

Counsel
Social Responsibility Committee Co-Chair
DEI Committee Member



Iman A. Wells focuses her practice on management-side employment litigation and counseling. She defends employers in state and federal court and before administrative agencies, including the Equal Employment Opportunity Commission. Iman regularly counsels employers on a wide range of workplace issues including employee handbooks, policies, performance improvement plans, disciplinary materials and separation agreements and releases.

While attending law school, Iman was a Senior Editor for the Rutgers Race and the Law Review, served as the President for the Association of Black Law Students, and was Teaching Associate for the Legal Research and Writing Skills program. She also interned with the Equal Employment Opportunity Commission and served as judicial intern to the Honorable Ronald L. Ellis, United States District Court, Southern District of New York.

HONORS AND AWARDS:

- Best Lawyers® Ones to Watch® (2022)
- Garden State Bar Association – Young Lawyer Division | Top 25 Award Recipient (2021)
- Super Lawyers® Rising Star, Employment and Labor (2019 - 2020, 2022, 2023)
- The National Black Lawyers, Top 40 Under 40 (2022)

PROFESSIONAL EXPERIENCE:

- Verizon, Basking Ridge, New Jersey (2016 – 2018)
 - ADA Compliance Consultant

JUDICIAL CLERKSHIP:

- Superior Court of New Jersey, Criminal Division, Newark, New Jersey (2015-2016)
 - Law Clerk to the Honorable Bahir Kamil, J.S.C.

EDUCATION:

- Rutgers School of Law (J.D., 2015)
- Rutgers University (B.A., History, 2012)

BAR ADMISSIONS:

- State of New Jersey (2015)
- United States District Court – District of New Jersey (2019)
- State of New York (2019)
- United States District Court – Southern District of New York (2020)
- United States District Court – Eastern District of New York (2024)
- District of Columbia (2023)

PROFESSIONAL ACTIVITIES:

- New Jersey State Bar Association, Leadership Academy Fellow (2022-2023)
- National Employment Law Council
 - Academy Fellow Mentor (2021)
 - Academy Fellow (2019)
- ABA and National Employment Law Council, Labor and Employment Law Trial Institute (2019)
- New Jersey Law and Education Empowerment Project, Attorney Mentor

RECENT SPEAKING ENGAGEMENTS:

- A Workplace Investigation, Nukk-Freeman & Cerra, In-House Counsel Luncheon (June 2023)
- Investigations In The Evolving Workplace - Roundtable Discussion, NELC Annual Conference (May 2023)
- Professional Negotiations: Dos and Don'ts from the Legal Perspective, AASM – Early Career Physician Assembly (April 2023)
- Women's History Month, Fairleigh Dickinson University's Woman of Color in the Law Panel (March 2023)
- Private Practice & Law Firms, Rutgers Law School, Minority Student Program (October 2022)
- Garden State Bar Association, Labor & Employment Symposium, NJLAD Update (October 2022)
- Transforming Organizations Through Cultural Competency, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar (November 2021)
- Hairstyle Bias, Discrimination, and the Law, Featured Panelist, NJICLE (November 2021)
- Artificial Intelligence: Is its impact on the Workplace "Smart" Business? Association of Corporate Counsel New Jersey Annual Conference (September 2020)
- How Employers Should Be Updating Their Handbooks In Light of COVID-19, NJSBA's Employment Law Summer Roundup (August 2020)

RECENT PUBLICATIONS:

- NJ WARN Amendments Full Steam Ahead Despite Legal Challenges, L&E Blog (May 2, 2023) <https://nfclegal.com/nj-warn-amendments-full-steam-ahead-despite-legal-challenges/>
- Author, "Bringing COVID-19 From The Workplace to the Home: California Supreme Court to Weigh in on Employer's Obligations, if any, to Safeguard Their Employees' Household", L&E Blog, April 28, 2022 <https://nfclegal.com/from-the-workplace-to-the-home-what-are-an-employers-obligations-if-any-to-safeguard-their-employees-from-bringing-covid-19-home-from-the-workplace-the-californiasupreme-court-to-weigh-i/>
- Author, "You've got mail! New Jersey Supreme Court Issues Key Ruling Upholding the use of Electronic Arbitration Agreements in the Employment Context", L&E Blog, August 21, 2020. <https://www.nfclegal.com/youve-got-mail-new-jersey-supreme-court-issues-key-ruling-upholdingthe-use-of-electronic-arbitration-agreements-in-the-employment-context/>
- Author, "New Jersey Supreme Court Issues Latest Pro-Arbitration Ruling Requiring Delivery Drivers in New Jersey to Arbitrate Dispute with Employer Despite Federal Exemption", L&E Blog, July 16, 2020. www.nfclegal.com/new-jersey-supreme-court-issues-latest-pro-arbitration-ruling-requiring-deliverydrivers-in-new-jersey-to-arbitrate-dispute-with-employer-despite-federal-exemption/

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