

Mary C. Biscoe-Hall

Partner

100 S. Charles Street
Suite 1600
Baltimore, MD 21201

T 443.392.9453

mary.biscoehall@nelsonmullins.com



Prior to joining Nelson Mullins, Mary served as Assistant State's Attorney in Baltimore City, Maryland. Using the skills she acquired as a prosecutor, Mary, now, represents private and public sector employers in labor and employment matters, as well as companies in jurisdictions across the country in the areas of construction, commercial, and business litigation and compliance, as well as products and automobile liability defense.

Mary collaborates directly with organizations to increase efficiencies, implement necessary policy changes, and to proactively respond to employment relations issues. In particular, Mary represents management during the collective bargaining process, and defends employers against claims of discrimination, harassment, wage and hour violations, failure to accommodate, wrongful termination, and retaliation. Mary regularly counsels clients on issues such as ensuring compliance with the Americans with Disabilities Act, the Family and Medical Leave Act, and the classification and payment of employees under federal and state laws, including the Fair Labor Standards Act and the Davis-Bacon Act.

Mary has experience conducting internal investigations and training on compliance with relevant federal and state laws. In particular, she works closely with organizations to investigate allegations of retaliation, harassment, and discrimination, responding to the EEOC and labor relations charges and investigations, developing lawful responses to union organizing, and remediating other potential workplace issues for the purpose of minimizing litigation risks and cultivating safe, diverse, and inclusive workplaces.

Experience

The following is a selected sampling of matters and is provided for informational purposes only. Past success does not indicate the likelihood of success in any future matter.

Education

University of Maryland Francis King
Carey School of Law, JD (2015)

Frostburg State University, BS, magna
cum laude (2012)

Admissions

Maryland

District of Columbia

U.S. District Court for the District of
Maryland

U.S. Court of Appeals for the Fourth Circuit

Clerkships

Judicial Law Clerk , The Honorable
Lawrence P. Fletcher-Hill , Circuit Court for
Baltimore City (2015 - 2016)

Practice Areas

[Employment & Labor](#)

[Commercial Litigation & Business Torts](#)

[Toxic Torts/Asbestos](#)

[Products Liability - Consumer &
Mechanical](#)

[Class Action & Multi-Claim Litigation](#)

[Construction and Construction
Transactions](#)

Previous Professional Experience

- Litigation Associate, two Maryland law firms (2018–2020)
- Assistant State’s Attorney, Baltimore City State’s Attorney’s Office (2015–2018)
- Law Clerk, Baltimore labor and employment law firm (2014–2015)

Internships

- House Committee for Oversight and Government Reform, Legal Intern (January–May 2014)

Educational Activities

- Alternative Dispute Resolution Team (2015 ABA Regional Champion & National Finalist), Vice President
- Phillip C. Jessup International Moot Court Team, Vice President
- 3L Student Bar Association, President
- University of Maryland Gender Violence Clinic, Student Attorney
- Research Assistant for Professor Sherri Keene
- Community Law in Action Program, Legal Assistant and Teaching Assistant

Recognitions

The bar rules of some states require that the standards for an attorney’s inclusion in certain public accolades or recognitions be provided. When such accolades or recognitions are listed, a hyperlink is provided that leads to a description of the respective selection methodology.

- [Best Lawyers in America® Ones To Watch](#)
 - Commercial Litigation (2023–2026)
 - Product Liability Litigation - Defendants (2023–2026)
- [Maryland Super Lawyers Rising Star](#), Civil Litigation: Plaintiff (2022–2023), Employment & Labor (2025)
- [The Legal 500](#), Dispute resolution: Product liability, mass tort, and class action – defense: Toxic Tort (2022)
- Frostburg State University Young Alumni Achievement Award Recipient (2018)
- Alex Yankelove Rising Star Award Nominee (2017)
- MD State’s Attorney’s Association Victoria F. Gelfman Legal Excellence Award Nominee (2017)

Industries[Construction and Construction Transactions](#)[Automobiles & Other Motor Vehicles](#)[Manufacturing](#)

Professional Activities

- Baltimore City Bar Association, Diversity & Events Committee
- DRI—The Voice of the Defense Bar
- Maryland Defense Counsel
- Women's Bar Association

Community

- Frostburg State University Foundation, Board of Directors, Co-Chair of the Advancement Committee and Tri-Chair of the "Forging Futures" Campaign
- Frostburg State University Alumni Association, Board of Directors, Vice President
- Delta Zeta National Sorority, Chapter Risk Management Advisor

Articles & Speeches

Insights

[Woman Up: Building Relationships in a Woman's World](#), *National Law Journal*- Co-Author (September 12, 2022)
[Trial During COVID-19: Three Associates Share Their Experiences](#), *Vault*- Co-Author (September 28, 2021)