NUKK-FREEMAN & CERRA, P.C.
EMPLOYMENT ATTORNEYS

KATHERIN NUKK-FREEMAN, ESQ. knukk@nfclegal.com

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 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 law, 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.

AWARDS & HONORS:

- AV® Peer Review Rated by Martindale-Hubbell
- Recognized by Best Lawyers (Since 2018)
- Selected as a WPO Women 2 Watch member (2019)
- 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 - 2017, 2019 - 2020)
  - "Top 50 Women New Jersey Super Lawyers" (2011- 2020)
- 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)
- Named "Enterprising Women of the Year 2010", Enterprising Women Magazine
- Named "Women's Business Enterprise Star 2009", Women's Business Enterprise National Council
- Listed in "Top 50 Women in Business 2009", NJBIZ
- Recipient of "Twin Award" A Tribute to Women and Industry (2003)
- Named one of Business News New Jersey's "40 Under 40 Outstanding Achievers" (April 2002)

PROFESSIONAL ACTIVITIES:

- Advisory Board Member, HR.com - Legal, Compliance, & Employment Law 2022 research (July 2022 - Present)
- Chief.com, Member (2021 - Present)
- ConnectOne Bancorp, Inc., Board of Directors (2018 - Present)
- Committee of 200 (C200) Protégé Program, Selected Member (2014 - Present)
- National Association of Minority and Women Owned Law Firms (NAMWOLF) (2009 - Present)
- Healthcare Businesswomen's Association, Advisory Board Member (2009 - Present)
- Women Presidents' Organization, Platinum membership (2002 - Present)
- 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)
  - 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:

- Leading with Cultural Competency, SHIFT Webinar (May 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 for all Employees, 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)

RECENT SPEAKING ENGAGEMENTS: *(Continued)*

- 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)
- Combatting Unconscious Bias, SHIFT Webinar (May 2022) & Pepack Gladstone Bank (May 2022)
- 2022 DEI Action Plan Webinar, NJ Bankers (May 2022)
- Leading with Cultural Competency, SHIFT Webinar (April 2022)
- Cultivating an Inclusive Workplace for the LGBTQIA2S+ Community within Your Organization, SHIFT Webinar (February 2022)
- 2022 DEI Action Plan, SHIFT Webinar (January 2022)
- Understanding Unconscious Bias, NJ Bankers (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)
- Leading with Cultural Competency, SHIFT Webinar (September 2021)
- 2022 DEI Action Plan, HR Morning (June 2021)
- How to Build an Inclusive Workplace for Employees with Disabilities SHIFT Webinar (May 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)
- 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)

RECENT SPEAKING ENGAGEMENTS: *(Continued)*

- 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)
- 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)

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)
- Co-author, "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)
- "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)

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