

**KERRIE R. HESLIN, ESQ.**

kheslin@nfclegal.com

Partner

AV® Peer Review Rated by Martindale-Hubbell



Kerrie R. Heslin has dedicated her entire legal career to employment and labor matters for management. Kerrie devotes a majority of her practice to the litigation of employment matters involving discrimination, retaliation, whistleblower claims, wage and hour and benefits issues on behalf of employers. This includes single plaintiff matters as well as class actions. She represents clients in litigations in state and federal courts, as well as in FINRA, AAA, and JAMS. She also represents employers before administrative agencies, including state and federal EEO agencies, the DOL, DOJ, OSHA, and NLRB.

Kerrie also counsels clients on diverse employment issues, including hiring and firing of employees, employment agreements, separation agreements and releases, restrictive covenants, policies, and employee handbooks. She works with employers to conduct privileged pay equity audits. She also conducts employment due diligence for employers in mergers and acquisitions, including review of employment agreements, wage and hour issues, and union obligations such as pension fund withdrawal liability.

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

- AV® Peer Review Rated by Martindale-Hubbell
- Selected as a WPO Women 2 Watch (2019, 2022)
- Best Lawyers in America (2022, 2023)
- "Top 50 Women Lawyers in New Jersey", Super Lawyers (2012-2020)
- "Top 100 Lawyers in New Jersey", Super Lawyers (2013, 2015-2020)
- Listed in Super Lawyers, Employment Law (2009-2016, 2018, 2022)
- Listed in Super Lawyers, Employment Litigation Defense (2017, 2019-2020)
- Named a "Woman of Professional Distinction" by the Executive Women of New Jersey (2010)
- "Garden State Woman of the Year, Professional Services", Garden State Woman Magazine (2009)

#### **PROFESSIONAL EXPERIENCE:**

- Carella, Byrne, Balm, Gilfillan, Cecchi, Stewart, & Olstein, Roseland, NJ
  - Partner (August 2005 - March 2007)
  - Associate (July 2002 - August 2005)
- Gibbons, Del Deo, Dolan, Griffinger & Vecchione, Newark, NJ
  - Associate (September 1997 – July 2002)

### **FEDERAL 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:**

- 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 SPEAKING ENGAGEMENTS:**

- Understanding and Reducing Implicit Bias in Workplace Investigations, CLE Presentation, Merck (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, CLE Presentation, IEX Trading (April 2022)
- Defending Lawsuits by Pro Se Plaintiffs, Nukk-Freeman & Cerra 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, PC, Webinar (March 2021)
- Legal Guidelines for Workplace Re-Entry, Women Presidents' Educational Organization (June 2020)
- Identifying High Performers to Increase Your Hiring Success, presented to Edward Jones CLE (June 2020)
- COVID-19 Return to Work Checklist, National Association of Professional Organizers – New York (May 2020)
- Anticipating and Preparing for COVID-19 Employment Litigation, Nukk-Freeman & Cerra webinar (May 2020)
- COVID-19 Awareness – Employment Law Q&A #2, Nukk-Freeman & Cerra webinar (April 2020)
- COVID-19 Update, Executives Association of New Jersey (April 2020)
- COVID-19 Awareness – Employment Law Q&A, Nukk-Freeman & Cerra webinar (March 2020)
- Impact of a Pandemic – HR Practices webinar, Women Presidents' Organization (March 2020)
- Keeping Up With Employment Laws: What Every NY Employer and Employee Need to Know, Rockland Businesswomen's Network (January 2020)
- Employment Issues in Mergers & Acquisitions: Maximizing Value & Minimizing Risk, Nukk-Freeman & Cerra webinar (January 2020)
- "Overview of the Most Significant Judicial Decisions & Legislative Updates", Nukk-Freeman & Cerra, PC Hot Topics in Employment Law Seminar (November 2019)
- Staying Power: Retaining Diverse and Female Attorneys, New Jersey Defense Association (November 2019)

## **RECENT SPEAKING ENGAGEMENTS:** *(Continued)*

- Hot Topics in Employment Law, Executives Association of New Jersey (September 2019)
- Hot Topics in Employment Law, WPO Monmouth County (September 2019)
- Social Media: New Developments & Persisting Risks for Employers, Webinar, International Executives Association (June 2019)
- Clearing the Haze: What Does Weed in the Workplace Mean to Employers, The Hershey Company Legal and Human Resources Department (April 2019)
- New York Employment Law Changes, WPO NY 3 (March 2019)
- Why and How to Hire an Attorney for Your Business, WPEO Sage Advice Program (February 2019)
- Preventing Scandals – Zero Tolerance for Zero EQ in the Legal Practice and at Trial, NAMWOLF Driving Diversity & Leadership Conference (February 2019)
- Hot Topics in Employment Law, Vistage (January 2019)
- Tackling Pay Equity, Nukk-Freeman & Cerra, PC, In-House Counsel Seminar (October 2018)
- NJ Pay Equity Law: Everything You Need To Know About Conducting a Pay Equity Audit, Nukk-Freeman & Cerra, PC Webinar (June 2018)
- Managing Communications When Faced with a Harassment Claim, Nukk-Freeman & Cerra, PC Webinar (April 2018)
- Overview of the Most Significant Judicial Decisions & Legislative Updates of 2017, Nukk-Freeman & Cerra, PC Hot Topics in Employment Law Seminar (November 2017)
- Social Media: New Developments & Persisting Risks for Employers, Presented to State Farm Insurance Legal Team on behalf of NAMWOLF, Bloomindale, IL (October 2017)
- OMG, There is evidence in my pocket!?, presented at NAMWOLF Annual Conference (September 2017)
- Social Media in the Workplace and the Courtroom, Nukk-Freeman & Cerra, PC, Webinar (May 2017)
- Planning for Litigation Pitfalls, Nukk-Freeman & Cerra Webinar (April 2017)
- 5 Game Changing Employment Law Challenges for 2017, Nukk-Freeman & Cerra, PC, Webinar (February 2017)
- Restrictive Covenants that Will Hold Up in Court, presented to Katsy Korins LLC (January 2017)
- EEO Update, presented at Employment Law Roundtable for the New Jersey Institute of Continuing Legal Education (December 2016)
- Overview of the Most Significant Judicial Decisions & Legislative Updates of 2016, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Breakfast Seminar (November 2016)
- Social Media Developments and Risks Facing Employers, presented to Walmart (October 2016)
- The Great Debate: Managing Electoral Politics in the Workplace, presented at NAMWOLF Annual Conference (September 2016)
- Challenges Facing Telecom Employers, presented to T-Mobile (September 2016)
- Essential Tactics to Combat Unconscious Bias in the Workplace, presented to Panasonic Corporation of North America (February 2016)

## **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 Phillips 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)

## **RECENT PUBLICATIONS:** *(Continued)*

- “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)

## **PROFESSIONAL ACTIVITIES:**

- National Association of Minority & Women Owned Law Firms (NAMWOLF)
  - Board Member (2019-Present)
  - Strategic Planning Committee (2022-Present)
  - PAC Oversight Committee (2019-2022)
  - Co-Chair, CLE/Webinar Subcommittee, Labor & Employment PAC (2016-2019)
- Women Presidents' Organization (WPO)
  - Board Member (2019-Present)
  - Chapter Member (2008-Present)
- Executives Association of New Jersey (EANJ) (2019-Present)
- New Jersey Women Lawyers Association
- New Jersey State Bar Association, Labor and Employment Section Litigation
- Counsel of America, The Trial Lawyer Honorary Society, Fellow
- New Jersey Labor & Employment Relations Association, Member

## **CIVIC/CHARITABLE ACTIVITIES:**

- Volunteer Lawyers for Justice
- Community Food Bank of New Jersey Bergen
- Volunteers, All Wrapped Up
- Light the Night Walk for Cancer
- WHEELS NYC Mentor Program for High School Students
- Susan G. Komen Race for the Cure

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