

IMAN A. WELLS, ESQ.

iwells@nfclegal.com

Partner
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 & AWARDS:

- Rutgers Law School Association of Black Law Students' 35th Annual Jazz for Justice (2026)
- National Employment Law Council (NELC) Outside Counsel Rising Star Award (2025)
- Recognized in *Best Lawyers® Ones to Watch* (2022 - Present)
- Garden State Bar Association – Young Lawyer Division | Top 25 Award Recipient (2021)
- Selected to New Jersey *Super Lawyers® Rising Star List* (2019 - 2025)
- The National Black Lawyers, Top 40 Under 40 (2022)

PROFESSIONAL EXPERIENCE:

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

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

JUDICIAL CLERKSHIP:

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

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)
- United States District Court – District of Columbia (2024)

RECENT SPEAKING ENGAGEMENTS:

- Who's Afraid of the Big Bad AI Wolf, Panelist, NAMWOLF Annual Conference, Los Angeles (September 2025)
- AI is Revolutionizing the Workplace: Are you compliant as you leverage these transformative benefits?, Nukk-Freeman & Cerra, P.C., Hot Topics in Employment Law Seminar (November 2024)
- GSBA African American Lawyers for Justice's 5th Annual Labor and Employment Symposium (November 14, 2024)
- A Workplace Investigation, Nukk-Freeman & Cerra, P.C., 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, P.C., 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)

INTERESTS & INVOLVEMENTS:

- Rutgers Law School-Newark, Class of 2015 Reunion Committee Member

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