

SUZANNE M. CERRA, ESQ.

Partner

AV Rated, Martindale Hubbell



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 in matters involving the enforcement of restrictive covenants and the protection of trade secrets and confidential information.

Ms. Cerra has represented hundreds of clients in state and federal court proceedings, arbitration proceedings, and before administrative agencies such as the EEOC, the New Jersey Division on Civil Rights and the New York Human Rights Division.

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.

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

PROFESSIONAL ACTIVITIES:

- Chief.com, Member (April 2022- Present)
- Academy of New Jersey Management Attorneys, Vice President (2021 - 2022) (Member since 2014)
- The Park Avenue Club, Board of Directors - General Counsel and Secretary (Board Member since 2014)
- New Jersey Bar Association, Labor and Employment Law Section, Executive Committee (2003-Present)
- NJSBA Labor and Employment Law Quarterly, Editorial Board (2003-Present)
- New Jersey Women Lawyers Association
 - President (2013-2014)
 - President Elect (2012-2013)
 - Vice President (2011-2012)
 - Chief Financial Officer (2010-2011)
- Entrepreneur's Organization, New Jersey Chapter (2009 - Present)

HONORS AND AWARDS:

- Listed in Super Lawyers, Employment & Labor (2009 – Present)
 - "Top 100 New Jersey Super Lawyers" (2010– 2021)
 - "Top 50 Women New Jersey Super Lawyers" (2010 - 2021)
- Listed as a Band 1 Attorney in Chambers USA Guide to America's Leading Law Firms, Labor & Employment
- "The Best Lawyers in America", Labor and Employment
- Award for "Excellence in Achievement", Peter W. Rodino Society (2014)
- "Professional Lawyer of the Year Award", NJ Commission on Professionalism in the Law (2013)
- Named "Top 25 Leading Women Entrepreneurs" by Leading Women Entrepreneurs (2012)
- Named "Best 50 Women in Business" by NJ Biz (2011)
- "Ernst & Young Entrepreneur of the Year, New Jersey", Finalist (2009)
- Honored by U.S. Small Business Administration as "New Jersey Women in Business of the Year" (2009)
- AV® Peer Review Rated by Martindale-Hubbell

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. 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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RECENT SPEAKING ENGAGEMENTS:

- Top 10 Employment Law "Must Knows" for 2022, presented at Nukk-Freeman & Cerra, PC Hot Topics in Employment Law Seminar (November 2021)
- Pathways to Leadership With NJWLA Past Presidents, presented by the 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, PC (April 2020)
- Battling the Bully: My Way or the Highway, Nukk-Freeman & Cerra, PC 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)
- Legislative & Strategic Trends in the Aftermath of the 'Me Too' Movement, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar (November 2018)
- New York State and New York City Anti-Harassment Legislation: Here is What You Need to Know, Nukk-Freeman & Cerra, PC, Webinar (May 2018)
- The UBER Nightmare, a Harassment and Discrimination Horror Story, New Jersey Chapter of the Association of Corporate Counsel, Basking Ridge, NJ (April 2018)
- Salary History Bans, Nukk-Freeman & Cerra, PC, Webinar (February 2018)
- An Employment Law Horror Story, Dissecting the UBER Nightmare, Presented at Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar (November 2017)
- Salary History Bans - What is Prohibited and How Do You Comply, Presented at Nukk-Freeman & Cerra, PC, In-House Counsel Seminar, New York City (October 2017)
- Restrictive Covenants that Will Hold Up in Court, Presentation to Katsy Korins LLC (January 2017)

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)

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)

PROFESSIONAL EXPERIENCE

- Law Office of Suzanne M. Cerra, Basking Ridge, NJ
 - Founder and Principal (2003-2006)
- Stanton, Hughes, Diana, Cerra, Mariani & Margello, P.C., Morristown, NJ (now Ogletree, Deakins, Nash, Smoak & Stuart)
 - Partner (1997-2003)
 - Associate (1995-1997)
- Shanley & Fisher, P.C., Morristown, NJ
 - Associate (1993-1995)
- Trial Advocacy College at the University of Virginia Law School
 - Graduate (1999)

EDUCATION:

- Boston College Law School (J.D., magna cum laude and Order of the Coif, 1993)
- Bucknell University (B.S., cum laud, 1990)

ADMISSIONS:

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