

RACHEL H. KHEDOURI, ESQ.

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Of Counsel



Rachel H. Khedouri has extensive experience providing legal advice to employers on a wide range of workplace issues, including discrimination and harassment, performance management, discipline and termination, workforce reorganization and reduction, and wage and hour. Prior to joining Nukk-Freeman & Cerra, Rachel was in-house counsel for a multinational pharmaceutical company where she worked closely with senior management and Human Resources professionals to provide advice and risk avoidance strategies from a labor and employment law perspective. Throughout her career, she has defended companies of all sizes across a range of industries in labor- and employment-related disputes in federal and state court, before federal, state and local administrative agencies, and in arbitration and mediation fora. In addition, Rachel has regularly applied her breadth of knowledge to advising on and drafting employer policies, handbooks, agreements and training programs to help companies remain both compliant with applicable law and in step with emerging best practices.

AWARDS & HONORS:

- Henrietta Weiser Emerging Leader Award, National Council of Jewish Women (2025)

PROFESSIONAL EXPERIENCE:

- Merck & Co., Inc. (formerly Schering-Plough Corporation)
 - Legal Director (2006 - 2011)
 - Senior Counsel (2005 - 2006)
- Kaye Scholer LLP (now known as Arnold & Porter)
 - Counsel (2004 - 2005)
 - Associate (1996 - 2004)

EDUCATION:

- Harvard Law School, Cambridge, MA (J.D., 1996)
- Cornell University, School of Industrial and Labor Relations, Ithaca, NY (B.S., 1993)

BAR ADMISSIONS:

- State of New Jersey (1996)
- State of New York (1997)

RECENT SPEAKING ENGAGEMENTS:

- Family Medical Leave Act, Hot Topics in California Employment Law, Nukk-Freeman & Cerra P.C., Webinar (January 2026)
- When Life Happens: Mastering FMLA Compliance in the Modern Workplace, Nukk-Freeman & Cerra P.C., Hot Topics in Employment Law Seminar (November 2025)
- Navigating Tricky Disability Scenarios: Hear from Our ADA Experts, Hot Topics of Employment Law, Nukk-Freeman & Cerra P.C., Seminar (November 2024)
- Navigating Tricky Terminations, Hot Topics of Employment Law, Nukk-Freeman & Cerra P.C., Seminar (November 2023)