

KATHERIN NUKK-FREEMAN, ESQ.

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



KATHERIN NUKK-FREEMAN, co-founder of **Nukk-Freeman & Cerra, P.C.**, is a distinguished employment law attorney with over 30 years of experience working with clients on a wide array of employment-related issues. Honing her deep expertise in labor law, Katherin has become a renowned and sought-after speaker, captivating audiences with engaging presentations on current trends and legal developments in employment law. Her thought-provoking insights have made her a preferred choice for industry conferences, corporate training sessions, and legal and HR workshops. Katherin is committed to empowering managers developing employees, HR professionals, mid-level directors, C-Suite executives and future leaders alike with knowledge that fosters fair and equitable workplace environments.

Katherin also co-founded **SHIFT HR Compliance Training**, an online resource dedicated to impacting change and enhancing workplace cultures through HR compliance and DEI training -- further solidifying her reputation as a leader in the field. Katherin combines a strategic approach with a genuine passion for advocating for workplace justice, equity, and belonging, making her a trusted and invaluable partner for businesses seeking guidance in today's ever-evolving legal and HR landscapes.

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)

PROFESSIONAL ACTIVITIES: *(Continued)*

- 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)
- 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:

- Multi-Generational Diversity: One of Your Organization's Greatest Assets, Nukk-Freeman & Cerra PC, Hot Topics in Employment Law Seminar (November 2024)
- Election Season & The Workplace: Protecting Employees from Harassment & Discrimination, SHIFT Webinar, (September 2024)
- From Boomers to Zoomers: Thriving Together in a Multigenerational Workforce, SHIFT Webinar (July 2024)
- How to Structure DEI Programs After Recent Supreme Court Decisions, Nukk-Freeman & Cerra, In-House Counsel Roundtable (June 2024)
- From Boomers to Zoomers: Bridging Multigenerational Perspectives in the Modern Workplace, NJ Bankers DEI Summit, Florham Park (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)
- 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)

RECENT SPEAKING ENGAGEMENTS: *(Continued)*

- 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)
- 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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