



NATALIE R. COLAO

Associate

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Natalie Colao represents clients in complex civil litigation. She has significant experience defending major companies in high-stakes product liability and employment litigation. She has represented clients in industries including manufacturing, shipping, pharmaceutical, and healthcare.

EDUCATION

Vermont Law School, J.D., 2017,
magna cum laude, Editor, *Vermont Law Review*

Hunter College Graduate School of
Education, M.A., 2013,
Anthropology

Fordham University, B.A., 2010,
Anthropology

GOVERNMENT SERVICE

Law Clerk to the Hon. Morton I.
Greenberg, U.S. Court of Appeals
for the Third Circuit

Law Clerk to the Hon. Michael A.
Shipp, U.S. District Court for the
District of New Jersey

Law Clerk to the Hon. Richard S.
Hoffman, New Jersey Superior
Court, Appellate Division

Legal Intern, U.S. Environmental
Protection Agency Region 2, Office
of Regional Counsel, New York
Superfund Branch

OTHER EXPERIENCE

Sills Cummis & Gross, P.C.
Litigation Associate

ADMISSIONS

Colorado
New Jersey
New York

HIGHLIGHTS

- Won summary judgment in a bellwether case for a cardiologist in Utah after more than 1,000 patients claimed our client's treatments were medically unnecessary.
- Obtained decertification of an FLSA conditional collective that had been certified before WTO took over the case. After the decertification decision was issued, lawyers for the plaintiffs conceded that another pending nationwide case—which WTO also was defending—should be decertified as well.
- Won summary judgment in arbitration for an international shipping company in an employment dispute.
- Defeated conditional certification of an FLSA and state law putative collective action in federal court in Ohio for an international shipping company.
- Secured a significant settlement in federal court for a pro-bono client who asserted claims for civil rights violations against the Weld County Sheriff's Office.
- Won an eight-day arbitration for a Fortune 50 company against a former supplier that brought discrimination and breach of contract claims and sought more than \$10 million in damages.
- Won an appeal in the 10th Circuit for two mortgage brokers in a noncompete case against a leading financial institution, affirming a district court's prior denial of preliminary injunction.

INDUSTRIES

- Medical Devices & Pharmaceuticals
- Consumer Products & Services
- Healthcare
- Cannabis

PRACTICE AREAS

- Commercial Litigation
- Product Liability
- Employment
- Class Actions
- Mass Torts
- Appellate

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BIOGRAPHY

Natalie Colao represents clients in complex civil litigation. She has significant experience defending major companies in high-stakes product liability and employment litigation. She has represented clients in industries including manufacturing, shipping, pharmaceutical, and healthcare.

Prior to joining WTO, Natalie worked as a litigation associate in a full-service law firm with offices in New York and New Jersey. She also served federal clerkships in the U.S. Third Circuit Court of Appeals and the U.S. District Court for the District of New Jersey, as well as a state clerkship in the Appellate Division of the New Jersey Superior Court. While in law school, Natalie held a legal internship with the U.S. Environmental Protection Agency.

CASES

- Won summary judgment in a bellwether case for a cardiologist in Utah after more than 1,000 patients claimed our client's treatments were medically unnecessary.
- Obtained decertification of an FLSA conditional collective that had been certified before WTO took over the case. After the decertification decision was issued, lawyers for the plaintiffs conceded that another pending nationwide case—which WTO also was defending—should be decertified as well.
- Won summary judgment in arbitration for an international shipping company in an employment dispute.
- Defeated conditional certification of an FLSA and state law putative collective action in federal court in Ohio for an international shipping company.
- Secured a significant settlement in federal court for a pro bono client who asserted claims for civil rights violations against the Weld County Sheriff's Office in Colorado.
- Won an eight-day arbitration for a Fortune 50 company against a former supplier that brought discrimination and breach of contract claims and sought more than \$10 million in damages.
- Won an appeal in the 10th Circuit for two mortgage brokers in a noncompete case against a leading financial institution, affirming a district court's prior denial of preliminary injunction. The plaintiffs had alleged that their former employees—WTO's clients—had breached noncompete and trade secret agreements when they left the company.
- Represented a healthcare organization against negligence claims and a mass tort involving medical devices.

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- Represented a pharmaceutical company in multidistrict litigation involving allegedly adulterated drugs, resulting in stipulated dismissal.
- Represented a financial technology company during a contract dispute.
- Assisted a medical marijuana alternative treatment center to defend against orders to show cause related to its agricultural operations.

BAR & COURT ADMISSIONS

- Colorado
New Jersey
New York
U.S. Court of Appeals, 3rd Circuit
U.S. District Court, D. Colorado
U.S. District Court, D. New Jersey
U.S. District Court, N.D. New York
U.S. District Court, S.D. New York

LEGAL MEMBERSHIPS, ACTIVITIES & HONORS

- Colorado Super Lawyers
"Rising Star" - Business Litigation, 2025
Colorado Intellectual Property American Inn of Court

COMMUNITY MEMBERSHIPS, ACTIVITIES & HONORS

- Food & Agriculture Alumni Mentor, Fordham University

ARTICLES & PRESENTATIONS

Articles

- Co-Author, "Appellate Division Develops Factors Regarding Remote Testimony at Trial," *New Jersey Law Journal – eDiscovery & Complex L. Supp.* , (April 13, 2020).

PERSONAL INTERESTS

- Marathons, triathlons, 14-ers, and animal rights.