

**SUZANNE M. CERRA, ESQ.**

scerra@nfclegal.com

Partner and Co-Founder

AV® Peer Rated, Highest Level of Professional Excellence, Martindale-Hubbell  
DEI Committee Member



Suzanne M. Cerra has devoted her legal career to representing employers in all aspects of employment law, including discrimination, harassment, retaliation, and wrongful termination matters. She also has extensive experience handling matters that involve the enforcement of restrictive covenants and the protection of trade secrets and confidential information.

Suzanne has represented hundreds of clients in state and federal court proceedings, arbitration tribunals, and before administrative agencies such as the EEOC, state and federal Departments of Labor, and state and local human rights agencies.

She also has extensive experience providing compliance counseling to her clients regarding all state and federal employment laws and assisting clients with issues relating to discrimination, harassment, leaves of absence, wrongful discharge, wage and hour laws, restrictive covenants, and unfair competition.

Suzanne is called upon regularly by her peers to conduct internal investigations into claims of unlawful harassment, discrimination, and other allegations of workplace misconduct.

**AWARDS & HONORS:**

- Listed in Super Lawyers®, Employment & Labor
  - "Top 50 Women New Jersey Super Lawyers" (2010 - Present)
  - "Top 100 New Jersey Super Lawyers" (2010 - Present)
- Listed as a Band 1 Attorney, Chambers USA: Labor & Employment
- Recognized in "The Best Lawyers in America", Labor and Employment
- Award for "Excellence in Achievement", Peter W. Rodino Society
- "Professional Lawyer of the Year Award", NJ Commission on Professionalism in the Law
- Named "Top 25 Leading Women Entrepreneurs" by Leading Women Entrepreneurs
- Named "Best 50 Women in Business" by NJ Biz
- "Ernst & Young Entrepreneur of the Year, New Jersey", Finalist
- Honored by U.S. Small Business Administration as "New Jersey Women in Business of the Year"
- AV® Peer Rated, Highest Level of Professional Excellence, Martindale-Hubbell

**PROFESSIONAL ACTIVITIES:**

- Academy of New Jersey Management Attorneys
  - President (2024 - 2025)
  - Vice President (2021 - 2022)
  - Member (Since 2014)

**PROFESSIONAL ACTIVITIES:** *(Continued)*

- The Park Avenue Club, Board of Directors, General Counsel and Secretary (2014 - Present)
- New Jersey Bar Association, Labor and Employment Law Section, Executive Committee (2003 - Present)
- New Jersey Women Lawyers Association
  - President (2013 - 2014)
  - President Elect (2012 - 2013)
  - Vice President (2011- 2012)
  - Chief Financial Officer (2010 - 2011)
- Chief, Member (April 2022 - Present)
- Entrepreneur's Organization, New Jersey Chapter (2009 - Present)

**PROFESSIONAL EXPERIENCE:**

- Stanton, Hughes, Diana, Cerra, Mariani & Margello, P.C., Morristown, NJ (now Ogletree, Deakins, Nash, Smoak & Stuart)
  - Partner
  - Associate
  - Specialized in labor and employment law dealing with all aspects of the workplace, addressing issues between employers and employees.
- Shanley & Fisher, P.C., Morristown, NJ
  - Associate
  - Performed legal research, drafted documents, interacted with clients, prepared for litigation, and helped with case strategy.

**EDUCATION:**

- Boston College Law School (J.D. magna cum laude, 1993)
- Bucknell University (B.S. cum laude, 1990)
- Trial Advocacy College at the University of Virginia Law School
  - Graduate (1999)

**BAR ADMISSIONS:**

- State of New Jersey (1993)
- United States District Court for the District of New Jersey (1993)

**PUBLISHED DECISIONS:**

- JEN Electric, Inc. v. County of Essex, -- N.J. --, 2009 WL 529154 (March 4, 2009)
- Terrell v. Schweitzer-Mauduit International, Inc., 352 N.J. Super. 109 (App. Div. 2002)
- Johnson v. Penske Truck Leasing Co., 949 F. Supp. 1153 (D.N.J. 1996)
- Scudder v. Media General, Inc., 1995 WL 495945 (D.N.J. 1995)

**RECENT SPEAKING ENGAGEMENTS:**

- AI is Revolutionizing the Workplace: Are you compliant as you leverage these transformative benefits?, Nukk-Freeman & Cerra, P.C., Hot Topics in Employment Law Seminar (November 2024)
- Structuring DEI Programs to Achieve Both DEI and Legal Compliance Goals Post the SCOTUS Affirmative Action Ruling, Nukk-Freeman & Cerra, P.C., In-House Counsel Roundtable (May 2024)
- Top 10 Employment Law "Must Knows" for 2022, Nukk-Freeman & Cerra, P.C., Hot Topics in Employment Law Seminar (November 2021)

### **RECENT SPEAKING ENGAGEMENTS** (Continued):

- Pathways to Leadership with NJWLA Past Presidents, New Jersey Women Lawyers Association (October 2021)
- How to Be an Upstander: Intervening in Racism in the Legal Workplace, Lawline CLE Program (September 2020)
- How to Be an Upstander in the Face of Racism, ACCNJ Live Webinar Presentation (August 2020)
- COVID-19 Awareness: Employment Law Q&A - Live Webinar, Nukk-Freeman & Cerra, P.C. (April 2020)
- Battling the Bully: My Way or the Highway, Nukk-Freeman & Cerra, P.C., Hot Topics in Employment Seminar (November 2019)
- Clearing the Haze: What Does Weed in the Workplace Mean to Employers?, The Hershey Company Legal and Human Resources Department (April 2019)

### **PUBLICATIONS:**

- Co-author, "Achieving Balance: Suzanne M. Cerra and Katherin Nukk-Freeman Reveal How a Flexible, Team-Based Business Model Benefits Fee-Earners and Clients", Managing Partner Magazine (Volume 15 Issue 2; October 2012)
- Co-author, "Monitoring Electronic Communications and Social Media Usage in the Workplace: What are the Limits?", New Jersey Labor and Employment Law Quarterly (Volume 32, No. 2; November 2010)
- Co-author, "COBRA Subsidies Under the American Recovery and Reinvestment Act of 2009: How Will They Impact Businesses?", New Jersey Defense (Volume 25, Issue 2; Spring 2009)
- Co-author, "We Can Have it All", New Jersey Women Lawyers' Association Gala Journal (April 2009)
- "Elements of an Effective Harassment Investigation", New Jersey Labor and Employment Law Quarterly (Winter 2007)

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.

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