

HOLLY ENGLISH, ESQ.
Partner & DEI Committee Co-Chair



Holly English is a seasoned practitioner who is the co-head of the Firm's Counseling Department. She has counseled hundreds of clients through complex counseling issues to reach desired results while keeping legal risks low. In that capacity, she regularly counsels management on issues such as hiring, wage and hour, leaves of absence, severance and employment contracts, disability and accommodation, restrictive covenants, termination, and employee handbooks and policies.

A major part of her practice is to provide training and facilitation to managers, employees, human resources professionals and others on a variety of ever-expanding topics, including anti-harassment/anti-discrimination, unconscious bias, prevention of bullying, effective communication techniques, upstander approaches, disability issues, effective performance management and many other customized training programs depending on a client's priorities. She has designed training materials and innovated her training techniques to provide lively and interactive sessions that not only provide important information but also keep audiences interested and focused. Ms. English also conducts internal investigations for sensitive issues of workplace misconduct. In her employment law career, Ms. English has also represented management in disputes with federal and state administrative agencies relating to discrimination and wage-and-hour issues, and defending companies in discrimination lawsuits in federal and state courts.

Ms. English is the author of *Gender on Trial: Sexual Stereotypes and Work/Life Balance in the Legal Workplace*, published in 2003 by Law Journal Press, a division of American Lawyer Media. She is a Past President of the National Association of Women Lawyers (NAWL, 2007-08). Previously, as a consultant, Ms. English worked in the U.S. and internationally with corporations, government units and not-for-profit organizations, helping to align core values for maximum performance. Most recently she has enjoyed being a member of the board of the Montclair Art Museum, in Montclair, NJ, where she resides.

PROFESSIONAL ACTIVITIES:

- Board Member, NAWL Foundation (2010 - present)
- President, National Association of Women Lawyers (NAWL) (2007 - 2008)
- Board Member, National Association of Women Lawyers (NAWL) (2004 - 2011)
- Bencher, Sidney Reitman Employment Law Inn of Court

PROFESSIONAL ACTIVITIES (continued):

- New Jersey Women Lawyers Association
- Member, Board of the New Jersey Women's Forum (2009 – present)
- Member, New Jersey State Bar Association (Labor & Employment Section)
- Newark Regional Business Partnership (2011)
- Member, President's Council of Cornell Women

HONORS AND AWARDS:

- Selected as a WPO Women 2 Watch member (2019)
- Listed in Super Lawyers, Labor & Employment (2009 – 2014, 2016 - 2020, 2022)
 - “Top 50 Women Lawyers in New Jersey”, Super Lawyers (2009 – 2014, 2016 - 2020)
 - “Top 100 Lawyers in New Jersey”, Super Lawyers (2013, 2014, 2016 - 2018)
- Listed in Chambers USA Guide to America's Leading Law Firms, Labor & Employment (2012, 2013)
- “Women's Initiative and Leaders in the Law (“WILL”) Award” from New Jersey Women Lawyers Association (2010)

The Super Lawyers® list is issued by Thomson Reuters. A description of the selection methodology can be found at http://www.superlawyers.com/about/selection_process.html. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

The Chambers USA Ranking is issued by Chambers & Partners. A description of the selection methodology can be found at <http://www.chambersandpartners.com/methodology>. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

RECENT SPEAKING ENGAGEMENTS:

- “COVID Return to Work - Timely & Relevant Issues That Every Employer Should Prepare For”, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar (November 2021)
- “Next Level DEIB: Strategies from the Top Down & Bottom Up”, NAMWOLF Annual Conference (October 2021)
- “What to do NOW to Get Ready For Employees Returning to Work”, Panelist on Redefining the 9 to 5, moderated by The Upside (April 2020)
- “Battling the Bully: My Way or the Highway”, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar (November 2019)
- “Essential Tactics to Combat Unconscious Bias”, NJHA (April 2019)
- “Legislative Updates and Employment Law Trends for 2019”, NJSBA Business Law Symposium (April 2019)
- “Legislative Updates and Employment Law Trends for 2019”, Nukk-Freeman & Cerra, PC, Webinar (February 2019)
- “Hot Topics Overview of 2018”, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law (November 2018)
- “How Risky is Your Business? Rating Your Company's ‘Risk Factors’ in a #MeToo World” NAMWOLF Webinar (June 2018)
- Building Emotional Intelligence with Good Communication, Presented to UPS Legal Department (February 2018)
- “Sexual Harassment Complaints are Surging: What's a Good Employer to Do?” Nukk-Freeman & Cerra, PC, Webinar (January 2018)
- “Effective Internal Investigations”, Presented to Horizon Blue Cross Blue Shield of NJ Legal Department (November 2017)
- “Employee Leave 101: A Primer on the FMLA, ADA and NYPFL”, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law (November 2017)

SPEAKING ENGAGEMENTS (continued):

- "Making Lemonade Out of Lemons - Turning to ADR to Resolve Employment Disputes", Nukk-Freeman & Cerra, PC, First Annual CLE Day, The Newark Club (January 2017)
- "Learn How to Revamp your Anti-Harassment and Anti-Discrimination Training Programs for Increased Business Success", Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Round Table (November 2016)
- Learn How to Revamp your Anti-Harassment and Anti-Discrimination Training Programs for Increased Business Success Combatting Unconscious Bias in the Workplace, Presented to Bank of America Legal Department (June 2016)
- Combatting Unconscious Bias in the Workplace, Presented to TIAA (April 2016)
- Essential Tactics to Combat Unconscious Bias in the Workplace, Presented to Novartis Human Resources Counsel Network (November 2015)
- Background Checks: Ensuring that Your Policies and Processes Comply, Presented to Horizon Blue Cross Blue Shield of New Jersey (February 2015)
- Surviving the Family and Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA), Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Round Table (November 2014)
- Moderator, NAWL Supreme Court Advocacy Panel (featuring all five female current and former NJ Supreme Court justices) (March 2011)
- Panelist, Tenth Anniversary Conference on Women and the Practice of Law for DuPont, Wilmington, DE (May 2010)
- Moderator, CLE presentation on Women's Initiatives, Dorsey & Whitney, Minneapolis, MN (June 2010)
- Presentation on networking, keynote luncheon speaker, Committee on Corporate Counsel CLE Seminar of American Bar Association, Orlando, FL (February 2009)
- Keynote luncheon speaker, ALFA International legal network, Women's initiative program, Washington, D.C. (October 2008)
- Workshop for Porzio, Bromberg & Newman, P.C., Women's Initiative Network, Morristown, NJ, (August 2008)
- Speaker at meeting of Gender Equity Council at the New Jersey Bar Association Law Center (June 2007)
- Women in Professional Service Firms: Retaining & Advancing a Diverse Team, Ark Conference, Member of panel, Orlando, FL (December 2006)

RECENT PUBLICATIONS:

- "The People Issue: Six tips for managing a merger", BC Law (Spring/Summer 2003)
- "Instead of Layoffs, Try Flexible Work Arrangements", New Jersey Law Journal (Feb 17, 2002)
- "The Pros and Cons of Private Practice", New Jersey Law Journal (May 20, 2002)
- "Managing Culture Shock", Law Practice Management, (publication of ABA Practice Management section) (May-June 2001)
- "How strong core values can make your organization more successful", Front & Center (publication for the Center for Non-Profit Corporations) (June/July 2000)
- "Hiring for Values", Executive Excellence (May 2000)

QUOTES/INTERVIEWS:

- CBS Evening News: Interview for program on pregnancy discrimination issues (May 2006)
- New Jersey Monthly: Interview with Steve Aduato, "One on One," on Comcast Television (January 2005)
- Chicago Lawyer: quoted in "Gender Gap in Salaries Starts Right After Law School," By Jamie Levy Pessin (January 2005)
- ABA Journal: quoted in "Redefining Relationships: You don't have to lose your Associate friends when you make Partner," by Jenny B. Davis (October 2003)

PROFESSIONAL EXPERIENCE:

- Counsel, Post, Polak, Goodsell, MacNeill & Strauchler, P.A., Roseland, NJ
 - Counsel (2004 - 2011)
- Values Consultant, Montclair, NJ (1999 - 2004)
- St. James Ethics Centre, Sydney, Australia
 - Values and Ethics consultant to corporations and government units (1996-1999)
- Cooper, Rose & English, Summit, NJ
 - Associate Attorney (1990 -1996)
- Connecticut Law Tribune, Stamford, CT
 - Executive Editor/Reporter (1985 - 1988)

JUDICIAL CLERKSHIP:

- The Honorable Daniel J. O'Hern (1983 - 1984)
 - New Jersey Supreme Court

EDUCATION:

- Boston College Law School (J.D., cum laude, 1983 -- Winner, Moot Court Competition)
- Cornell University (A.B., 1978)

ADMISSIONS:

- State of Connecticut (2020)
- State of New Jersey (1993)
- Commonwealth of Massachusetts (1983)
- United States District Court for the District of New Jersey (1993)
- United States District Court for the District of Massachusetts (1983)

CIVIC/CHARITABLE ACTIVITIES:

- Board Member, Montclair Art Museum, Montclair, NJ (2012)
- Legal Counsel, Jazz House Kids, Montclair, NJ Board
- Member, Zoning Board of Adjustment, Montclair, NJ (2004 -2011)