

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, P.C. With more than 30 years of experience as a trusted advisor to corporate leaders, she helps organizations proactively address and effectively manage complex workplace issues, including harassment and discrimination complaints, unconscious bias, disability and leave laws, wage and hour disputes, social media risks, reductions in force, and high-risk terminations. Katherin also advises employment lawyers and human resources professionals, equipping them to strengthen training programs and navigate a wide range of employment law challenges while accomplishing the goals of building a flourishing workforce and minimizing the risk of costly litigation.

A dynamic employment law instructor and industry thought leader, Katherin partners with clients to develop and implement forward-thinking strategies that manage risk, ensure compliance, foster inclusive and successful workplaces, and enhance overall workplace culture. She is a sought-after speaker on a variety of topics related to the nuances of workplace culture and compliance and has authored numerous articles on current employment law "hot topics." Widely recognized as a leader in advancing respectful and inclusive workplaces, Katherin is known for championing practical, forward-looking solutions in today's evolving workplace and creating a space where both the business and its workforce can thrive.

Outside of her professional work, Katherin is an avid tennis player who enjoys the beach and maintains a strong dedication to health and wellness for herself and anyone brave enough to join her. She values time with her husband and their three children while maintaining a bi-coastal presence, where she plays an integral role in shaping the firm's strategic direction and driving its continued growth on both coasts.

AWARDS & HONORS:

- AV® Peer Review Rated by Martindale-Hubbell
- Recognized in *Best Lawyers® in America* (2018 - Present)
- Selected to the New Jersey Super Lawyers List (2010 - Present)
 - "Top 100 New Jersey Super Lawyers" (2011 - 2015, 2017, 2019 - 2022)
 - "Top 50 Women New Jersey Super Lawyers" (2011 - 2022; 2024)
- Named a New Jersey Law Journal "New Jersey Trailblazer" (2019)
- 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)

PROFESSIONAL ACTIVITIES (Continued):

- Chief.com, Member (2021 - Present)
- C200, Selected Committee Member (2014 – 2025); Protégé Program (2023 - 2025)
- 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:

- From Headlines to HR: Managing Employee Speech in a 24/7 News Cycle, Nukk-Freeman & Cerra P.C., In-House Counsel Roundtable (April 2026 & May 2026)
- The Hidden Employment Law Risk That Could Cost You Six Figures, Athena Advisory Collective, Webinar (May 2026)
- HR Compliance Update Live: What You Need to Know to Stay Protected, SHIFT Webinar (April 2026)
- Psychological Safety in Action | Part II: Leading High-Performing Teams Through Uncertainty, SHIFT Webinar (March 2026)
- The New Harassment Landscape: Navigating Culture, Risk & AI in 2026, SHIFT Webinar (February 2026)
- Performance Management & Communication that Inspires Action, Association of Legal Administrators / NYC Chapter, Webinar (January 2026)
- Preparing You DEI Strategy for a New Era, Nukk-Freeman & Cerra P.C., Hot Topics in Employment Law Seminar (November 2025)
- The Psychological Safety Advantage: Building High-Performing Teams, SHIFT Webinar (November 2025)
- Training Mandates & Best Practices in Workplace Education, New York Employment Law & HR Summit (September 2025)
- From Mandated to Meaningful: Making Every Training Minute Count, SHIFT Webinar (September 2025)
- Brace for Impact: How to Prepare for Rising Harassment Complaints, SHIFT Webinar (June 2025)

RECENT SPEAKING ENGAGEMENTS*(Continued)*:

- From Boomers to Zoomers: Thriving Together in a Modern Workplace, Jewish Federations of North America (June 2025)
- Navigating the Rise in Complaints: Turning Risk into Opportunity, HR Acuity Webinar (May 2025)
- 2025 Compliance & Beyond: Turning Challenges into Workplace Opportunities, SHIFT Webinar (March 2025)
- Tidal Waves & Surfing Lessons: Navigating an Ocean of Change in 2025, SHIFT Webinar (February 2025)
- From Incivility to Trust: Transform Your Workplace, SHIFT Webinar (November 2024)
- Multi-Generational Diversity: One of Your Organization's Greatest Assets, Nukk-Freeman & Cerra P.C., 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 P.C., 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 P.C., 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)
- Combating Unconscious Bias, Tri-State HRMA Conference (May 2023)
- Combating 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 P.C., 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)

RECENT SPEAKING ENGAGEMENTS (Continued):

- 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, P.C., 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 P.C., 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 (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, Nukk-Freeman & Cerra P.C. (July 2020)
- Breaking the Barrier: Combating Biases in a Multi-Generational Workforce, Goldman Sachs (May 2020)

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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