



Anna B. Cole

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Bio

Anna Cole delivers well-informed, creative advice to support employers, including schools and colleges, municipalities, private entities, and Tribal Nations, as they navigate the ever-changing landscape of labor and employment laws.

Co-Leader of the firm's Labor and Employment Practice Group, Anna represents employers in collective bargaining negotiations, contract administration, and grievance and arbitration proceedings. Additionally, she represents employers before the state and federal Department of Labor, New Hampshire Human Rights Commission, Equal Employment Opportunity Commission, New Hampshire Public Employee Labor Relations Board, and Occupational Safety and Health Administration. Anna advises and trains employers on their obligations and workplace issues under a variety of federal employment laws, including the Fair Labor Standards Act, Family and Medical Leave Act, Americans with Disabilities Act, and Title VII of the Civil Rights Act of 1964, as well as similar New Hampshire state laws.

To help her clients ensure their compliance with state and federal laws, Anna reviews and drafts employee handbooks, policies, and procedures. She also serves as a trusted advisor when clients navigate complicated employment issues such as workplace accommodation requests, leave of absence requests, or investigation and documentation of a disciplinary incident. A recognized thought leader in the employment space, Anna also regularly presents on employment topics and provides customized training seminars for her clients.

Anna's work has received recognition at the state, regional, and national levels. She was included in New Hampshire Union Leader's 40 Under

Practice Areas

Employment & Labor
Collective Bargaining
Employee Benefits
Higher Education
Tribal Nations Law

Admissions

Massachusetts
New Hampshire
U.S. District Court for the
District of New Hampshire

40, and recognized as a Rising Star by New England Super Lawyers from 2015 to 2020. Additionally, she was selected in Best Lawyers USA for Employment Law-Management in 2020-2021.

Born and raised in New Hampshire, Anna enjoys spending her free time with her husband and sons exploring her home state. Committed to serving her community, she has served as the Programming Chair for the Webster-Batchelder Inns of Court since 2012.

Education

Tulane University, J.D., *cum laude*, 2011

University of New Hampshire, B.A., *summa cum laude*, 2008

Publications

Contributing Author, *New Hampshire School Law, 1st Edition (2019) Revised (2020)*

Recognition

Best Lawyers USA, Employment Law-Management 2020-2025, Labor Law – Management, 2025

New England Super Lawyers, Employment & Labor, Schools & Education, Employment Litigation, Rising Star 2015-2022

New Hampshire Union Leader's 40 Under 40

Memberships

Daniel Webster-Batchelder American Inn of Court
Executive Board Member, 2012

New Hampshire Bar Association
Young Lawyers' Section Vice Chair, 2014-2015, Member 2011-2015

Leadership Greater Manchester
Class of 2015

Community/Public Service

University System of New Hampshire
Student Trustee (2007-2008)

Webster-Batchelder Inns of Court
Executive Board and Programming Chair (2013-Current)