

## Allison O'Neil

Partner

Boston

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Allison strategically handles high-stakes investigations and litigation, including multifaceted government inquiries, sexual misconduct probes, and major False Claims Act cases, and she has a deep understanding of the financial impacts of such challenges.

### OVERVIEW

Allison leads the firm's White Collar Litigation + Investigations Practice Group. She represents companies and individuals facing complex white collar investigations, including False Claims Act and FCPA investigations, as well as internal investigations related to employment and compliance issues. Allison also handles employment matters, business torts, contract disputes, and fiduciary duty claims in closely held companies and partnerships.

Allison has extensive experience navigating governmental inquiries and enforcement actions. She represents clients in state and federal investigations, often resulting in no action taken against them. Allison's background as a former assistant district attorney equips her with a unique perspective on prosecution and defense strategies, making her an asset in high-stakes situations.

Allison brings a proactive approach to mitigating the financial and reputational impacts of investigations. She is committed to providing thorough and strategic counsel, working to ensure that clients are well-prepared to handle any legal challenges they face.

### REPRESENTATIVE MATTERS

#### Criminal and Government Enforcement Actions

- Represented an employer facing a multifaceted governmental inquiry regarding its employment and hiring practices, with a focus on wage and hour violations and identity theft.

#### Sexual Misconduct Investigations

- Led an independent investigation into sexual misconduct at The Hotchkiss School, an elite Connecticut boarding school.
- Advised various schools, boards, and businesses as they navigated sexual misconduct and race-based discrimination allegations, including historical claims.

## **False Claims Act**

- Represented a large health care company in a state attorney general investigation into a whistleblower's False Claims Act allegations with no action taken by the state.
- Represented witnesses in a federal False Claims Act investigation with no action taken against the witnesses.

## **Foreign Corrupt Practices Act**

- Conducted an internal investigation on behalf of a private equity firm into the billing and FCPA compliance practices of one of its portfolio companies, a global supplier of specialty adhesives.

## **SEC Enforcement**

- Represented the controller at a Boston-based father-son hedge fund under an SEC Enforcement investigation for its pre-inception performance records. Investigation of the long-serving controller was terminated with no charges brought against her.

## **Employment**

- Represented a Nantucket-based restaurant, handling offering materials, employment agreements, and a related criminal matter once the restaurant was open.
- Advised an entrepreneur/venture capitalist negotiating the departure from his own firm, where restricted stock units, noncompetition, and nonsolicitation considerations were at issue.
- Represented an individual in a complex business dispute with a former venture capital firm specializing in early and late-stage life sciences investing. The case involved issues of fiduciary duty, fraud, accounting, and breaches of contract. Obtained full dismissal of all claims against the individual and an award in favor of the client valued at more than \$15 million.

## **Other Representative DOJ Matters**

- Represented an individual concerning the "Operation Varsity Blues" college admissions fraud investigation and case.

## **AWARDS**

- *Massachusetts Lawyers Weekly*, Circle of Excellence (2023)
- *Massachusetts Lawyers Weekly*, Go To Business Litigation Lawyer (2022)
- *Chambers USA*, Litigation: White-Collar Crime & Government Investigations (2021-2025)
- *Boston Magazine*, Top Lawyer (2021)
- *Massachusetts Lawyers Weekly*, Top Women of Law (2017)
- *Super Lawyers® Massachusetts*, White Collar Crimes (2014-2023)
- *Super Lawyers® Massachusetts*, Top 50 Women (2016-2018, 2020-2023)
- *Super Lawyers® New England*, Top 50 Women (2016)
- *Super Lawyers® Massachusetts*, Rising Star (2005-2012)

## **TOP AREAS OF FOCUS**

- Business Litigation

- False Claims Act + Other Whistleblower Actions
- Foreign Corrupt Practices Act (FCPA)
- White Collar Litigation + Investigations

## ALL AREAS OF FOCUS

- Antitrust
- Business Litigation
- False Claims Act + Other Whistleblower Actions
- Foreign Corrupt Practices Act (FCPA)
- Private Equity
- State Attorneys General
- White Collar Litigation + Investigations

## PROFESSIONAL/COMMUNITY INVOLVEMENT

- Hoyas Unlimited Alumni Board, Georgetown University
- Board of advisors, The American Repertory Theater (A.R.T.) at Harvard University
- Governance and nominating committee, The Kittansett Club
- Member, American Bar Association – White Collar Crime Division (New England/Boston Region Sub-Committee)
- Amicus advisory board member, The Greater Boston Chamber of Commerce

## EDUCATION AND CERTIFICATIONS

### EDUCATION

- Boston College Law School, J.D.
- Georgetown University, B.A., academic all-American, lacrosse

### BAR ADMISSIONS

- Massachusetts

### COURT ADMISSIONS

- U.S. District Court, District of Massachusetts
- U.S. Court of Appeals, First Circuit

## SPEAKING ENGAGEMENTS

- Speaker, "Corporations Under Fire: Navigating Investigations in the New Era of Enforcement," ACC Northeast, June 3, 2025.
- Speaker, "Navigating Crisis and Uncertainty – Surviving Internal Investigations," Locke Lord, May 14, 2024.
- Speaker, "SEC Enforcement: Priorities and Trends," TheCorporateCounsel.net, November 15, 2023.
- Speaker, "Northeast Region Update," American Bar Association: 38th National Institute on White Collar Crime,

March 1, 2023.

- Speaker, "The Attorney-Client Privilege: Getting Help and Protecting Advice," ACC Northeast, May 26, 2021.
- Speaker, "Restrictive Covenants in Massachusetts: An Update," Locke Lord, January 21, 2021.
- Speaker, "How to Conduct an Internal Investigation," MCLE 60-Minute Lawyer Webcast, June 2, 2020.
- Speaker, "#MeToo," Boston Bar Association's 2nd Annual White Collar Crime Conference, April 22, 2019.
- Speaker, "Marijuana in the Workplace," Locke Lord, January 30, 2019.
- Speaker, "Investigations of Employee Misconduct," Locke Lord, January 30, 2019.
- Speaker, "Building a Fulfilling Career: One Step at a Time," The New Lawyers Committee of the Women's Bar Association Panel, September 27, 2018.

## PUBLICATIONS

- Co-author, "A Costly Recipe: Flat-Rate Pay, Long Hours, and Retaliation Lead to DOL Consent Judgment," *Troutman Pepper Locke*, December 19, 2025.
- Co-author, "FCA Settlement Signals Increased Cybersecurity Focus," *Troutman Pepper Locke*, December 9, 2025.
- Co-author, "All Foam and No Beer: First Circuit Shields Lab From Relator's Ginned-Up FCA Case," *Troutman Pepper Locke*, December 8, 2025.
- Co-author, "DOJ and DHS Launch Cross-Agency Trade Fraud Task Force," *Troutman Pepper Locke*, September 3, 2025.
- Co-author, "The False Claims Act Enters the School Zone," *Troutman Pepper Locke*, May 23, 2025.
- Co-author, "Making Compliance Your New Year's Resolution," *Troutman Pepper Locke*, January 10, 2025.
- Podcast, "12 Days of Regulatory Insights: Day 4 – A Focus on the FCA," *Regulatory Oversight Podcast*, December 10, 2024.
- Co-author, "The Beginning of the End for False Claims Act *Qui Tam* Cases?," Locke Lord QuickStudy, October 4, 2024
- Co-author, "Massachusetts Announces Relief for Businesses Hit Hardest by COVID," Locke Lord QuickStudy, December 31, 2020.
- Co-author, "SBA Issues New Guidance Reducing Risk of Government Investigations for Paycheck Protection Program Borrowers," Locke Lord QuickStudy, May 19, 2020.
- Co-author, "Borrower Beware: Potential Pitfalls and Government Oversight of PPP Loan Certifications," Locke Lord QuickStudy, May 6, 2020.
- Co-author, "Second Circuit Ruling May Make Insider Trading Easier to Prosecute," Locke Lord QuickStudy, January 23, 2020.