

## ROBIN H. ROME, ESQ.

### Partner



Robin H. Rome is a seasoned practitioner with both law firm and in-house experience. With over 25 years as a litigator, she is skilled 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. Ms. Rome 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.

In addition to her litigation and counseling work, Ms. Rome has significant experience conducting workplace investigations. 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 (ICLE) and other industry and professional organizations.

As the former head of the Legal Departments for two multi-million dollar companies, Ms. Rome is adept at understanding business needs, mitigating risks, and providing focused advice to achieve business goals. In her in-house positions, Ms. Rome 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, Ms. Rome 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.

## HONORS AND AWARDS:

- Listed in Super Lawyers, Labor & Employment (2012 - Present)
  - "Top 50 Women Lawyers in New Jersey", Super Lawyers (2013 - 2021)
  - "Top 100 Lawyers in New Jersey", Super Lawyers (2014, 2015, 2017)
- Listed in Chambers USA Guide to America's Leading Law Firms, Labor & Employment (2013 - 2017, 2021)

The Super Lawyers® list is issued by Thomson Reuters. A description of the selection methodology can be found at [http://www.superlawyers.com/about/selection\\_process.html](http://www.superlawyers.com/about/selection_process.html). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

The Chambers USA Ranking is issued by Chambers & Partners. A description of the selection methodology can be found at <http://www.chambersandpartners.com/methodology>. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

## RECENT SPEAKING ENGAGEMENTS:

- "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)
- "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)
- Planning for Litigation Pitfalls, Nukk-Freeman and Cerra, PC, Hot Topics In Employment Law Round Table (November 2016)
- When the Threat of Litigation Looms, How Can Employers Protect Themselves?, Nukk-Freeman & Cerra, PC, Hot Topics In Employment Law Round Table (November 2015)
- Learn How to Avoid Hiring Mistakes: Proactive Strategies for Making the Right Hiring Decisions the First Time Around, Nukk-Freeman and Cerra, PC, Hot Topics In Employment Law Round Table (November 2014)
- Recent Developments in New Jersey Law (Labor and Employment Segment), New Jersey Institute for Continuing Legal Education (July 2014)
- Social Media Takes Workplace Harassment to a Whole New Level, Society for Design Administration (May 2014)
- Social Media 2:0: New Developments and Persisting Risks for Employers, Princeton Human Resources Association (April 2013)
- Crossing the Line: Recognizing and Preventing Harassment and Discrimination in the Workplace, Society for Design Administration (January 2012)

## **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 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., with honors, 1994)
- Boston College (B.A., cum laude, 1991)

## **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

## **PROFESSIONAL AFFILIATIONS:**

- 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

## **CIVIC/CHARITABLE ACTIVITIES:**

- New Jersey Bar Association, Labor and Employment Section
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