

SUZANNE M. CERRA, ESQ.

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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, 2023

PROFESSIONAL ACTIVITIES:

- Academy of New Jersey Management Attorneys
 - President (2023)
 - Vice President (2021 - 2022)
 - Member (Since 2014)
- 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
- Shanley & Fisher, P.C., Morristown, NJ
 - Associate
- Trial Advocacy College at the University of Virginia Law School
 - Graduate (1999)

EDUCATION:

- Boston College Law School (J.D. magna cum laude, 1993)
- Bucknell University (B.S. cum laude, 1990)

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)

SPEAKING ENGAGEMENTS:

- Top 10 Employment Law "Must Knows" for 2022, Nukk-Freeman & Cerra, PC Hot Topics in Employment Law Seminar (November 2021)
- Pathways to Leadership With NJWLA Past Presidents, New Jersey Women Lawyers Association (October 2021)

SPEAKING ENGAGEMENTS (Continued):

- 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, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar (November 2017)
- Salary History Bans – What is Prohibited and How Do You Comply, Nukk-Freeman & Cerra, PC, In-House Counsel Seminar, New York City (October 2017)
- Restrictive Covenants that Will Hold Up in Court, Katsy Korins LLC (January 2017)

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.supertlawyers.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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