

ROBIN H. ROME, ESQ.

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Partner



Robin H. Rome is a seasoned practitioner with both law firm and inhouse experience. With over 25 years as a litigator, she is skilled in defending companies and management in all types of employment and commercial cases, including claims involving discrimination, harassment, retaliation, breach of contract, restrictive covenants, and state law violations. She practices in federal and state courts, as well as before administrative and regulatory agencies such as the EEOC, New Jersey, New York and Pennsylvania civil right divisions, and federal and state Departments of Labor. She has developed a niche representing financial services clients in employment, expungement, and promissory note cases before FINRA. Robin also has extensive experience counseling clients on a variety of issues involving disciplinary actions and discharge, employee leaves, wage and hour compliance/audits, drafting and enforcement of company policies, and state and federal laws such as Title VII, the ADEA, the FMLA, and the ADA.

Having significant experience conducting workplace investigations, Robin is a leader in the Firm's investigations practice. She has served as an independent investigator in several high-level matters involving workplace misconduct and employee complaints of unlawful treatment. She frequently conducts training sessions on workplace harassment, discrimination, and ethics, and presents seminars on employment-related issues for organizations such as the New Jersey Institute for Continuing Legal Education (NJICLE) and other industry and professional organizations.

As the former head of the Legal Departments for two multi-million-dollar companies, Robin is adept at understanding business needs, mitigating risks, and providing focused advice to achieve business goals. In her in-house positions, she appeared before tribunals and agencies throughout the country, including state and federal courts and administrative bodies such as the wage and hour division, the Attorney General's office, and state discrimination and consumer protection agencies. Her hands-on experience includes an executive position leading a Human Resources department responsible for over 800 employees and all aspects of personnel relations such as training and development, payroll, benefits administration, supervisory support, and the handling of employee complaints. As a key member of teams responsible for corporate acquisitions, Robin has unique expertise in the field of due diligence, legally-compliant workforce reductions, separation agreements, and the post-sale integration of personnel and employment practices.

AWARDS & HONORS:

- Selected to New Jersey Super Lawyers (2012 – 2023)
 - "Top 50 Women Lawyers in New Jersey", Super Lawyers (2013 - 2020)
 - "Top 100 Lawyers in New Jersey", Super Lawyers (2014, 2015, 2017)
- Listed in Chambers USA, Labor & Employment (2013 - 2017, 202 - 2023)

PROFESSIONAL EXPERIENCE:

- Prometric Inc., Baltimore, MD
 - Vice President, Legal and Contracts (October 2005 – March 2008)
- Capstar LLC, Lawrenceville, NJ
 - Vice President, General Counsel and Human Resources (September 2004 – October 2005)
- Stanton, Hughes, Mariani, Margello & Cerra, P.C., Morristown, NJ
 - Partner (December 2000 – September 2004)
 - Associate (1997 – 2000)
- Roberts & Finger, New York, NY
 - Associate (1995 – 1997)
- White and Williams, Philadelphia, PA
 - Associate (1993 – 1995)

EDUCATION:

- The George Washington University National Law Center (J.D., 1994)
- Boston College (B.A., 1991)

BAR ADMISSIONS:

- State of New Jersey, 1994
- State of Pennsylvania, 1994
- United States District Court for the District of New Jersey, 1994
- United States District Court for the Eastern District of Pennsylvania, 1994
- United States of Appeals for the Third Circuit, 2011

RECENT SPEAKING ENGAGEMENTS:

- 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)
- Navigating Thorny Obstacles and Ethics in Workplace Investigations, NAMWOLF Annual Conference (September 2022)
- Navigating Thorny Obstacles & Ethics in Workplace Investigations, Nukk-Freeman & Cerra, PC Webinar (June 2022)
- Understanding and Reducing Implicit Bias in Workplace Investigations, CLE Presentation, Merck (May 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' 2021 Annual Conference (October 2021)
- Attack Proof Investigations, 19th Annual Association of Corporate Counsel New Jersey CLE Conference (September 2021)
- Winning Strategies from a Women-Owned Law Firm, American Institute of Certified Public Accountants (AICPA), Podcast Episode (November 2020)
- Anticipating/Preparing for COVID-19 Litigation, Nukk-Freeman & Cerra Hot Topics in Employment Law Seminar (May 2020)

RECENT SPEAKING ENGAGEMENTS: *Continued*

- Battling the Bully: My Way or the Highway, Nukk-Freeman & Cerra Hot Topics in Employment Law Seminar (November 2019)
- Restrictive Covenants: Both Side of the Coin, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar (November 2018)
- Restrictive Covenants: Both Side of the Coin, Nukk-Freeman & Cerra, PC, 2nd Annual Employment Law CLE Day (January 2018)
- Does Free Speech Work at Work? Conflicting Rights of Employees in the Workplace, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar (November 2017)
- Gender Parity Panel, Healthcare Businesswomen's Association Executive Women's Breakfast Series (April 2017)

RECENT PUBLICATIONS:

- Co-Author, Anticipating and preparing for COVID-19-related employment litigation, Thomas Reuters, Westlaw Practitioner Insights webpage, (July 2020)
- The Costliest Employment Mistakes: What You Must Do to Protect Your Business, Society for Design Administration, Skylines, (October 2012)

PROFESSIONAL ACTIVITIES:

- New Jersey Women Lawyers' Association - Member
- National Association of Professional Women - Member
- New Jersey Bar Association - Labor and Employment Section Member
- Association of Workplace Investigators - Member/Seminar & Webinar Committee Member
- Enable

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