations. Nicole likewise assists in defending enforcement proceedings, government investigations and private party civil actions following a cybersecurity incident. In addition to her data breach incident response work, Nicole advises businesses based on their level of cyberpreparedness and conducts risk and threat assessments, incident response planning and privacy impact assessments. Nicole also assists companies in complying with the growing web of state, federal, and international data privacy laws and regulations.

Nicole also has experience in a variety of matters involving the employer-employee relationship, including wage and hour compliance and investigations, employment discrimination prevention, employee handbooks and trainings, administrative proceedings, disability accommodations and leave related issues. Nicole has defended claims in administrative and court proceedings relating to sexual harassment, age, race, and national origin discrimination, restrictive covenant violations, confidentiality violations, and trade secret theft for various clients, both large and small.

Nicole has experience as a commercial litigator, in federal and state courts, representing individuals and companies in a wide area of complex commercial litigation – including matters involving employer/employee disputes, trade secret misappropriation, business torts, breach of contract and shareholder disputes, professional liability (including claims related to Employment Practices Liability and Directors and Officers Insurance Policies), and Article 78 proceedings.

Nicole was named in Long Island Business News in its Ones to Watch in 2019, New York Metropolitan Area Super Lawyer Rising Star in 2021, 2022, 2023, and 2024, and is also included in the 2025 edition of the Best Lawyers: Ones to Watch™ in America for her work in Labor and Employment Law - Management.

Nicole is also an Adjunct Professor at Hofstra University's Maurice A. Deane School of Law, where she teaches courses on the Fundamentals of the Law of Cybersecurity. During law school Nicole was Notes Editor of the Hofstra Law Review, was an active competitive member in Hofstra's Moot Court Board and a member of the Hofstra Trial Advocacy Association.

Nicole is a member of the Nassau County Bar Association, where she serves as Chair of the Cyber Law Committee. Nicole is also a member of the American Bar Association, the Suffolk County Women's Bar Association, and Moxxie Network.

Presentations

- Ruskin Moscou Faltischek and Flushing Bank – Cybersecurity Fraud Seminar – 2023
- Suffolk County Women's Bar Association – Cybersecurity CLE – 2023
- Hofstra Law School – Cybersecurity Webinar – 2023
- Thomson Reuters, Long Island Emerging Tech Event – 2019
- CPD, Cyber Security Seminar – 2019
- Skytop Strategies, Cyber Risk Governance Conference – 2018
- Long Island Cybersecurity Conference – 2017
- LIBN Cybersecurity Roundtable – 2017
- Institute of Internal Auditors Fraud Conference – 2016

Publications

- The End of an Era: New York Sunsets COVID-19 Paid Leave (Alerts, Employment)
- Ruskin Moscou Faltischek Partner Nicole E. Osborne Appointed Chair of Nassau County Bar Association's Cyber Law Committee (Press Release)
- RMF Attorney Nicole E. Osborne Presented Ruskin Moscou Faltischek, P.C. Award for Outstanding Appellate Advocacy at the Maurice A. Deane School of Law at Hofstra University (Press Release)
- 23andMyData: Data Privacy Concerns Amid Biotech Company's Bankruptcy (Alerts, Data Privacy & Bankruptcy Law)
- Smart Glasses, Smarter HR Policies: Navigating Recording Devices in Today's Workplace (Alerts, Employment)
- New Year – New Standard: New York Amends Data Breach Notification Law (Alerts, Cybersecurity and Data Privacy)
- Thirty-Three Ruskin Moscou Faltischek Attorneys Named As New York Metropolitan Area Super Lawyers For 2024 (Press Release)
- RMF Attorneys Recognized By Best Lawyers® For 2025 (Press Release)

- New York State 2024-2025 Budget: Updates to Employment Law (Alerts, Employment)
- RMF Attorney Nicole E. Osborne To Present Ruskin Moscou Faltischek, P.C. Award for Outstanding Appellate Advocacy At The Maurice A. Dean School of Law At Hofstra University (Press Release)
- FTC Final Rule: Nationwide Ban of Non-Compete Agreements (Alerts, Employment)
- RMF Attorney Nicole E. Osborne Honored at the Girls Inc. Champion for Girls Breakfast (Press Release)
- New Jersey Enacts Consumer Privacy Law (Alerts, Cybersecurity and Data Privacy)
- Governor Hochul Vetoes Non-Compete Ban (Alerts, Employment)
- PODCAST: A Discussion with Nicole E. Osborne on Data Breaches and her Role as a Cybersecurity Attorney (Media Coverage)
- New Law Demands Prompt Notice Of Unemployment Benefits Eligibility (Alerts, Employment)
- Thirty-One Ruskin Moscou Faltischek Attorneys Named As New York Metropolitan Area Super Lawyers For 2023 (Press Release)
- New York State's Pay Transparency Law Goes into Effect on September 17, 2023 (Alerts, Employment)
- New Form I-9 Requirements: Employers Must Comply by August 30th (Alerts, Employment)
- RMF Attorneys Steven J. Kuperschmid and Nicole E. Osborne Named Adjunct Professors of Maurice A. Deane School of Law at Hofstra University (Announcement)
- Four Days to Report: The SEC Tightens Cybersecurity Reporting Requirements for Public Companies (Alerts, Cybersecurity)
- Is It The Beginning of the End for Non-Compete Agreements in New York? (Alerts, Employment)
- THE PREGNANT WORKERS FAIRNESS ACT – TIME TO UPDATE YOUR EEOC POSTER (Alerts, Employment)
- NEW YORK STATE'S UPDATED SEXUAL HARASSMENT PREVENTION POLICY REQUIREMENTS (Alerts, Employment)
- Employer and Employee Rights Since the Passage of MRTA (Cannabiz New York Podcast, May 2023)
- 90.3 WHPC Law You Should Know – “Employment and Labor Laws” with RMF Attorneys Rachel Morgenstern and Nicole Osborne (Media Coverage)
- The SEC Proposes Enhancements To Regulation S-P (Alerts, Cybersecurity)
- Ruskin Moscou Faltischek Forms Blockchain Technology and Digital Asset Practice Group (Press Releases)
- Ruskin Moscou Faltischek and Flushing Bank To Present 2023 Cybersecurity Fraud Seminar (Press Releases)
- RMF Attorney Nicole Osborne to Present Suffolk County Women's Bar Association CLE Program (Announcement)
- Heightened Cybersecurity Standards and Risks: Transacting with the Federal Government (Alerts, Cybersecurity).
- RMF Attorney Nicole Osborne Co-Presenting Cybersecurity Webinar Titled “Best Practices for Professionals (Non-Lawyers) and Business Owners” (Announcement)
- Employment Law Update - October 2022 (Alerts, Employment)
- Thirty-One Ruskin Moscou Faltischek Attorneys Named As New York Metropolitan Area Super Lawyers For 2022 (Press Releases)
- Covid-19 Update (Alerts, Employment)
- RMF Attorney Nicole Osborne Named Adjunct Professor of Maurice A. Deane School of Law at Hofstra University (Press Releases)

- NYS HERO Act Extended Once Again (Alerts, Employment)
- New York Ends Indoor Mask Mandate For Businesses (Alerts, Employment)
- Supreme Court Blocks The Large Employer Vaccine Mandate (Alerts, Employment)
- New York Updates Quarantine and Isolation Guidance (Alerts, Employment)
- Stay in Enforcement Lifted: Large Employers Must Prepare for OSHA Vaccine Mandate (Alerts, Employment)
- New York City Issues Vaccine Mandate Guidance (Alerts, Employment)
- New COVID-19 Vaccine or Masking Requirements for New York Businesses (Alerts, Employment)
- NYC Employers Must Prepare For Vaccine Mandate (Alerts, Employment)
- OSHA Halts Implementation And Enforcement Of Vaccine Mandate For Large Employers (Alerts, Employment)
- Vaccine Mandate: Coming Soon To A Large Employer Near You (Alerts, Employment)
- Twenty-Five Ruskin Moscou Faltischek Attorneys Named As New York Metropolitan Area Super Lawyers For 2021 (Press Releases)
- HERO ACT: COVID-19 NOW REQUIRES HERO ACT PLANS TO BE ACTIVATED (Alerts, Employment)
- Important Upcoming Employment Deadlines: NYS HERO Act and COBRA Subsidy Final Notice (Alerts, Employment)
- RMF Attorney Nicole Osborne Named Adjunct Professor of Maurice A. Deane School of Law at Hofstra University (Announcements)
- HERO Act Guidance Published By NY Department of Labor (Alerts, Employment)
- New York Updates Restrictions For Office Spaces (Alerts, Employment)
- May 31 Notice Deadline Approaching For COBRA Subsidy (Alerts, Employment)
- New York Increases Capacity for Office Spaces (Alerts, Employment)
- Employees Are Entitled To Paid Leave Under NY Law To Receive COVID-19 Vaccine (Alerts, Employment)
- New York Provides New Guidance Regarding Use Of NYS COVID-19 Sick Leave (Alerts, Employment)
- Additional COVID-19 Relief Legislation (Alerts, Employment)
- Updates To New York's Travel Advisory For Out-Of-State Travel (Alerts, Employment)
- New York State Sick Leave Law Takes Effect (Alerts, Employment)
- New School Year, New Questions: Employee Leave Rights Under The FFCRA (Alerts, Employment)
- RMF Attorney Nicole Della Ragione To Present MCLE Webinar On Cybersecurity Ethics For The Trusts & Estates Practitioner (Announcements)
- COVID-19 Antibody Tests and Returning to Work (Alerts, Employment)
- Back to Work Planning and New Guidance from the Department of the Treasury Regarding PPP Loan Forgiveness (Alerts, Employment)
- Part II-Restructuring and Bankruptcy Options to Save your Company from the Brink: Large Company Solutions for Small and Mid-Market Enterprises (Alerts, Financial Services Banking and Bankruptcy)
- Small Businesses and the Families First Coronavirus Response Act (Alerts, Employment)
- COVID-19 and WORKPLACE IMPACT FAQs (Alerts, Employment)
- UPDATED: Coronavirus Legal Update- NYS WORKFORCE REDUCTION ORDER (Employment)
- Coronavirus Legal Update- NYS WORKFORCE REDUCTION ORDER (Employment)
- There are resources available to help plan for a crisis. (Cybersecurity)

- In Uniondale, A Law Firm Adds Practice Group (Insurance & Insurance Litigation, Insurance & Insurance Litigation, Press Releases)
- Ruskin Moscou Faltischek P.C. Establishes Insurance & Insurance Litigation Practice Group, With Michael D. Brown to Chair (Insurance & Insurance Litigation, Insurance & Insurance Litigation, Press Releases)
- Nicole Della Ragione to Speak at Nassau County Bar Association Labor and Employment Committee (Announcements)
- Opinion: Beware – SHIELD law to overhaul cyber security reporting (Cybersecurity)
- RMF Associate Nicole Della Ragione Speaks at Event Covering Cybersecurity and the Risks Business Owners Encounter. (Press Releases)
- RMF Attorney Nicole Della Ragione Speaks at Event Covering Cybersecurity and the Risks Business Owners Encounter (Press Releases)
- Ruskin Moscou Faltischek Associate Nicole Della Ragione Speaks at Event Covering the Cybersecurity Legal Needs for Today's Emerging Technologies (Cybersecurity, Press Releases)
- Ruskin Moscou Faltischek Attorney Nicole Della Ragione Named to Board of Girls Inc. of Long Island (Press Releases)
- New Year and New Obligations: What Employers Need to Know about 2019 (Employment)
- EU's data protection regulation could impact LI firms (International Practice Group)
- New Sexual Harassment Laws Affecting New York State Employers (Alerts, Employment)
- CYBER RISK- Next Steps for Evolving Security (Cybersecurity)
- Regulatory Gap: Cybersecurity at K-12 Schools (Cybersecurity)
- The C-Suite must become involved in cybersecurity (Cybersecurity)
- Lawyers Say More Regulation Is Likely to Follow Equifax Breach (Cybersecurity)
- Equifax Breach and Protecting Yourself in the Aftermath (Cybersecurity)
- Ransomware Mitigation Tips and Steps to Increase Security (Cybersecurity)
- Increased Enforcement of HIPAA Security Rules (Cybersecurity)
- Major Expansion of Cybersecurity and Data Privacy Practice Group at Ruskin Moscou Faltischek (Press Releases)
- Gone In 60 Milliseconds (Cybersecurity, Cybersecurity)
- Data Breaches and the Cost of Delay and Disorganization (Cybersecurity)
- Financial Services Industry in New York is About to be Pounded by Proposed New Cybersecurity Regulations (Cybersecurity, Cybersecurity)
- Ruskin Moscou Faltischek Presents Annual Award for Outstanding Appellate Advocacy at the Maurice A. Dean School of Law at Hofstra University (Press Releases)

