

Partner



Phillip J. Lipari assists businesses, from small companies to Fortune 100 corporations, in a wide array of employment law issues.

A leader of the Firm's Investigations Practice Group, Phill has significant experience investigating matters involving claims of discrimination, harassment, retaliation, bullying, compliance violations, and more. He developed this expertise in his prior role as a Director, Employee Relations, at UBS. Phill then brought those skills to NFC, where he continues to regularly assist companies by acting as a neutral outside investigator, auditing clients' investigation practices, training clients' internal investigators, and counseling clients on their own investigations.

Outside of his investigation work, Phill routinely advises clients on employment law issues, including employee contracts, policies, leave/accommodations, onboarding, discipline, and performance management. Phill also regularly delivers dynamic and interactive training sessions to both large groups and individual employees regarding various topics, such as anti-discrimination/harassment and management/human resources best practices.

**AWARDS & HONORS:**

- Best Lawyers in America: Ones to Watch (2023)
- Listed in Super Lawyers® (2024 - 2025)
- Listed in Super Lawyers® as "Rising Star", Employment & Labor (2020), "Rising Star", Employment Litigation: Defense (2014 -2017, 2019 - 2020)

**PROFESSIONAL EXPERIENCE:**

- UBS AG, Weehawken, New Jersey/New York, New York
  - Director, Employee Relations (2017-2018)
- Nukk-Freeman & Cerra, P.C., Chatham, New Jersey
  - Counsel (2015-2017)
- Constangy, Brooks & Smith, LLP, Princeton, New Jersey
  - Associate, (2010-2014)

**EDUCATION:**

- Seton Hall University School of Law (J.D., 2010)
- Boston College (B.A., 2007)

**BAR ADMISSIONS:**

- State of New Jersey (2010)
- State of New York (2011)
- State of Pennsylvania (2023)
- United States District Court, District of New Jersey (2010)
- United States District Court, Western District of New York (2018)
- United States District Court, Southern District of New York (2014)
- United States District Court, Eastern District of New York (2014)

### **RECENT SPEAKING ENGAGEMENTS:**

- How to Structure DEI Programs After Recent Supreme Court Decisions, Nukk-Freeman & Cerra, In-House Counsel Roundtable, June 2024
- Navigating Tricky Terminations, 2023 Hot Topics of Employment Law, Nukk-Freeman & Cerra Seminar, November 2023
- Workplace Investigations: Alternative Dispute Resolution (ADR) and Beyond, New York University, October 2023
- The Wide World of Workplace Investigations: Recent Case Law and Legislative Developments, Association of Workplace Investigators Annual Conference, October 2023
- A Workplace Investigation, Nukk-Freeman & Cerra, In-House Counsel Luncheon, New Jersey/New York, May/June 2023
- Reducing Implicit Bias and Understanding Privilege Issues in Internal Investigations, Horizon Blue Cross Blue Shield of New Jersey, Webinar, June 2023
- Case Law Review: Lessons for Both Litigators and Workplace Investigators, Webinar, Rutgers State University, April 2023
- Workplace Investigations, NJSBA Labor & Employment Law Forum, March 2023
- Understanding and Reducing Implicit Bias in Workplace Investigations, Merck Webinar, February 2023
- Workplace Investigations: Understanding Micro-Aggressions, Implicit Bias, and the Impact of Long-Term Virtual Workplaces on Employees and Workplace Cultures, NJICLE, Webinar, January 2023
- Navigating Thorny Obstacles & Ethics in Workplace Investigations, Nukk-Freeman & Cerra, PC Webinar, June 2022
- Attack Proof Tips to Avoid Litigation in Workplace Investigations, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar, November 2021
- The Investigation Aftermath: How Workplace Investigations Are Used in Litigation and Tips to Make Investigations Attack Proof, Association of Workplace Investigators Annual Conference, October 2021
- Becoming Aware of How Implicit Bias and Micro-Aggressions Impact Investigations, NJICLE/ NJSBA Workplace Investigations CLE, September 2021
- Attack Proof Investigations, 19th Annual Association of Corporate Counsel New Jersey CLE Conference, September 2021
- Top Five Tips for Effective REMOTE Workplace Investigations, Nukk-Freeman & Cerra, PC Webinar, May 2021
- Breaking the Age Barrier: Combatting Biases in a Multi-Generational Workforce, New York Academy of Trial Lawyers CLE Program, July 2020
- Battling the Bully: My Way or the Highway, Nukk-Freeman & Cerra, PC Hot Topics in Employment Law Seminar, November 2019

### **RECENT PUBLICATIONS:**

- Co-Author, "Advocacy Committee Annual Legal Monitoring Update", Association of Workplace Investigators (AWI) Journal, Volume 16, Number 2 (July 2025)

### **INTERESTS & INVOLVEMENTS:**

- Investigator, Investigation Panel, American Arbitration Association
- Co-Chair, Association of Workplace Investigators, Advocacy Committee
- Member, National Association of Minority and Women Owned Law Firms (NAMWOLF), Compliance & Government Investigations Practice Area Committee

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