

Partner



Phillip J. Lipari advises businesses – from small companies to Fortune 100 corporations – on a wide range of employment law matters. As a leader of the Firm's Investigations Practice Group, Phill conducts and oversees complex workplace investigations involving discrimination, harassment, retaliation, bullying, and compliance concerns. He developed this expertise while serving as a Director of Employee Relations at UBS and now brings that in-house perspective to his practice at NFC. Phill regularly serves as a neutral outside investigator, assesses and strengthens clients' investigative processes, and trains internal investigation teams.

In addition, Phill advises clients on day-to-day employment matters, including contracts, workplace policies, leave and accommodation issues, onboarding, discipline, and performance management. He also delivers engaging, interactive training programs for executives, managers, HR professionals, and employees on anti-discrimination and harassment compliance, HR best practices, and effective management and communication techniques.

Outside the office, Phill is happiest spending time with his wife, their three children, and the family dog, whether at home or on their next family adventure. He is an avid Magic: The Gathering player and collector who first picked up the game as a child.

AWARDS & HONORS:

- Selected to the New Jersey Super Lawyers List (2024 - Present)
- Recognized in *Best Lawyers: Ones to Watch® in America* (2023)

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)

PROFESSIONAL ACTIVITIES:

- Association of Workplace Investigators, Advocacy Committee Co-Chair (2023 – Present)

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)

BAR ADMISSIONS: *(Continued)*

- 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 PUBLICATIONS:

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

RECENT SPEAKING ENGAGEMENTS:

- From Headlines to HR: Managing Employee Speech in a 24/7 News Cycle, Nukk-Freeman & Cerra, P.C., In-House Counsel Roundtable (May 2026)
- Best Practices for Documenting Your Investigations, Merck (June 2025)
- Investigating a Toxic Workplace, Nukk-Freeman & Cerra, P.C., In-House Counsel Roundtable (May 2025)
- Workplace Investigation: Technology in Investigations, NJICLE, Webinar (April 2025)
- How to Structure DEI Programs After Recent Supreme Court Decisions, Nukk-Freeman & Cerra, P.C., In-House Counsel Roundtable (June 2024)
- Navigating Tricky Terminations, 2023 Hot Topics of Employment Law, Nukk-Freeman & Cerra, P.C., 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, P.C., In-House Counsel Roundtable, 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, P.C., Webinar (June 2022)
- Attack Proof Tips to Avoid Litigation in Workplace Investigations, Nukk-Freeman & Cerra, P.C., 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 (September 2021)
- Attack Proof Investigations, 19th Annual Association of Corporate Counsel New Jersey Conference (September 2021)
- Top Five Tips for Effective Remote Workplace Investigations, Nukk-Freeman & Cerra, P.C., Webinar (May 2021)

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