

**KERRIE R. HESLIN, ESQ.**

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Partner

AV® Peer Review Rated by Martindale-Hubbell



Kerrie R. Heslin has devoted her entire legal career to representing management in labor and employment matters. As Managing Partner, she combines strategic legal counsel with a practical understanding of the business challenges employers face, helping organizations navigate complex workplace issues while minimizing risk and supporting their long-term objectives.

Kerrie concentrates her practice on the litigation of employment disputes, including claims involving discrimination, retaliation, whistleblower allegations, wage and hour matters, employee benefits, and other workplace-related issues. She regularly represents employers in single-plaintiff actions as well as class and collective actions, handling matters in state and federal courts and before arbitration forums including FINRA, AAA, and JAMS. She also represents employers before a wide range of administrative agencies, including state and federal EEO agencies, the U.S. Department of Labor, Department of Justice, OSHA, and the National Labor Relations Board.

In addition to her litigation practice, Kerrie serves as a trusted advisor to employers on day-to-day employment matters. She counsels clients on hiring and termination decisions, employment and separation agreements, restrictive covenants, workplace policies, and employee handbooks. She regularly assists employers with privileged pay equity audits and provides employment-related due diligence in mergers and acquisitions, including the review of employment agreements, wage and hour compliance, labor obligations, and pension fund withdrawal liability issues.

Known for her responsive, business-minded approach, Kerrie is a nationally recognized employment attorney who partners closely with clients to develop practical solutions that align with both legal requirements and organizational goals.

Outside the office, Kerrie enjoys spending time with her children and embracing an active, outdoor lifestyle. An avid skier and golfer, she appreciates the focus, discipline, and camaraderie that both pursuits offer. She is also passionate about travel and enjoys exploring new destinations, whether discovering different cultures, experiencing unique landscapes, or planning family adventures.

#### **AWARDS & HONORS:**

- AV® Peer Review Rated by Martindale-Hubbell
- Listed in Chambers USA Guide, Labor & Employment (2012 - Present)
- Selected as a WPO Women 2 Watch (2019, 2022, 2025)
- Recognized in *Best Lawyers® in America* (2018 - Present)
- Selected to the New Jersey Super Lawyers List (2009 - Present)
  - "Top 50 Women Lawyers in New Jersey", Super Lawyers (2012 - Present)
  - "Top 100 Lawyers in New Jersey", Super Lawyers (2013 - 2020)

### **PROFESSIONAL EXPERIENCE:**

- Carella, Byrne, Balm, Gilfillan, Cecchi, Stewart, & Olstein, Roseland, NJ (2002-2007)
- Gibbons, Del Deo, Dolan, Griffinger & Vecchione, Newark, NJ (1997-2002)

### **PROFESSIONAL ACTIVITIES:**

- National Association of Minority & Women Owned Law Firms (NAMWOLF)
  - Board Member, Executive Committee (2019-Present)
- Women Presidents' Organization (WPO)
  - Board Member, Executive Committee (2019-Present)
  - Chapter Member (2008-Present)
- Women Owned Law Firms (WOL)
  - Board Member (2024 – Present)
- New Jersey State Bar Association, Labor and Employment Section Litigation

### **JUDICIAL CLERKSHIP:**

- Honorable Nicholas H. Politan, United States District Court, District of New Jersey (1995 - 1997)

### **EDUCATION:**

- Seton Hall Law School (J.D., 1995)
- Syracuse University (B.S., Finance/Marketing, 1991)

### **BAR ADMISSIONS:**

- United States Supreme Court (2025)
- State of New Jersey (1995)
- State of New York (2023)
- United States District Court for the District of New Jersey (1995)
- United States Court of Appeals, Third Circuit (2002)

### **RECENT PUBLICATIONS:**

- Co-Author, "Anticipating and preparing for COVID-19-related employment litigation", Thomas Reuters, Westlaw Practitioner Insights webpage (July 2020)
- "Building Better Contracts" chapter in Breaking Through: Creating Opportunities for America's Women and Minority-Owned Businesses, Susan Philips Bari. CreateSpace Independent Publishing Platform (2013)
- "Companies May Not Shield Internal Employment Law Assessments from Disclosure with "Self-Critical Analysis Privilege", New Jersey Labor and Employment Law Quarterly (June 2011)
- "How Can an Employer Enforce Safety Regulations on Employees Who Wear Religious Attire That Could Pose Hazards?", New Jersey Monthly (April 2009)
- "Federal Court Rejects FTC Opinion that Employment Investigations by Outside Counsel are Subject to FCRA", The Job Description, Defense Research Institute (Fall 2001)
- "Restrictive Covenants: Protecting Confidential and Proprietary Information", BioPharm Magazine (February 2000)
- "Courts Start to Rule on Online Harassment", The National Law Journal (January 24, 2000) and New Jersey Law Journal (June 2000)
- "Sexual Harassment in Cyberspace: Cases Consider Employer Liability for Employee Use of E-mail, Chat Rooms, Porn Sites", Employment Law Weekly (January 2000)

### **RECENT SPEAKING ENGAGEMENTS:**

- Understanding Implicit Bias in Workplace Investigations, Lawline, Webinar (August 2026)
- Legal Expert Tables: Confidentiality Agreements, Non-competes and Non-solicitations, EANJ, Seminar (July 2026)
- Women-Centered Entrepreneurship, United Natation's International Forum on Micro, Small and Medium-size Enterprises (MSMEs) Day 2026 (June 2026)

### **RECENT SPEAKING ENGAGEMENTS:** *Continued*

- Understanding Implicit Bias in Workplace Investigations, Nukk-Freeman & Cerra P.C., Webinar (April 2026)
- Workplace Culture Assessments: Legal and Strategic Imperatives in A Changing Landscape, NAMWOLF 2026 Spring Meeting (March 2026)
- Charting the Course for 2026: Critical Labor & Employment Law Trends & Takeaways from 2025, EANJ, Seminar (February 2026)
- Boomers to Zoomers - Leveraging an Organization's Greatest Assets, Nukk-Freeman & Cerra P.C. (August 2025)
- Lawyers to Leaders: Building Emotional Intelligence with Effective Communication, Seminar, New York (May 2025)
- Can't We All Just Get Along: When Religion, Culture and DEI Collide in the Workplace, NAMWOLF Driving Diversity & Leadership Conference (March 2025)
- Most Common Employment Mistakes, Seminar (February 2025)
- How to Structure DEI Programs After Recent Supreme Court Decisions, Nukk-Freeman & Cerra P.C., In-House Counsel Roundtable (May 2024)
- Navigating the Legal Issues Related to Diversity, Equity and Inclusion Programs, Women Owned Law Symposium (April 2024)
- Working Collaboratively to Measure, Report and Improve Law Firm Diversity, NAMWOLF Annual Meeting (September 2023)
- Gender Pay Equity: What It Is and Why It Matters, Seminar (March 2023)
- Navigating the Legal Issues Related to Diversity, Equity, and Inclusion Programs, NAMWOLF Driving Diversity & Leadership Conference (March 2023)
- Understanding and Reducing Implicit Bias in Workplace Investigations, Seminar (May 2022)
- Navigating Religious Accommodations & Vaccines to Reduce Risk of Litigation, Nukk-Freeman & Cerra, P.C., Webinar (May 2022)
- Shades of Grey: Ethical Rules Related to the Role of In-house Counsel, Seminar (April 2022)
- Defending Lawsuits by Pro Se Plaintiffs, Nukk-Freeman & Cerra, P.C., Webinar (October 2021)
- Top 10 Employment Policies Every New Jersey Business Should Have, Executives Association of New Jersey (EANJ) (September 2021)
- Clearing The Haze Around Workplace Marijuana Rules, Celesq Attorneys Ed Center (September 2021)
- Applying the Brakes on Serial Plaintiffs, Nukk-Freeman & Cerra, P.C., Webinar (March 2021)

### **INTEREST & INVOLVEMENT:**

- Volunteer Lawyers for Justice
- NJ LEEP
- Community Food Bank of New Jersey
- Volunteers, All Wrapped Up

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