

# Susan L. Nardone

## Partner

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One Gateway Center
Newark, NJ 07102

**Industries**

Life Sciences

**Practice Areas**

Labor & Employment

Alternative Dispute Resolution

Health Care

Litigation

**Bar Memberships**

New Jersey

Pennsylvania

An experienced litigator and trusted advisor, Susan offers guidance to regional and national employers on how to proactively ensure compliance with applicable employment laws and obligations. She provides strategic and preventive advice and counseling to her clients on the everyday issues that employers face, including employee hiring, discipline and termination, and accommodation and leave. She conducts cultural assessments to help companies gain an understanding of the qualities that define their workplace cultures and to develop tools to align workplace culture with business strategy and objectives. She also conducts employee training and workplace investigations. When litigation arises, she meticulously defends companies in state and federal employment matters and before government agencies with a considered and practical approach, always with an understanding of business needs. She also brings and defends restrictive covenant claims where trade secrets, confidential information, and customer and employee relationships are often at stake.

As a complement to her litigation and counseling practice, Susan is an experienced mediator, where her substantive knowledge of employment law offers the parties an objective and fair evaluation of the matter to facilitate resolution. She is listed on the roster of court-approved mediators for the Superior Court of New Jersey and has been appointed to the Certified Mediator List for the District Court for the District of New Jersey.

Susan is also part of the firm's e-discovery practice. By staying abreast of developments in this rapidly changing environment, she advises clients with regard to the proper preservation, collection, and production of electronically stored information (ESI).

In addition to her employment law experience, Susan has also defended a variety of clients in personal injury and medical device litigation during her career.

## Other Info About Susan

### Education

Villanova University School of Law, J.D.

Villanova University, B.S., cum laude

### Courts

United States District Court for the District of New Jersey

United States District Court for the Eastern District of Pennsylvania

### Recognition

Recognized by Best Lawyers®, 2026-2027 Editions: Employment Law – Management; Litigation – Labor and Employment

Included on the *Chambers USA Guide to America's Leading Lawyers for Business* list, Labor & Employment

Included on the *New Jersey Super Lawyers* lists, Employment Litigation: Defense, 2025; Top 50 Female Attorneys in New Jersey, 2012-2013, 2015-2017, 2019-2022, 2023-2024; Top 100 Attorneys in New Jersey, 2013, 2019-2020, 2023-2024

Included on the *New Jersey Super Lawyers Rising Stars* list, Employment Litigation, 2006-2008

Included on the *Benchmark Litigation* list, "Labor & Employment Stars – Northeast"

Included on the *Profiles in Diversity Journal* "Women Worth Watching" list, 2017

### Professional Affiliations

New Jersey State Bar Association
Member, Board of Trustees

Immediate Past Chair, Women in the Profession Section
Member, Labor & Employment Section Executive Committee
Member, New *Jersey Lawyer* magazine Editorial Board

Essex County Bar Association
Co-Chair, Labor & Employment Committee

## Featured Articles

NJDOL Expands Leave Protections: New Guidance Links TDI and FLI Benefits to Job Protection

New Jersey Supreme Court: Logs of Government-Related Emails Contained in Personal Accounts Are Government Records Under OPRA

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