



# Nicholas Solis

**Vice President, General Counsel and  
Data Protection Officer,**

## Vision

Embracing humanity in the workplace is at the core of what we do, and empowering others to feel recognized, respected, and appreciated for who they are inspires me to be a custodian of Workhuman and our journey. Adopting a human-centric approach helps me focus on our strategic objectives, asking big-picture questions, and finding the appropriate solutions.

Internally, I am a steward of Workhuman and our legal strategy, ensuring successful business outcomes with appropriate risk mitigation. As a trusted leader and accountable to all internal stakeholders, my organization provides a keen level of insight into every facet of the business while being sure to embrace all aspects of human connection along the way.

## Expertise

- Global Data Privacy and its role in driving business differentiation
- Commercial Deal Negotiation: How to add value in the revenue generation process
- Partnership with HR

## Biography

As Workhuman's Vice President, General Counsel and Data Protection Officer, Nicholas serves as the leader of the legal department and manages a team covering all commercial, corporate, and compliance issues. With more than 15 years of experience, Nick has spent the past 10 years at Workhuman in a variety of roles and involved in complex legal matters.

## LinkedIn profile

[Nicholas Solis](#)

## Nicholas Solis

Prior to Workhuman, Nick worked as an attorney at Oracle, negotiating high-value enterprise software transactions. He started his career as an Associate at Cohen & Sales practicing in the real estate and employment law group. He holds a BA in Financial Economics from Saint Anselm College and a JD from Suffolk University Law School.



Gone are the days where peer to peer, global employee recognition is a 'nice-to-have' program. Now, more than ever, it should be the single most important initiative required of HR by senior leadership.