

**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 matters involving discrimination, harassment, retaliation, and wrongful termination. She also has extensive experience handling disputes related to the enforcement of restrictive covenants, as well as the protection of trade secrets and confidential information.

Suzanne has represented hundreds of clients in state and federal courts, arbitration proceedings, and before administrative agencies such as the EEOC, federal and state Departments of Labor, and state and local human rights agencies. In addition to her litigation practice, Suzanne provides strategic compliance counseling to clients on a wide range of state and federal employment laws. She regularly advises her clients on issues involving workplace discrimination and harassment, leaves of absence, wage and hour compliance, wrongful discharge, restrictive covenants, and unfair competition.

Suzanne is also frequently called upon to personally conduct sensitive and high-stakes internal investigations, including matters involving allegations of harassment, discrimination, and other workplace misconduct. She is trusted to manage these complex and often delicate situations with discretion, sound judgment, and a practical approach. Widely recognized as a subject matter expert in employment law, Suzanne is a sought-after speaker who regularly presents to employers, industry groups, and professional organizations. She delivers practical, forward-looking guidance on emerging legal developments, compliance strategies, and workplace best practices, and is known for translating complex legal issues into clear, actionable insights.

Suzanne remains actively involved in the legal and business community. She remains active in the Academy of New Jersey Management Attorneys where she previously served as President, is a long-time member of the New Jersey State Bar Association's Labor and Employment Law Section Executive Committee and is a longstanding member the Board of Trustees for The Park Avenue Club, where she also serves as General Counsel and Secretary.

Suzanne is a member of the firm's DEI Council, where she contributes to advancing diversity, equity, and inclusion initiatives within the firm and the broader legal community. Outside of her practice, Suzanne enjoys traveling, is an avid movie theater patron, and a self-proclaimed coffee lover and wellness junkie. She enjoys spending time with her husband and their three adult children and is also a devoted dog mom.

**AWARDS & HONORS:**

- AV® Peer Rated, Highest Level of Professional Excellence, Martindale-Hubbell
- Selected to the New Jersey Super Lawyers List (2009 - Present)
  - "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 *Best Lawyers® in America* (2015 - Present)
- Award for "Excellence in Achievement", Peter W. Rodino Society

### **AWARDS & HONORS (Continued):**

- "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 NJBIZ
- "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"

### **PROFESSIONAL EXPERIENCE:**

- Stanton, Hughes, Diana, Cerra, Mariani & Margello, P.C., Morristown, NJ (now Ogletree, Deakins, Nash, Smoak & Stuart)
  - Partner
  - Associate
- Shanley & Fisher, P.C., Morristown, NJ
  - Associate

### **PROFESSIONAL ACTIVITIES:**

- Academy of New Jersey Management Attorneys
  - President (2024 - 2025)
  - Vice President (2021 - 2022)
  - Member (Since 2014)
- The Park Avenue Club
  - Interim President (2026)
  - 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)

### **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)

### **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)

### **PUBLICATIONS:** *Continued*

- 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)

### **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:**

- The Hidden Employment Law Risk That Could Cost You Six Figures, Athena Advisory Collective, Webinar (May 2026)
- How to Build Your Brand, New Jersey State Bar Association, 2026 Women's Leadership Conference (March 2026)
- 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)
- 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 (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)

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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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