

RACHEL M. MANNE, ESQ.

rmanne@nfclegal.com

Partner



Rachel M. Manne, a member of the Firm's Executive Leadership Team, leads the Firm's Counseling Practice Group and Training and Development Practice Group. With more than 20 years of experience in employment law, Rachel's practice focuses on partnering with employers on a broad range of employment law issues to solve workplace issues and ensure compliant practices. She regularly advises on employer policies, hiring, employment agreements, restrictive covenants, leaves of absence, performance management and terminations, relying upon her deep experience and knowledge of the law in these areas. Her practical approach to workplace solutions has led to the development of long-lasting relationships with Firm clients and Rachel continues to seek meaningful partnerships to help businesses thrive.

Rachel is also a leader in the firm's employment law training practice, providing training to C-suite executives, supervisors, Human Resources professionals, and employees at large and mid-sized companies as well as small businesses on a variety of topics, including: prevention of harassment and discrimination, FMLA, ADA, respect in the workplace, emotional intelligence, unconscious bias, upstander conduct, and effective performance management. She has developed innovative materials to interact and connect with varied audiences and has received significant praise from clients on her practical training approach and demeanor.

In advising clients on potential legal risks and training workforces, Rachel brings an extensive background in employment litigation through which she has successfully handled matters involving discrimination, sexual harassment, whistleblower retaliation, executive compensation, contractual agreements, defamation, and wage and hour laws. In addition to her representations in federal and state courts in New Jersey and New York, she has represented clients before arbitration panels, including FINRA, and has defended claims brought before administrative agencies including the Equal Employment Opportunity Commission, the New York Division of Human Rights and the New Jersey Division of Civil Rights.

In her leisure time, Rachel enjoys playing sports, traveling, reading, and spending time with her family and dog Bella. Rachel has been a lifelong athlete and sports fan and is proud to have coached her kids' youth baseball, softball, and basketball teams. She is currently the captain and pitcher for her Millburn Recreation Women's Softball team. In addition, she has recently served on various boards of her synagogue, assisting with key decisions and policymaking.

AWARDS & HONORS:

- Recognized in *Best Lawyers® in America* (2026)
- Selected to the New Jersey Super Lawyers list (2017 - 2018, 2024 – Present)

PROFESSIONAL EXPERIENCE:

- Kramer Levin Naftalis & Frankel LLP, New York, NY
 - Associate – Employment Law Department (April 2004 - May 2008)
- Davis, Polk & Wardwell, New York, NY
 - Associate – Litigation Department (September 2000 - August 2001/September 2002 - March 2004)
 - Summer Associate (Summer 1999)

PROFESSIONAL ACTIVITIES:

- Society for Human Resource Management (SHRM), New York City Chapter, Member
- Jewish Bar Association of New Jersey, Member
- Jewish Lawyers Guild, New York Chapter, Member
- New Jersey Women Lawyers Association, Member

FEDERAL JUDICIAL CLERKSHIP:

- Honorable Lawrence M. McKenna (2001 - 2002)
 - United States District Court, Southern District of New York

EDUCATION:

- Fordham University School of Law (J.D.) (2000)
 - *cum laude*
 - Order of the Coif
 - Fordham Law Review
 - Teaching Assistant, legal writing
- Cornell University (B.S., Human Service Studies) (1997)
 - Dean's List
 - National Honor Society

BAR ADMISSIONS:

- State of New Jersey (2000)
- United States District Court, District of New Jersey (2000)
- State of New York (2001)
- United States District Court, Southern District of New York (2002)
- United States District Court, Eastern District of New York (2002)

RECENT SPEAKING ENGAGEMENTS:

- Navigating Sexual Harassment Training Mandates Across U.S. Jurisdictions, SHRM Annual Conference & Expo (June 2026)
- NJFLA in Transition – What Employers Need to Know Before July 2026 (Nukk-Freeman & Cerra, P.C., Webinar - April 2026 & NJICLE/NJSBA Webinar - May 2026)
- NJFLA 2026 Amendments: Compliance Guide & Employer Roadmap, Lawline, Webinar (May 2026)
- From Headlines to HR: Managing Employee Speech in a 24/7 News Cycle, Nukk-Freeman & Cerra, P.C., In-House Counsel Roundtable (April 2026 & May 2026)
- When Life Happens: Mastering FMLA Compliance in the Modern Workplace, Nukk-Freeman & Cerra P.C., Hot Topics in Employment Law Seminar (November 2025)
- Navigating Sexual Harassment Training Mandates Across U.S. Jurisdictions, Lawline (October 2025)
- Lawyers to Leaders: Building Emotional Intelligence with Effective Communication, New York (May 2025)

RECENT SPEAKING ENGAGEMENTS (Continued):

- From Pregnancy to Parenthood: Navigating the Pregnant Workers Fairness Act with Confidence, Nukk-Freeman & Cerra P.C., Webinar (May 2025)
- Navigating Tricky Disability Scenarios: Hear from Our ADA Experts, Hot Topics of Employment Law, Nukk-Freeman & Cerra P.C., Seminar (November 2024)
- Non-Competes and Non-Solicits in the Wake of the FTC Final Rule and Ryan, Lawline, (October 2024)
- How to Structure DEI Programs After Recent Supreme Court Decisions, Nukk-Freeman & Cerra P.C., In-House Counsel Roundtable (May 2024)
- Navigating Tricky Terminations, 2023 Hot Topics of Employment Law, Nukk-Freeman & Cerra P.C., Seminar (November 2023)
- Nine Jurisdictions Require Workplace Harassment Training Requirement, Nukk-Freeman & Cerra P.C., Webinar (March 2023)
- Employment Laws the Pandemic Forgot, Nukk-Freeman & Cerra P.C., Hot Topics in Employment Law Seminar (November 2022)
- 2022 Mid-Year Employment Law Check In... Are You in Compliance with the Most Important Law Changes?, Nukk-Freeman & Cerra P.C., Webinar (July 2022)
- Clearing the Haze Around Workplace Marijuana Rules, Nukk-Freeman & Cerra P.C., Webinar (June 2021)
- One Year into the Pandemic: Key COVID-19 Considerations & Challenges for Employers, Nukk-Freeman & Cerra P.C., Hot Topics in California Employment Law Webinar (April 2021)
- Lawyers as Leaders: Emotionally Intelligent Leadership, Community Health Law Project, Seminar (November 2020)
- Key COVID-19 Considerations and Challenges for Employers, Hot Topics in Employment Law, Nukk-Freeman & Cerra P.C., Seminar (November 2020)
- Artificial Intelligence – Is Its Impact on the Workplace "Smart" Business?" Association of Corporate Counsel New Jersey, Annual Conference (September 2020)
- Breaking the Age Barrier: Combating Biases in a Multi-Generational Workforce, New York Academy of Trial Lawyers, CLE Program (July 2020)
- What to do NOW to Get Ready for Employees Returning to Work, Nukk-Freeman & Cerra P.C., COVID-19 Webinar (April 2020)

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