

## KATHERIN NUKK-FREEMAN, ESQ.

Partner, CEO  
AV Rated, Martindale Hubbell



Katherin Nukk-Freeman is the co-founder of Nukk-Freeman & Cerra PC. Leveraging more than 20 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 works with human resources management professionals providing expert guidance and instruction enabling them to better manage and proactively address their training programs and many other employment law issues thereby avoiding costly litigation for their companies.

As a dynamic employment law training instructor and industry thought leader, Katherin partners with clients to develop and implement strategies to manage risk, comply with the laws, increase productivity and create an overall better workplace. 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 "Unconscious Bias" in the workplace.

### PROFESSIONAL ACTIVITIES:

- Advisory Board Member, HR.com - Legal, Compliance, & Employment Law 2022 research (July 2022-Present)
- Chief.com, Member (August 2021 - Present)
- ConnectOne Bancorp, Inc., Board of Directors (2018 - Present)
- Committee of 200 (C200) Protégé Program, Selected Member (2014 - Present)
- Commerce and Industry Association of New Jersey, Board of Directors (2013 - Present)
- Labor and Employment Law Section of the New Jersey Bar Association, Executive Committee (2010 - Present)
- New York Society of Security Analysts, Board of Directors (2010 - Present)
- Healthcare Businesswomen's Association, Advisory Board Member (2009 - Present)
- Women Presidents' Organization, Platinum membership (2002 - Present)
- The Healthcare Marketing & Communications Council, General Counsel to Board of Trustees (2005 - 2009)

## HONORS AND AWARDS:

- AV® Peer Review Rated by Martindale-Hubbell
- Selected as a WPO Women 2 Watch member, 2019
- Listed in Super Lawyers, Employment & Labor (2010 - Present)
  - “Top 100 New Jersey Super Lawyers” (2011 - 2015, 2017, 2020)
  - “Top 50 Women New Jersey Super Lawyers” (2011 - 2020)
- Named a New Jersey Law Journal “New Jersey Trailblazer” (2019)
- Recognized by American Lawyer Magazine as one of the “New York Area’s Top AV Rated Lawyers” (2014)
- Listed in Chambers USA Guide to America’s Leading Law Firms, Labor & Employment (2010 - 2014)
- Currently Ranked as a Chambers USA Band 2 Attorney
- Named “Top 25 Leading Women Entrepreneurs” by Leading Women Entrepreneurs and NJ Monthly Magazine (2012)
- “Enterprising Women of the Year 2010”, Enterprising Women Magazine
- “Women’s Business Enterprise Star 2009”, Women’s Business Enterprise National Council
- “Top 50 Women in Business 2009”, NJBIZ
- Named one of Business News New Jersey’s “40 Under 40 Outstanding Achievers” (April 2002)

The Super Lawyers® list is issued by Thomson Reuters. A description of the selection methodology can be found at [http://www.superlawyers.com/about/selection\\_process.html](http://www.superlawyers.com/about/selection_process.html). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

The Chambers USA Ranking is issued by Chambers & Partners. A description of the selection methodology can be found at <http://www.chambersandpartners.com/methodology>. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

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## RECENT SPEAKING ENGAGEMENTS:

- “Transforming Organizations Through Cultural Competency”, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar (November 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)
- COVID-19 Awareness: Employment Law Q&A #5, Return to Work 2.0 - Getting your Workforce Back into the Workplace, Live Webinar, Nukk-Freeman & Cerra, PC (May 2020)
- COVID-19 Awareness: Employment Law Q&A #2, Live Webinar, Nukk-Freeman & Cerra, PC (April 2020)
- COVID-19 Awareness: Employment Law Q&A, Exploring Employer’s most commonly asked employment law questions relating to the Coronavirus pandemic, Live Webinar, Nukk-Freeman & Cerra, PC (March 2020)

## RECENT SPEAKING ENGAGEMENTS (continued):

- Challenges of Managing a Multi-Generational Workforce – Breaking the Barriers, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar (November 2019)
- Artificial Intelligence & Unconscious Bias, Prudential MWOLF Conference (November 2019)
- Connecting Diversity & Inclusion Goals to Executive Compensation, NJ Association of Corporate Counsel (September, 2019)
- Sexual Harassment: Lessons Learned from Scandals & Strategies to Mitigate Risk, Get5 (January 2018)
- Essential Tactics to Combat Unconscious Bias, NFP (December 2017)
- Whose Responsibility is Diversity & Inclusion in the Legal Profession?, Panel Presentation to the Institute for Inclusion in the Legal Profession, Morgan Stanley, New York (October, 2017)
- Strategies to Combat Unconscious Bias in the Workplace: Why Raising Awareness is Not Enough, HR Star Conference, San Francisco (July 2017)
- Essential Tactics to Combat Unconscious Bias in the Workplace, HR Star Conference, Los Angeles (2017)
- Sexual Harassment & Bystander Intervention, Panelist, EEOC New York District Seminar (June 2017)
- Essential Tactics to Combat Unconscious Bias, New Jersey Hospital Association (March 2017)
- Essential Tactics to Combat Unconscious Bias in the Workplace, HR Star Conference, San Francisco (2016)
- Beyond the Bathroom: Transgender Inclusion in the Workplace, presented at Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Round Table (November 2016)
- Beyond the Bathroom: Transgender Inclusion in the Workplace, presented at Nukk-Freeman & Cerra, PC, In-House Counsel Lunch Seminar (October, 2016)
- Essential Tactics to Combat Unconscious Bias in the Workplace, presented to Bank of America, Legal Department (June 2016)
- The Americans with Disabilities Act: How to Avoid the 5 Most Common Compliance Challenges, Webinar, presented by the NAMWOLF Labor & Employment Practice Area Committee (April 2016)
- Are your Hiring Practices Creating Costly Turnover?, Nukk-Freeman & Cerra, PC, Webinar (February 2016)
- Essential Tactics to Combat Unconscious Bias in the Workplace, presented to Panasonic North America (February 2016)
- Essential Tactics to Combat Unconscious Bias in the Workplace, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Round Table (November 2015)
- 2015 Overview of the Most Significant Judicial Decisions & Legislative Updates of 2015, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Round Table (November 2015)
- Surviving the Family and Medical Leave Act (FMLA) and Americans with Disabilities Act (ADA), Employment Law Symposium presented by Nukk-Freeman & Cerra, PC, and USI (April 2015)
- Identifying and Combatting Unconscious Bias in the Workplace, Employment Law Symposium presented by Nukk-Freeman & Cerra, PC, and USI (April 2015)
- Legal Issues Surrounding Background Checks and Workplace Violence, Commerce and Industry Association of New Jersey (March 2015)
- Background Checks: Ensuring that Your Policies and Processes Comply, New Jersey Law Journal In-House Counsel Seminar (March 2015)

**RECENT PUBLICATIONS:**

- Co-author, “Achieving Balance: Suzanne M. Cerra and Katherin Nukk-Freeman Reveal How a Flexible, Team-Based Business Model Benefits Fee-Earners and Clients”, Managing Partner Magazine (Volume 15 Issue 2; October 2012)
- “COBRA Subsidies Under the American Recovery and Reinvestment Act of 2009: How Will They Impact Businesses?”, New Jersey Defense (Volume 25, Issue 2; Spring 2009), co-authored with Suzanne M. Cerra, Esq.
- “FMLA Violations - Do Your Merit Increase and Bonus Plans Comply?”, The Metropolitan Corporate Counsel (November 2005)
- “Some States Mandate Harassment Training. A Sign of Things to Come for New Jersey Employers?”, Bollinger Solutions (Spring 2005)

**PROFESSIONAL EXPERIENCE:**

- Gibbons, Del Deo, Dolan, Griffinger & Vecchione, PC., Newark, NJ
  - Partner (2000 - 2006);
  - 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 Honors 1990), University Scholars Program

**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)