

ROBIN H. ROME, ESQ.

rrome@nfclegal.com

Partner



Robin H. Rome is a seasoned practitioner with law firm and in-house experience. With over 30 years as a litigator and counselor, she is skilled defending companies and management in all types of employment matters, 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. 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.

In recognition of her extensive investigation experience, Robin co-heads the Firm's Investigations Practice Group. She is a trusted workplace investigator known for handling high-level, sensitive matters with discretion, independence, and sound judgment. She is frequently called upon to conduct impartial investigations into allegations of discrimination, harassment, retaliation, and other forms of workplace misconduct – often in situations involving senior leadership, significant organizational risk, or potential public exposure. Robin is skilled at navigating complex factual scenarios, assessing credibility, and delivering clear, well-supported and defensible findings.

Robin serves on the Firm's Executive Leadership Team and acts as its General Counsel, giving her a unique perspective on risk management, governance, and strategic decision-making. In these roles, she draws on her extensive experience to provide practical, business-focused advice, both to clients and within the Firm.

Her background also includes significant in-house leadership experience, having served as head of the legal departments for two multi-million-dollar companies. She also led a human resources function supporting more than 800 employees, where she was directly involved in handling employee complaints, overseeing workplace investigations, and managing all aspects of personnel relations. This experience allows her to approach litigation and counseling matters with a clear understanding of operational realities and business priorities.

AWARDS & HONORS:

- Selected to the New Jersey Super Lawyers List (2012 - Present)
 - “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, 2021 – Present)
- Recognized in *Best Lawyers® in America* (2024 - Present)

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)

PROFESSIONAL ACTIVITIES:

- National Association of Minority and Women Owned Law Firms - Compliance & Investigations Practice Area Committee
 - Co-Chair
- Association of Workplace Investigators
 - Member/Seminar
 - Webinar Committee Member
- New Jersey Women Lawyers' Association
 - Member
- New Jersey Bar Association - Labor and Employment Section
 - Member

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)
- United States Supreme Court (2025)

SPEAKING ENGAGEMENTS:

- HR Compliance Update Live: What You Need to Know to Stay Protected, SHIFT Webinar (April 2026)
- Compliance in the Trump Era: Strategies for the Shifting Regulatory and Enforcement Landscape, NAMWOLF 2026 Spring Meeting (March 2026)
- AI Updates in Employment and Workplace Investigations, Johnson & Johnson (January 2025)
- Investigating a Toxic Work Environment, Nukk-Freeman & Cerra, P.C., In-House Counsel Luncheon, New Jersey/New York (May 2025)
- How to Structure DEI Programs After Recent Supreme Court Decisions, Nukk-Freeman & Cerra, P.C., In-House Counsel Roundtable (May 2024)

SPEAKING ENGAGEMENTS *(Continued)*:

- A Workplace Investigation, Nukk-Freeman & Cerra, P.C., In-House Counsel Luncheon, New Jersey/New York (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, P.C., Webinar (June 2022)
- Understanding and Reducing Implicit Bias in Workplace Investigations, Merck (May 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' 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, P.C., Hot Topics in Employment Law Seminar (May 2020)

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No aspect of this advertisement has been approved by the Supreme Court of New Jersey. A description of the selection methodology for The Best Lawyers in America® and Best Lawyers: Ones to Watch® is available at www.bestlawyers.com.

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.

The "Best Law Firms" Rankings list is issued by U.S. News & World Report. A description of the selection methodology can be found at <https://bestlawfirms.usnews.com/methodology.aspx>. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.