

ERICA M. CLIFFORD, ESQ.

COUNSEL

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Erica M. Clifford concentrates her practice in the representation and defense of management against employment-related claims, including those brought pursuant to NJLAD, CEPA, NJCRA, NYSHRL, FMLA, Title VII, ADA, and the ADEA. She has significant experience in both New Jersey and New York federal and state courts, managing all stages of litigation from initial fact investigation through trial preparation. Erica also has experience representing management in restrictive covenant disputes. In addition to her extensive litigation experience, Erica investigates employee complaints of discrimination, harassment, retaliation, and failure to accommodate and counsels employers on matters of employee discipline and

termination. Erica received her Juris Doctorate degree from Seton Hall University School of Law and was a judicial intern for The Honorable Jose L. Linares, U.S.D.J (Chief Judge, Retired).

PROFESSIONAL EXPERIENCE:

- Genova Burns LLC, Newark, NJ
 - Counsel & Associate (2018 - 2021)
- Schwartz Simon Edelstein & Celso, LLC, Whippany, NJ
 - Associate (2016 - 2018)
- Wiley, Malehorn, Sirota & Raynes, Morristown, NJ
 - Associate (2010 - 2016)
- Florio & Kenny, LLP, Hoboken, NJ Associate (2008 - 2010)

JUDICIAL CLERKSHIP:

- Honorable Jose L. Linares, (Chief Judge, Ret.) (2006)
 - United States District Court, District of New Jersey, Judicial Intern

EDUCATION:

- Seton Hall University School of Law (J.D., 2008)
- James Madison University, (B.A., English, 1999)

BAR ADMISSIONS:

- State of New Jersey (2008)
- State of New York (2009)
- United States District Court, District of New Jersey (2008)
- United States District Court, Southern District of New York (2018)

BAR ADMISSIONS:

- United States District Court, Eastern District of New York (2018)
- United States District Court, Western District of New York (2019)

RECENT PUBLICATIONS:

- Line in the Sand: District Court Untangles Boundaries of Legal Advice, Attorneys' Role in Employee's Termination Decision, L&E Blog, March 31, 2022, <https://nfclegal.com/line-in-the-sand-district-court-untangles-boundaries-of-legal-advice-attorneys-role-in-employees-termination-decision/>