

KATHERIN NUKK-FREEMAN, ESQ.

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Partner/ Co-founder
AV® Peer Review Rated By Martindale-Hubbell



Katherin Nukk-Freeman is the co-founder of Nukk-Freeman & Cerra PC. Leveraging more than 30 years of success as a trusted advisor to corporate leaders, Katherin enables companies to proactively address and effectively manage workplace issues related to harassment and discrimination complaints, unconscious bias, disability and leave law, wage and hour disputes, social media risks, staff reductions in force, and high-risk terminations. Katherin advises employment lawyers and human resources professionals enabling them to manage and proactively address their training programs and many other employment law issues thereby avoiding costly litigation.

As a dynamic employment law instructor and industry thought leader, Katherin partners with clients to develop and implement strategies to manage risk, comply with the law, foster an inclusive workplace, and improve workplace culture. Katherin is a frequent presenter on employment law issues and has authored countless articles on current employment law "hot topics". As a champion for forward-looking employment law solutions, Katherin is considered the industry leader on the subject of addressing "Diversity, Equity, Inclusion, and Belonging" in the workplace.

AWARDS & HONORS:

- AV® Peer Review Rated by Martindale-Hubbell
- Recognized by Best Lawyers
- Named a New Jersey Law Journal "New Jersey Trailblazer" (2019)
- Listed in Super Lawyers, Employment & Labor (2010 - Present)
 - "Top 100 New Jersey Super Lawyers" (2011 - 2015, 2017, 2019 - 2022)
 - "Top 50 Women New Jersey Super Lawyers" (2011 - 2022; 2024)
- Listed in Chambers USA Guide to America's Leading Law Firms, Labor & Employment and ranked by Chambers USA
- Named "Women's Business Enterprise Star 2009", Women's Business Enterprise National Council
- Listed in "Top 50 Women in Business 2009", NJBIZ
- Named one of Business News New Jersey's "40 Under 40 Outstanding Achievers" (April 2002)

PROFESSIONAL ACTIVITIES:

- ConnectOne Bancorp, Inc., Board of Directors, Nominating & Corporate Governance Committee, and Compensation Committee (2018 - Present)
- Advisory Board Member, HR.com - Legal, Compliance, & Employment Law 2022 research (2022 - Present)
- Chief.com, Member (2021 - Present)
- C200, Selected Committee Member (2014 - Present); Protégé Program (2023 - Present)
- National Association of Minority and Women Owned Law Firms (NAMWOLF) (2009 - Present)
- Healthcare Businesswomen's Association, Advisory Board Member (2009 - 2020)
- Women Presidents' Organization, Platinum Member (2002 - 2020)
- Labor and Employment Law Section of the New Jersey Bar Association, Executive Committee (2010 - 2017)
- Commerce and Industry Association of New Jersey, Board of Directors (2013 - 2016)

PROFESSIONAL ACTIVITIES: *(Continued)*

- New York Society of Security Analysts, Board of Directors (2010 - 2014)
- Board of Trustees, Susan G. Komen Breast Cancer Foundation, Human Resources Committee (2004 - 2010)
- The Healthcare Marketing & Communications Council, General Counsel to Board of Trustees (2005 - 2009)

PROFESSIONAL EXPERIENCE:

- Gibbons, Del Deo, Dolan, Griffinger & Vecchione, PC., Newark, NJ
 - Partner (2000 - 2006); Hiring Partner
 - Associate (1996 - 2000)
- Downey, Brand, Seymour and Rohwer, Sacramento, CA
 - Associate (1993 - 1996)

EDUCATION:

- Boston College Law School (J.D., 1993)
- Pennsylvania State University (B.S., Dual Major: Finance and Accounting, 1990)

BAR ADMISSIONS:

- State of California (1993)
- State of New Jersey (1996)
- United States District Court for the Eastern District of California (1993)
- United States District Court for the District of New Jersey (1996)

RECENT SPEAKING ENGAGEMENTS:

- How to Structure DEI Programs After Recent Supreme Court Decisions, Nukk-Freeman & Cerra, In-House Counsel Roundtable (May 2024)
- Navigating the Backlash of DEI Programs Post Supreme Court Decisions, ONCON 24 (April 2024)
- How to Structure DEI Programs After Recent Supreme Court Decisions, PA Bankers Association (April 2024)
- Preventing Workplace Violence: Understanding the New Compliance Mandates, SHIFT webinar (April 2024)
- Navigating a Multigenerational Workplace – A Roadmap for Success, NJ Bankers Association (March 2024)
- Unveiling the Power of Age Diversity in the Workplace for Inclusive Excellence, British American Business (February 2024)
- The Impact of the Supreme Court's Decision on Corporate DEI Programs, DEI Leader Roundtable, Chief (February 2024)
- From Boomers to Zoomers: Thriving Together in a Modern Workplace, SHIFT Webinar (January 2024)
- Structuring DEI Programs and Goals Post the Harvard/UNC Supreme Court Decisions, 2023 Hot Topics of Employment Law, Nukk-Freeman & Cerra Seminar (November 2023)
- The Growing Field of Workplace Harassment & Discrimination, SHIFT Webinar (September & May 2023)
- Leading with Emotional Intelligence, Women in Automation Webinar (September 2023)
- Emotional Intelligence and Effective Communication, Professional Women in Construction, Webinar (August 2023)
- Podcast, Employment Law Compliance: Minimizing Your Company's Risk, HRMorning (June 2023)
- Leading with Cultural Competency, NJ Bankers DEI Conference (May 2023)
- Combatting Unconscious Bias, Tri-State HRMA Conference (May 2023)
- Combatting Unconscious Bias, MA Bankers Association (May 2023)
- Inclusive & Diverse Hiring: Adopting Best Practices for Attracting Top Talent, SHIFT webinar (March 2023)
- How to Cultivate an Inclusive Workplace, SHIFT webinar (January 2023)
- How To Be An Intentional Ally in the Workplace, Nukk-Freeman & Cerra PC, Hot Topics in Employment Law Seminar (November 2022)
- Combating Unconscious Bias: Unintentional Still Hurts, SHRM Garden State Council conference (October 2022)
- How to Build an Inclusive Workplace for Employees with Disabilities SHIFT Webinar (October 2022 & November 2022)

RECENT SPEAKING ENGAGEMENTS: *(Continued)*

- Leading with Emotional Intelligence and Empathy, SHIFT Webinar (August 2022) & HR Acuity (September 2022)
- Leading with Cultural Competency, HR Acuity (August 2022)
- How to be an Intentional Ally in the Workplace, SHIFT Webinar (June 2022)
- 2022 DEI Action Plan Webinar, NJ Bankers Association (May 2022)
- Cultivating an Inclusive Workplace for the LGBTQIA2S+ Community within Your Organization, SHIFT Webinar (February 2022)
- Understanding Unconscious Bias, NJ Bankers Association (November 2021)
- Transforming Organizations Through Cultural Competency, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar (November 2021)
- Preventing Workplace Harassment and Discrimination, SHIFT Webinar (November 2021)
- 2022 DEI Action Plan, HR Morning (June 2021)
- Creating an Anti-Racist Culture Within Your Organization, SHIFT Webinar (March 2021)
- What Goes into Building a DEI Program, SHIFT Webinar (February 2021)
- Understanding Generational Diversity in the Workplace, co-speaker with John MacDonald, Partner, Constangy, Brooks, Smith & Prophete, ACCNJ Virtual Summit (December 2020)
- How to Be An Upstander in the Face of Racism, Nukk-Freeman & Cerra PC Hot Topics in Employment Law Seminar (November 2020)
- Geographical Disruption – Adapting to the New Normal, Financial Times Outstanding Directors Exchange (ODX) Roundtable (October 2020)
- Artificial Intelligence - Is Its Impact on the Workplace “Smart” Business? Association of Corporate Counsel New Jersey Annual Conference (September 2020)
- How to Be an Upstander: Intervening in Racism in the Legal Workplace, Lawline CLE Program (September 2020)
- How to Be an Upstander in the Face of Racism, ACCNJ Live Webinar Presentation (August 2020)
- How to Be an Upstander in the Face of Racism, Live Webinar CLE Program, Nukk-Freeman & Cerra, PC (July 2020)
- Breaking the Barrier: Combating Biases in a Multi-Generational Workforce, Goldman Sachs CLE Program (May 2020)
- Artificial Intelligence & Unconscious Bias, Prudential MWOLF Conference (November 2019)
- Connecting Diversity & Inclusion Goals to Executive Compensation, NJ Association of Corporate Counsel (September 2019)

RECENT PUBLICATIONS:

- SHIFT HR Compliance Trainings: Elevating Traditional Workplace Cultures with Enhanced Inclusion, HR Tech Outlook, HR Compliance Edition (Release Date: April 2024)
- Co-author, “Supreme Court Affirmative Action Decision & Implications for Business”, Rane Network (October 17, 2023)
- Co-author, “A Wink and a Nod: Legal, HR and Social Challenges of Emoji Use for Business Communication”, Rane Network, (September 6, 2023)

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