

PUNAM P. ALAM, ESQ.

Associate



Punam Alam focuses her practice on management defense in employment law litigation. Prior to joining NFC, Punam was an Associate at Greenbaum, Rowe, Smith & Davis, LLP. Before entering the private sector, Punam served as Deputy Attorney General in the New Jersey Office of the Attorney General, Division of Law. In that capacity, she handled a full caseload of complex employment litigation matters and defended numerous cases filed against state departments and agencies, including state colleges, correctional institutions, the Department of Human Services and New Jersey Transit. Her experience includes claims related to violations of the New Jersey Law Against Discrimination (NJLAD), the Family Medical Leave Act (FMLA), and the Conscientious Employee Protection Act (CEPA).

Punam's employment litigation experience includes managing cases from inception to resolution, up to and including trial and appellate proceedings. She has argued motions, defended and taken numerous depositions, and written appellate briefs for matters before the New Jersey Superior Court Appellate Division and the U.S. Court of Appeals for the Third Circuit. In trial practice, Punam served as second-chair for a trial which resulted in a jury verdict in favor of her client, and has effectively advocated on behalf of numerous other clients in disputes which settled through negotiation and mediation prior to trial.

HONORS AND AWARDS:

- Best Lawyers®, Ones to Watch (2022)
- Super Lawyers®, Rising Stars, Employment Litigation (2020, 2022)
- Recipient of a Legal Educational Opportunities Scholarship and Andrew B. Crummy Scholarship at Seton Hall University School of Law

The Super Lawyers® and Best Lawyers® lists are issued by Thomson Reuters. A description of the selection methodology can be found at http://www.superlawyers.com/about/selection_process.html. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

RECENT SPEAKING ENGAGEMENTS:

- "Top 10 Employment Law 'Must Knows' for 2022", Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar (November 2021)
- "The Importance of Having a Diversity, Equity and Inclusion Committee", The NAMWOLF 30, (August 2021)
- "Employment Discrimination Investigation: How to Safeguard Business Against Discrimination Claims", Presented to The Knowledge Group, (October 2018)

RECENT PUBLICATIONS:

- "Collazo v. Prime Flight of DE, Inc.: The DNJ Rules That Explicit Jury Waivers Are Not Needed To Enforce Arbitration Agreements in the Employment Context", L&E Blog, August 19, 2020, <https://www.nfclegal.com/collazo-v-prime-flight-of-de-inc-the-dnj-rules-that-explicit-jury-waivers-are-not-needed-to-enforce-arbitration-agreements-in-the-employment-context/>.

PROFESSIONAL EXPERIENCE:

- Greenbaum, Rowe, Smith & Davis LLP, Iselin, New Jersey
 - Associate (2017 - 2019)
- New Jersey Office of the Attorney General, Division of Law, Trenton,
 - New Jersey Deputy Attorney General (2014- 2017)

JUDICIAL CLERKSHIP:

- The Honorable Susan L. Reisner (2013 - 2014) New Jersey Superior Court, Appellate Division

EDUCATION:

- Seton Hall University School of Law (J.D., cum laude, 2013)
 - Journal of Sports and Entertainment Law, Member
 - Appellate Advocacy Moot Court Board, Member
 - Dispute Resolution Society, Member
- CUNY Hunter College (B.A., 2008)

ADMISSIONS:

- State of New Jersey, 2013
- State of New York, 2014
- United States District Court for the District of New Jersey, 2014
- United States Court of Appeals for the Third Circuit, 2015
- Southern District of New York, 2020

PROFESSIONAL ACTIVITIES:

- Asian Pacific American Lawyers Association of New Jersey (APALA-NJ)
 - President-Elect (2021 - 2022)
 - Treasurer
 - Member
- National Association of Minority and Women Owned Law Firms (NAMWOLF), Member
- National Asian Pacific American Bar Association
 - Member
 - 2022-2023 Leadership Academy Program Fellow
- New Jersey State Bar Association, Appellate Practice Committee
- New Jersey Women's Lawyer's Association (NJWLA), Member

LANGUAGE FLUENCY:

- Gujarati
- Hindi