

PARTNER

# AiVi Nguyen

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## OVERVIEW

AiVi Nguyen is a business lawyer with a specialty in litigation, a practical strategist with a focus on complex contract, real estate and employment disputes. AiVi represents businesses of all sizes and in all stages of growth in Massachusetts, Connecticut, and Rhode Island in a wide variety of industries spanning from healthcare to craft breweries. “I think of myself as a problem solver,” she says. AiVi’s goal is to get her clients the best result in the most efficient manner. Sometimes that means taking a matter all the way through trial, where AiVi has proven to be an aggressive and successful advocate.

She has extensive experience litigating at the trial and appellate levels as well as in arbitrations and mediations. She also represents clients before state regulatory and adjudicatory agencies and has defended other attorneys before the state Board of Bar Overseers in disciplinary proceedings.

AiVi’s broad litigation background has provided her with an understanding of the business needs of her clients. She candidly counsels owners and executives on practical, day-to-day issues, firmly believing that the best litigation lawyers are the ones who insulate their clients from being sued. “As much as I love litigation, my aim is to keep my clients out of it,” she says.

AiVi is a recipient of an Inspirational Women of Worcester Award, presented by Worcester Union Athletics in March 2019, and a 2017 recipient of the *Worcester Business Journal’s* Outstanding Women in Business Award. AiVi is also a 2016 recipient of the YWCA of Central Massachusetts Katharine F. Erskine award in the category of Business & Law, which honors women who have shown not only achievement in their professions, but also dedication to promoting diversity through social and racial equality, community involvement and serving as a role model for women and girls. In 2019, AiVi gave the commencement speech at Quinsigamond Community College and shared her personal story of struggle. [Watch her address here.](#)

Among her many roles at the firm, AiVi is a leading contributor to three of the firm’s blogs: [Campus Counsel](#), [At the Bar with Bowditch](#) and [The Case for Inclusion](#). Her opinion and legal commentary pieces are frequently featured in publications such as the New England Journal of Higher Education and Worcester Business Journal. She is also the former Chair of the firm’s Diversity Committee, which is devoted to “progress within the firm and in the communities where we live and work,” according to AiVi. Her commitment to this progress is demonstrated through her frequent seminars and talks on issues of diversity in the workplace.

As a Worcester native, AiVi is deeply committed to giving back to the community that helped shape her. Among her involvement, she is current Chair of the Board of Directors for the Edward M. Kennedy Community Health Center and former Chair of the Board of Directors for the United Way of Central Massachusetts.

## Before Bowditch

AiVi was a Summer Associate at Bowditch & Dewey in 2008. She was also a Judicial Intern for The Honorable F. Dennis Saylor, U.S. District Court for the District of Massachusetts, 2007-2008.

## Besides work

AiVi is a beer collector and connoisseur. “We travel for beer,” recently making the pilgrimage to Brussels for the ultimate sour beer adventure.

## EXPERIENCE

### Obtaining a preliminary injunction keeps a craft brewery in business

When a craft brewery in Massachusetts was told that it had violated its lease, it could have put them out of business and killed a key part of its town’s revitalization. “The dispute was over the presence of food trucks and live music,” AiVi noted. “We prevailed at a preliminary injunction stage because the judge was persuaded by my client’s real life story. We were aggressive in making our case, written and oral, and it was the right strategy, since a preliminary injunction has to meet a very high legal standard.” Pending final resolution, the firm’s client is still operating...business as usual.

### Forcing the sale of a historic commercial property

For two years, a local father/son commercial real estate company negotiated to buy a building in the heart of one of Boston’s key, historic neighborhoods. During that period, they managed and improved the property, investing hundreds of thousands of dollars on the strength of a handshake. “The owner kept delaying the purchase/sale agreement,” AiVi explained. “Finally, when it came time to follow through with the transaction, the seller upped the price.” She filed for a preliminary injunction to force the sale at the handshake price...and won. “Our client has been able to update the property in a way that helps uplift the entire neighborhood.”

## OTHER EXPERIENCE

- Successfully mediated favorable resolution of landlord-tenant dispute for a craft brewery.
- Comprehensive 13-day American Arbitration Association arbitration related to employment dispute.
- Favorable verdict in trial representing commercial tenant against its landlord for failure to remediate property after extensive damage caused by landlord’s negligence.
- Successfully defended mortgage company client in multiple consumer protection actions.
- Favorable settlement midway through trial in an action against high-end kitchen renovation company.
- Significant settlement results on behalf of client in an action against mortgage servicing company for negligent winterization of property valued at more than \$2 million.
- Favorable results for an institutional financial services client accused of breach of contract and negligence in complex dispute over decedent’s property.
- Negotiated dissolution of closely-held franchise partnership that held over 100 franchises, with favorable results to client.

## AFFILIATIONS

Worcester is AiVi’s hometown, and she is committed to its continued economic and cultural progress.

- Appointed to the Merit Selection Panel by the United States District Court, District of Massachusetts
- Chair of the Board of Directors, Edward M. Kennedy Community Health Center

- Trustee, Seven Hills Foundation
- Member, Complex Commercial Litigation Section Council, Massachusetts Bar Association
- Member, Worcester County Bar Association

## PREVIOUS

- Chair & Member of Board of Directors, United Way of Central Massachusetts
- Director, Edward M. Kennedy Community Health Center
- Vice Chair, Diversity and Inclusion Advisory Committee, City of Worcester
- Chair, Diversity Committee of Bowditch & Dewey, LLP
- Board of Trustees, Quinsigamond Community College, 2010-2016
- Worcester Advisory Board Member, Bottom Line
- Board Member, Squares Squared (Nonprofit that runs [Pow! Wow! Worcester](#))
- Member of Attorney Advisory Committee, Boston Lawyers Group
- Corporator, Greater Worcester Community Foundation
- Member, Asian-American Lawyers Association of Massachusetts
- Member, Women's Bar Association
- Corporator, YWCA of Central Massachusetts

## HONORS

- *Best Lawyers in America*, Litigation – Labor and Employment (2023 and 2024)
- Community Legal Aid 2020 Pro Bono Honor Roll
- Selected to Massachusetts *Super Lawyers* list for Business Litigation (2020, 2021 and 2023)
- Selected to *Super Lawyers*' Rising Stars list (2015 – 2019)
- Member of *Worcester Business Journal's* (WBJ) Power 50 Class of 2019 and 2020
- Inspirational Women of Worcester Award (2019)
- Outstanding Women in Business Award, *Worcester Business Journal* (2017)
- Recipient of the YWCA of Central Massachusetts Katharine F. Erskine Award for Business & Law (2016)
- Named to *Worcester Business Journal's* "40 Under 40" (2015)

## ARTICLES & TALKS

### ARTICLES

- "A New Normal: Guidance For Practitioners In Suffolk Superior Civil Sessions Post-Pandemic," Massachusetts Bar Association *Section Review*, 2024
- "10 Things I Know About... Providing better benefits for young employees," *Worcester Business Journal*, 2022

- [“10 Things I Know About... Successfully building relationships via Zoom,”](#) *Worcester Business Journal*, 2021
- [“How to counter the Shcession,”](#) *Worcester Business Journal*, 2021
- [“10 Things I know about ... How companies respond to George Floyd’s killing,”](#) *Worcester Business Journal*, 2020
- [“Worcester seeks to diversify city workforce,”](#) *Worcester Business Journal*, 2018
- [“10 Things I Know About Effectively Serving on a Nonprofit Board,”](#) *Worcester Business Journal*, 2018
- [“10 Things I Know About Creating a Truly Diverse Workplace,”](#) *Worcester Business Journal*, 2018
- [“10 Things I Know About Opening a Brewery,”](#) *Worcester Business Journal*, 2018
- [“10 Things I know about: Causing & preventing business litigation,”](#) *Worcester Business Journal*, 2018
- [“Understanding How the First Amendment Treats ‘Hate Speech’,”](#) *This Week In Worcester*, 2017
- [“Five Signs Your Lawyer is a Keeper,”](#) *Worcester Business Journal*, 2017
- [“How Much Power Does a Higher Ed Institution Have Over Including Transgender Students in Greek Life?,”](#) *The New England Journal of Higher Education*, 2016
- [“The Massachusetts Equal Pay Act: What it Means for Employers,”](#) Human Resources Management Association newsletter, 2016
- [“Pabst Blue Ribbon to John Cena/WWE: ‘We have a chokehold called the Cease & Desist’,”](#) *Craft Brewing Business*, 2016
- [“Campus Free Speech Presents Both Legal and PR Challenges For Colleges,”](#) *WGBH News On Campus Blog*, 2016
- [“Campus Free Speech Presents Both Legal and PR Challenges for Colleges,”](#) *The New England Board of Higher Education*, 2016
- [“Partner at 31; Worcester Advocate Since Childhood,”](#) *Worcester Business Journal*, 2016
- [“Investing in Millennials is an Investment in Worcester,”](#) *Worcester Business Journal*, 2016

## TALKS

- [Mediating a High-Stakes Case: A Bird’s Eye View of Best Practices for Counsel](#), Massachusetts Bar Association, 2024
- [Establishing Citizenship for Diversity Jurisdiction: This is Not What I Remember from Law School!](#), Massachusetts Bar Association, 2023 (Moderator)
- [Leadership Worcester Impact Panel](#), Worcester Regional Chamber of Commerce, 2023
- [Celebrating and Honoring Asian American Pacific Islander Heritage Month](#), Quinsigamond Community College, 2023
- [Massachusetts Noncompetition Agreement Act: Four Years Later](#), Massachusetts Bar Association, 2023
- [Leadership Worcester Impact Panel](#), Worcester Regional Chamber of Commerce, 2021
- [COVID-19 + Working Women: How to Reverse the Shcession](#), *Worcester Business Journal*, 2021 (Moderator)
- [PERSONAL BRANDING: AiVi Nguyen](#), Founders Story podcast, 2021 (Featured Guest)
- [How To Protect Your Clients & Yourselves in An Ultra-Competitive Market](#), Realtors Association of Central MA, 2021
- [Greater Boston Asian Pacific American Law Student Association Conference](#), 2021
- [Young Professionals Night Out \(In\)](#), Worcester Regional Chamber of Commerce, 2021

- Racial Justice and Health Inequity Seminar, Community Legal Aid, 2020
- [Pathways to an Inclusive Financial Services Workforce and Portfolio](#), Worcester Chamber Game Changers, 2020 (Moderator)
- First Annual Auburn Middle School Girls Conference, 2019 (Keynote Speaker)
- [Commencement Speaker](#), Quinsigamond Community College 54th Commencement, 2019
- [Pay Equity: Get What's Yours](#), Live in Color Conference, 2019
- [Leveraging Your Authentic Self: Women in Leadership](#), Presidential Inauguration Week at Becker College, 2019
- [Start Me Up Legal Conference](#), Worcester Regional Chamber of Commerce and Bowditch & Dewey, 2019 (Moderator of Formation & Financing Panel)
- [Talk of the Commonwealth radio show](#), 2019
- [Negotiating In/For/Through Your Life](#), Women Leading Government "Galentine's Day" Event, Massachusetts Municipal Association, 2019
- [A Brush with the Law...](#) Podcast, Pop It, 2018
- Color Magazine's Diversity & Inclusion in Legal Practice Summit, 2018 (Executive Speaker)
- [AiVi Nguyen – Law Partner at 31? Boss.](#), How to Change the World, Episode 28, Javelina, 2018
- In the Pursuit of Success, Women of Color Leadership and Empowerment Conference, 2018 (Executive Speaker)
- Young Professionals Leadership Panel Discussion, Corridor Nine Area Chamber of Commerce, HYPE9, 2018 (Moderator)
- Legal Considerations for Business Owners, Certified Value Growth Advisors, 2018
- [Navigating Career Politics: Creating Your Own Opportunities](#), Worcester Regional Chamber of Commerce's Worcester Women's Leadership Conference, 2018
- Legal Considerations for Start-Up and Early-State Businesses, Center for Women and Enterprise, 2018
- Get on Board, Non-profit Director Workshop, Boston College Law School, 2018
- The Start-up Ecosystem: Worcester UX (User Experience), Worcester Regional Chamber of Commerce's Game Changers Business Conference & Expo, 2017
- [Drugs & Alcohol On Campus: Protecting the University](#), Bowditch & Dewey College and University Roundtable, 2017
- [Lady Boss: Millennial Women in Charge](#), Worcester Regional Chamber of Commerce's Women's Leadership Conference, 2017
- [From Campus to the Courtroom: Recent Developments in Title IX Litigation](#), Bowditch & Dewey College and University Roundtable, 2016

## BAR ADMISSIONS

- Massachusetts
- Connecticut
- Rhode Island
- U.S. District Court for the District of Massachusetts

- U.S. District Court for the District of Connecticut
- U.S. District Court for the District of Rhode Island
- U.S. Court of Appeals for the First Circuit
- U.S. Supreme Court

## EDUCATION

- J.D., Boston College Law School
- B.A., University of Pennsylvania