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CLEARY | GIACOBBE | ALFIERI | JACOBS LLC

MATTHEW J. GIACOBBE, Partner
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Reply to: Oakland Office

July 31, 2019

Via FedEx Overnight

Ms. Karen A. Sullivan
Purchasing Manager
Township of Livingston
357 South Livingston Avenue
Livingston, New Jersey 07039

Re: Qualification Statement and Proposal for: Special Counsel

Dear Ms. Sullivan:

Thank you for the opportunity to submit the qualifications of our Firm, Cleary Giacobbe Alfieri Jacobs, LLC, to the Township of Livingston (the "Township") for consideration as Special Counsel.

The following sets forth our extensive experience in providing legal services to public entities throughout New Jersey. As a supplement to this Qualification Statement, I have enclosed additional information on our firm as well as the extended professional profiles of the attorneys who would be available to assist with all aspects of the Township's legal matters.

Our firm is a full service, general practice law firm, representing more than one hundred (100) municipalities within the state of New Jersey, including many of your neighbors. The firm specializes in the areas of public practice, labor and employment law, litigation, authority law, business law and environmental/land use law. Our attorneys have extensive experience in the representation of public entities throughout the State of New Jersey, including municipalities, school boards and public utility authorities. Members of the Firm are available to attend regularly scheduled meetings and special meetings as needed. As a Firm, we strive to respond quickly and efficiently to our clients' needs.

I have enclosed our resume for your review and also invite you to visit our website at www.cgajlaw.com. Please feel free to contact me directly with any questions or concerns that you may have.

Thank you for your consideration.

Very truly yours,



Matthew J. Giacobbe
Encl.

Matawan Office: 955 State Route 34, Suite 200, Matawan, NJ 07747 Tel 732 583-7474 Fax 732 290-0753
Oakland Office: 169 Ramapo Valley Road, UL 105, Oakland, NJ 07436 Tel 973 845-6700 Fax 201 644-7601
Somerville Office: 50 Division Street, Suite 501, Somerville, NJ 08876 Tel 732 583-7474 Fax 201 644-7601

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CLEARY | GIACOBBE | ALFIERI | JACOBS LLC

Attorneys at Law

FIRM RESUME

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Oakland Office: 169 Ramapo Valley Road, UL 105, Oakland, NJ 07436 Tel 973 845-6700 Fax 201 644-7601
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EXECUTIVE SUMMARY

Cleary Giacobbe Alfieri Jacobs, LLC is a full service, general practice law firm. The Firm specializes in the areas of public practice, labor and employment law, litigation, authority law, business law and environmental/land use law. The thirty-five (35) attorneys of Cleary Giacobbe Alfieri Jacobs, LLC have extensive experience in the representation of public entities, including municipalities, school boards and municipal utility authorities. The Firm's practice groups are fully-integrated and provide clients with a variety of experience and expertise to ensure matters are handled in an efficient and cost-effective manner. In addition, the Firm has a strong commitment to the use of the latest technology and the latest legal research tools. Cleary Giacobbe Alfieri Jacobs, LLC has a fully automated office which provides for expedient information retrieval and efficient communication between our attorneys and our clients.

As a firm, Cleary Giacobbe Alfieri Jacobs, LLC is small enough to offer personalized and responsive service, yet large enough to ensure there will always be a knowledgeable attorney available to assist a client at any time. The Firm takes pride in never being "too busy" to handle an individual client's question or emergency. The attorneys of Cleary Giacobbe Alfieri Jacobs, LLC have a track record of always being available, whether it is during or outside regular business hours. The Firm recognizes that many public clients have issues and emergencies that arise outside of normal business hours. As such, clients are provided with attorneys' cell/home numbers so that an attorney may always be reached. In addition, the Firm is available to attend any regular or special meetings, or as otherwise required.

The Firm, in its present state, was established in November 2010. The attorneys, however, have a wide range of practice experience from one (1) to over twenty-five (25) years. The Firm's attorneys are all licensed to practice law in the State of New Jersey and most are licensed in neighboring jurisdictions as well. Cleary Giacobbe Alfieri Jacobs, LLC is in compliance with all applicable affirmative action requirements pursuant to Federal and State laws.

The Firm has never been adjudicated liable for professional malpractice, nor has it been involved in any bankruptcy or reorganization proceedings.

ADMINISTRATIVE INFORMATION

As stated above, this Qualification Statement is submitted on behalf of the firm of Cleary Giacobbe Alfieri Jacobs, LLC. The following is the contact information of the attorney that will serve as the key contact to the Township of Livingston:

Matthew J. Giacobbe, Esq.
Cleary Giacobbe Alfieri & Jacobs, LLC
169 Ramapo Valley Road
Upper Level 105
Oakland, NJ 07436
Phone (973) 845-6700
Fax (201) 644-7601
mgiacobbe@cgajlaw.com

Cleary Giacobbe Alfieri Jacobs, LLC also has offices located at:

State Route 34
Suite 200
Matawan, NJ 07747
Phone (732) 583-7474
Fax (732) 566-7687

50 Division Street
Suite 501
Somerville, NJ 08876
Phone (732) 583-7474
Fax (201) 644-7601

The Firm is a limited liability company that employs thirty-five (35) experienced attorneys, including twenty (20) Partners, seven (7) Counsel, one (1) Of-Counsel, seven (7) Associates, and eight (8) paralegals. The Principals of Cleary Giacobbe Alfieri Jacobs, LLC are:

James J. Cleary, Esq.
Matthew J. Giacobbe, Esq.
Salvatore Alfieri, Esq.
Mitchell B. Jacobs, Esq.

**REPRESENTATION OF NO CONFLICT:
CONTINUING OBLIGATION TO DISCLOSE**

Cleary Giacobbe Alfieri Jacobs, LLC. represents that no conflict of interest exists by virtue of its representation of the interests of the Township of Livingston pursuant to the request for qualification. Cleary Giacobbe Alfieri Jacobs, LLC. shall immediately notify the Township of Livingston of any potential conflict or actual conflict of interest which arises during the course of its representation.

PROFESSIONAL INFORMATION

Cleary Giacobbe Alfieri Jacobs, LLC recognizes the unique needs and challenges of its public clients. Because public law presents complex and evolving legal issues, public entities need experienced, full-service legal counsel. At the same time, public entities are confronted with increasing financial constraints. As a result, Cleary Giacobbe Alfieri Jacobs, LLC tailors its legal services to meet the budgetary needs of each public client. The Firm's expertise and commitment is evidenced in the continued representation of the same public clients for numerous years, some for a decade or more.

In addition, all legal services provided by Cleary Giacobbe Alfieri Jacobs, LLC are provided "in house" and are never subcontracted out to another firm. The Firm's attorneys and support staff are not members of any collective bargaining unit. Upon information and belief, no immediate relatives of any Principals are employees or elected officials of the Township of Livingston.

A. Public Law Practice

The attorneys of Cleary Giacobbe Alfieri Jacobs, LLC have been recognized for their exceptional legal service to public entities. The Firm's clients include some of the largest municipalities and counties in the State of New Jersey, as well as numerous municipal utility authorities, boards of education, planning and zoning boards, economic development authorities, and other public groups at every level of municipal, county and State government. A sampling of the Firm's services to its public clients includes the drafting and/or preparation of contracts, bid specifications, ordinances and board resolutions as well as the handling of bid protests, tax appeal litigation and defense of any and all claims filed against the public entity. Specifically, the Firm advises its public clients on all aspects of compliance with both Federal and State laws, such as the Open Public Meetings Act ("OPMA"), Open Public Records Act ("OPRA"), the Municipal Land Use Law, the Local Public Contracts Law, among others. In addition, Cleary Giacobbe Alfieri Jacobs, LLC provides guidance in environmental and land use issues, including condemnation.

B. Labor and Employment Practice

The Labor and Employment Law Group of Cleary Giacobbe Alfieri Jacobs, LLC is especially adept and experienced in handling a wide range of labor and management issues – issues which routinely present themselves to public entities. Specifically, the Firm prosecutes disciplinary actions, negotiates collective bargaining agreements, defends employment actions in Federal and State Courts, defends grievances filed against the public entity and participates in interest arbitration and unfair labor practice proceedings. The attorneys with Cleary Giacobbe Alfieri Jacobs, LLC have successfully appeared on behalf of their public clients before both the Federal and State Departments of Labor, the New Jersey Public Employment Relations Commission, the New Jersey Civil Service Commission, the Superior Court of New Jersey and the Federal District Court to successfully defend its clients against claims arising out of the Family and Medical Leave Act ("FMLA"), the Fair Labor Standards Act ("FLSA"), the New Jersey Family Leave Act ("NJFLA"), the New Jersey Law Against Discrimination ("NJLAD"), Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act ("ADEA"), the American with Disabilities Act ("ADA") and the Occupational Safety and Health Act ("OSHA"). Further, the Firm provides legal guidance on matters involving the employer/employee relationship, including individual employment agreements, disciplinary matters, employee and personnel handbooks and requests for medical leave. The Firm also specializes in providing its clients with risk avoidance services, including training seminars for administrators and employees in workplace harassment ethics, changes in federal health care requirements and compliance with the FMLA, the NJFLA and OPRA. Cleary Giacobbe Alfieri Jacobs, LLC regularly issues legislative alerts and articles when there are changes in laws and/or regulations of significant interest to its public clients.

As previously mentioned, the Firm counsels and advises clients on state and federal labor regulations and provides representation in matters such as:

- ADA – Americans with Disability Act
- EEOC Complaints
- Employment Contracts
- Employee Handbooks and Policies
- Employment Law
- Employment Practices and Policies
- FLSA – Fair Labor Standards Act

- FMLA – Family Medical Leave Act
- Grievance Arbitrations
- Labor Law
- Unfair Labor Practices

C. Litigation

The Litigation Practice Group at Cleary Giacobbe Alfieri Jacobs, LLC has built a strong reputation for providing proactive, zealous and cost effective representation. Publicly and privately held local and national companies, real estate developers, municipalities, boards of education, other public entities and entrepreneurs, as well as non-profit groups and individuals have all retained Cleary Giacobbe Alfieri Jacobs, LLC to handle their litigation matters. In the public sector, we regularly represent public entities at all levels of government, such as wrongful discharge/retaliation, harassment/discrimination, Title 59 and cases brought under 42 U.S.C. 1983. We pursue litigation with tenacity and determination, while remaining result-oriented committed to and avoiding unnecessary legal proceedings and expense. The Firm's attorneys have substantial experience with alternative dispute resolution, achieving desired results for our clients through arbitration tribunals, case evaluations, mediations and negotiations. Always focused on limiting client exposure, our attorneys regularly consult with clients on the possible avoidance of disputes, devising litigation strategies carefully tailored to fit each client's need.

D. Education Law Practice

Over the years, the attorneys of Cleary Giacobbe Alfieri Jacobs, LLC have been recognized for their expertise in all areas of school law. This is evidenced by our long-standing relationships with our clients and the Statewide recognition as experts we have received from entities such as the New Jersey School Boards Association Insurance Group.

The extensive knowledge and experience of our attorneys enables Cleary Giacobbe Alfieri Jacobs, LLC to assist our education clients in many other pertinent areas of law as well. Some of the areas in which we assist our school board clients maintain legal compliance include bid drafting and specification questions, special education, contracts, first amendment rights, employee and student civil rights, construction, bonding and land use, school ethics, labor negotiations, and employee and student discipline. Our team approach to servicing our educational clients is not only cost effective, but it also enables us to offer our clients a full spectrum of services. Additionally, we provide trial and appellate litigation services, as well as handle matters before State and federal administrative agencies. We routinely appear before the Commissioner of Education, the Civil Service Commission, the New Jersey Public Employment Relations Commission, the Division on Civil Rights, the Equal Employment Opportunity Commission and the Office of Administrative Law.

With regard to the special education, as referenced above, we regularly provide counseling and services in all such matters, including participating in Individual Education Program ("IEP") meetings, child study team ("CST") trainings, student record review, resolution sessions, mediations and due process hearings before the Office of Administrative Law. We also counsel CST members on a regular basis regarding student-specific challenges and legal compliance with student programming.

With regard to school construction projects, we routinely draft, review, and negotiate contracts and bid specifications. Additionally, we work closely with all parties involved, including attorneys, staff,

engineers and architects. When necessary, we resolve questions and issues involving finance options, federal and State grants, State regulations, environmental permitting, condemnation, contract and bid specifications, performance and payment bond defaults, and insurance contract interpretation. Accordingly, our firm is able to provide guidance at all stages of the process, including the initial evaluation of issues related to bid disputes, construction claims, and change orders. Throughout the process we work closely with architects and construction managers with the goal of resolving any issues before formal dispute resolution and/or litigation proceedings become necessary.

ATTORNEY BACKGROUNDS

The following provides the educational background and bar licensure of the attorneys with Cleary Giacobbe Alfieri Jacobs, LLC:

1. James J. Cleary, Principal Partner

Rutgers University, 1964
Seton Hall University School of Law, 1968
Member of the New Jersey Bar

Mr. Cleary has extensive experience in all areas of legal services required by county government and currently serves as Special County Counsel for Monmouth County, a position he has held for more than fifteen (15) years. Mr. Cleary also has significant municipal law experience, having served as the Municipal Attorney for the Borough of Matawan, Assistant Law Director for Old Bridge Township, and Special Counsel for the Borough of Keyport. Mr. Cleary is a practiced real estate and land use attorney who previously served as Planning Board Attorney for Millstone Township, Union Beach, and Upper Freehold Township. By way of litigation, Mr. Cleary oversees the litigation of a large number of Monmouth County municipalities in his capacity as the Fund Attorney for the Monmouth County Joint Insurance Fund. Mr. Cleary also has considerable experience with utility authorities having represented the Old Bridge Municipal Utilities Authority, the Western Monmouth Utilities Authority, and the Manasquan River Regional Sewerage Authority. Finally, Mr. Cleary has substantial meeting procedure knowledge, having served as Parliamentarian for the New Jersey State Senate from 1998-2002.

2. Matthew J. Giacobbe, Principal Partner

Rutgers University, 1989
Seton Hall School of Law, 1993
Member of the New Jersey and New York Bars and the United States District Court, District of New Jersey

Mr. Giacobbe focuses his practice on representing public and private sector management in all aspects of labor and employment law. Additionally, Mr. Giacobbe is general counsel or labor counsel for several school boards, municipalities, independent authorities and other governmental entities throughout New Jersey. In this capacity, Mr. Giacobbe successfully argued before the Supreme Court of New Jersey in the matter of Loigman v. Middletown Township, 185 NJ 566 (2006), where the Court held that municipal attorneys are not policymakers under 42 U.S.C §1983 and are therefore immune from liability for their actions during trial.

Throughout his career, Mr. Giacobbe has handled complex labor negotiations involving public and private sector employers, often obtaining concessions from unions in areas such as salary, insurance co-pays and overtime. He routinely advises clients on termination and employee discipline, employee rights and benefits and other personnel matters. Additionally, Mr. Giacobbe has litigated claims involving employment discrimination, the Fair Labor Standards Act, the Family and Medical Leave Act, wrongful discharge, retaliation, wage and hour issues, whistleblower claims and restrictive covenant litigation in federal and state courts and before the Civil Service Commission, Public Employment Relations Commission and National Labor Relations Board.

Mr. Giacobbe has written numerous articles on labor and employment law and has lectured extensively for the New Jersey Institute for Continuing Legal Education, New Jersey School Boards Association, and the New Jersey League of Municipalities and regularly appears as a "New Jersey Super Lawyer" in New Jersey monthly magazine. Prior to entering private practice, Mr. Giacobbe served as judicial law clerk for the Honorable Garrett Brown, U.S.D.J. in the United States District Court for the District of New Jersey.

3. Salvatore Alfieri, Principal Partner

Rutgers University, 1976
Brooklyn Law School, 1983
Member of the New Jersey and New York Bars

Mr. Alfieri is a practiced local government lawyer, having served in several general counsel/ municipal attorney roles as well as various municipal land use attorney positions. He currently serves as Borough Attorney for Fair Haven as well as previously having served as Township Attorney for the Township of Lakewood. Mr. Alfieri also currently serves as Attorney for the Monmouth County Police Chief's Association. He has previously served as attorney for the Lakewood Township Planning Board, Union Beach Planning Board, Millstone Planning Board, and Aberdeen Township Planning Board. He has also served as Special Counsel for the Manalapan Township Tax Appeals Board, General Counsel to the Aberdeen Township Municipal Utilities Authority and Special Counsel to Howell Township Utility Department.

4. Mitchell B. Jacobs, Principal Partner

Northeastern University, 1983
Nova Southeastern School of Law, 1986
Member of the New Jersey and New York Bars

Mr. Jacobs, co-managing partner of the Firm and manages much of the Firm's litigation, particularly in the areas of employment litigation, commercial litigation, personal injury, real estate litigation and probate litigation. He represents clients and insurance carriers, including the Monmouth County Joint Insurance Fund, the Garden State Insurance Fund, the Bergen County Joint Insurance Fund and the Municipal Excess Liability Joint Insurance Fund. Mr. Jacobs focuses his practice in the areas of employment-related lawsuits, including discrimination, harassment, hostile work environment, wage and hour violations, and wrongful discharge in federal and state courts. Mr. Jacobs also represents private entities, including closely held businesses, financial institutions and other private employers with their employment needs. Mr. Jacobs is also a frequent lecturer and author of articles on the Health Care Reform Act and its impact on employers.

5. John A. Napolitano, Partner

Villanova University, 1982

St. John's University School of Law, 1985

Member of the New Jersey and New York Bars and the United States District Court, District of New Jersey

Mr. Napolitano practices in the areas of governmental entity, environmental and construction law. Mr. Napolitano has over twenty (20) years' experience representing wastewater authorities. He currently serves as general counsel to the Pequannock Lincoln Park Fairfield Sewerage Authority (TBFA), the North Bergen Municipal Utilities Authority, the Secaucus Municipal Utilities Authority and the Bayshore Regional Sewerage Authority.

Mr. Napolitano currently serves as the County Counsel to the County of Morris. Additionally, he serves as General Counsel to the New Jersey Water Environment Association and to the Association of Environmental Authorities of New Jersey where he previously served as a member of its board. Mr. Napolitano is Special Counsel to the Borough of Oakland on sewerage related matters. Mr. Napolitano also serves as counsel to the Hudson Regional Health Commission.

Mr. Napolitano previously worked with the engineering firm of STV/Seelye Stevenson Value and Knecht and was a Professional Engineer licensed in New York.

6. Gregory J. Franklin, Partner

Rutgers University, 1980

Thurgood Marshall School of Law, 1983

Member of the New Jersey Bar and the United States District Court, District of New Jersey

Mr. Franklin represents public employers in the Labor, Employment and Education groups. His practice focuses on contract negotiations, grievance and interest arbitrations, and representing clients before various State and federal labor agencies. With more than two decades of experience as an attorney and Labor Relations Officer with the City of Newark, Mr. Franklin is in a unique position to provide valuable counsel to management officials regarding contractual analysis, employee disputes and policy development.

Prior to joining the firm, Mr. Franklin worked as a Mediator for the Public Employment Relations Commission for seven years. In that role, he mediated hundreds of public sector contractual impasses involving employers and unions representing police, fire, education, municipal, county, housing and utility authority employees throughout the State of New Jersey. This experience provided exposure to an array of issues, and afforded him a distinct perspective with regard to labor negotiations and dispute resolution which will benefit our clientele.

7. Brian M. Chewcaskie, Partner

Fordham University - College of Business Administration, 1981 *Cum Laude*

Seton Hall University School of Law, 1984 *Cum Laude*

Member of the New Jersey Bar

Prior to joining the firm, Mr. Chewcaskie served as Managing Partner of Gittleman, Muhlstock & Chewcaskie, LLP, a multi-disciplined law firm located in Fort Lee, New Jersey. Mr. Chewcaskie's areas of practice include municipal law, land use/development and zoning, real estate and commercial litigation, corporate and commercial transactions, and banking and real estate.

Mr. Chewcaskie serves as counsel or special counsel to the municipalities of Bogota, Dumont, Edgewater, Edison, Englewood Cliffs, Fort Lee, Franklin Lakes, Guttenberg, Hackensack, Mahwah, North Bergen, Oakland, Palisades Park, River Vale, Saddle Brook, South Hackensack, Union City, West New York, and Woodcliff Lake. Mr. Chewcaskie also represents several large corporate clients and private land development clients.

Mr. Chewcaskie currently serves as Chairman of the Northwest Bergen County Utilities Authority - 2012 to present, Commissioner of the Northwest Bergen County Utilities Authority - 2005 to present, Member of District II Ethics Committee (District IIB - Bergen County) 1996 - 2000, Member of the Bergen County Bar Association, New Jersey State Bar Association, The 200 Club of Bergen County, Instructor for Bergen County Bar Association - Land Use Committee Land Use Symposium.

8. Richard A. Gantner, Partner

Rutgers University, 1989

Seton Hall Law School, 1993

Member of New Jersey and Pennsylvania Bars, the United States District Court, District of New Jersey; New York and U.S. Court of Appeals, Third Circuit; District of Columbia; U.S. District Court, Eastern District of Pennsylvania

Mr. Gantner practices in the area of personal injury, automobile accidents and injuries, workers compensation, business torts, employment discrimination, family law, medical malpractice, civil litigation, negligence, federal practice and premises liability.

Mr. Gantner was Editor of the Seton Hall University Law Review from 1992-1993. He also co-authored with John P. Greenberg, M.D. "Recognizing and Preparing Closed Head Injury Cases in the Absence of Initial Diagnosis," Trial Excellence, Volume 13, Number 9, September 2001.

He served as Municipal Court Judge in the Township of Marlboro, and is a member of the Supreme Court Committee on Municipal Court Practice.

9. Sean T. Kean, Partner

Seton Hall University 1988
Columbia University 1992
Seton Hall University School of Law 1996
Member of the New Jersey Bar

Mr. Kean practices in the areas of municipal law, employment law, workers compensation. He is also municipal prosecutor and has served as General Counsel to the Lakewood Development Corporation.

Mr. Kean was elected to the New Jersey General Assembly in 2002 to represent the 11th Legislative District which was comprised of twenty-five (25) coastal communities in Monmouth County. He was re-elected in 2003 and 2005. In 2007 he was elected to the New Jersey State Senate and served a four (4) year term. After legislative redistricting in 2011, Mr. Kean was elected to represent the residents of Monmouth and Ocean Counties in the newly configured 30th Legislative District as a Member of the General Assembly.

Mr. Kean is a member of the Board of Directors of the Monmouth-Ocean Development Corporation. He also serves as a Member of the Advisory Board of the Asbury Park Salvation Army. Mr. Kean also serves on the Foundation Board of Kimball Medical Center. He is also a member of the Monmouth County Bar Association Local Government Law Committee.

10. Nylema Nabbie, Partner

Seton Hall University, 1992 *Cum Laude*
Seton Hall University School of Law, 1996
Member of the New Jersey and New York Bars

Before joining the firm, Ms. Nabbie worked as an attorney for Gittleman, Muhlstock & Chewcaskie, LLP. Ms. Nabbi has substantial land use experience, including prosecution/defense of actions in lieu of prerogative writs on behalf of municipal and private clients. She has served as co-counsel to North Bergen Planning Board. Responsible for preparation of Resolutions of approval/denial, easement agreements, as well as all agreements related to land development process. Ms. Nabbie has extensive land development experience on behalf of private and corporate clients on local, County, and State levels. She has substantial litigation experience, including challenges as to the constitutionality and validity of municipal zoning ordinances before the trial courts and Appellate Division of the State of New Jersey. Ms. Nabbie is responsible for complex commercial real estate transactions, as well as representation of financial institutions and private individuals on commercial, construction and residential loan transactions. She is responsible for the preparation of public offering statements and registration of multi-family projects with the Department of Community Affairs.

Ms. Nabbie has served as Hillsdale Planning Board attorney since February 2014 to present. She has served as co-counsel to the North Bergen Planning Board from 2009 to present, West New York Zoning Board of Adjustment Attorney from November 2017 to present, co-counsel to Closter Zoning Board of Adjustment from 1996 to 1999, member of the Teaneck Planning Board from approximately 1999 to 2004, and Chairperson of the Teaneck Planning Board from approximately 2001 to 2004. Ms. Nabbie served as Director of the New Jersey State Bar Association, Land Use Section - 2009 to 2016.

11. Anthony P. Seijas, Partner

Monmouth University, 1994

Rutgers School of Law - Camden, 1997

Member of the New Jersey Bar, the United States District Court, District of New Jersey, Supreme Court of the United States, U.S. Court of Appeals, Third Circuit

Certified R. 1:40 Mediator

Mr. Seijas focuses his practice on complex employment, constitutional and commercial litigation. He has represented real estate development corporations, manufacturers, retailers, professional groups, and municipalities throughout the State. He appears regularly in State and federal courts in New Jersey, including appellate courts and currently defends both public and private employers from employment claims including gender/pregnancy discrimination, hostile work environment and "whistleblower" claims. He also represents commercial entities in all aspects of their business including contract negotiations, business disputes and intellectual property.

Mr. Seijas has successfully defended cases brought pursuant to the Religious Land Use and Institutionalized Persons Act ("RLUIPA") and the ADA, as well as a number of First, Fourth, Fifth and Fourteenth Amendment cases involving claims of excessive force, wrongful arrest, unlawful search and seizure, high speed pursuits, due process, defamation and takings. He has also successfully prosecuted and defended significant construction defect/delay claims.

Mr. Seijas has tried in excess of five hundred (500) cases to conclusion and has argued before New Jersey's Appellate Division and the Third Circuit Court of Appeals. In addition, he is a certified mediator and has served as an arbitrator for private binding arbitrations.

12. Lani M. Lombardi, Partner

Rutgers University, Rutgers College 1994

Villanova University School of Law, 1998

Member of the New Jersey and U.S.V.I. Bars and the United States District Court, District of New Jersey

Lani M. Lombardi has been practicing law for more than 17 years. Ms. Lombardi currently concentrates her practice on real estate tax appeal litigation defense, municipal court defense, and land use litigation, including the handling of land use prerogative writ actions. Throughout her professional career, Ms. Lombardi has represented various governmental clients, including Monmouth County; as well as planning boards, zoning boards and public utility authorities in public entity litigation. She has also provided competent and advantageous representation to both individual and corporate clients in both New Jersey State and appellate courts in civil/commercial litigation actions, estate planning and administration, guardianship actions, landlord-tenant matters, and real estate matters.

Ms. Lombardi also has extensive New Jersey Municipal Court experience, having served as Municipal Prosecutor in Hazlet Township and Matawan Borough; Conflict Municipal Prosecutor in Brick Township; Associate Municipal Prosecutor in East Brunswick Township; Conflict Public Defender in Brick Township; and Associate Public Defender in Matawan Borough and Howell Township.

Ms. Lombardi is a member of the American Bar Association, New Jersey State Bar Association, Ocean County Bar Association, and the Virgin Islands Bar Association. She is a Trustee of the New Jersey Institute of Local Government Attorneys and a Committee Member of the Monmouth County Bar Association.

13. Bruce W. Padula, Partner

Villanova University, 1996

Seton Hall University School of Law, 1999

Member of the New Jersey and Connecticut Bars, the United States District Court, District of New Jersey, and the Supreme Court of the United States

Mr. Padula represents management in all aspects of labor and employment law. In this capacity, Mr. Padula advises clients on day-to-day employment and labor issues including the Family and Medical Leave Act, the New Jersey Family Leave Act, the Fair Labor Standards Act, Title VII, the Americans with Disabilities Act, the New Jersey Law Against Discrimination, sexual harassment, wrongful discharge, wage and hour, restrictive covenants, and unfair practice charges before the National Labor Relations Board and the Public Employment Relations Commissions.

In addition, Mr. Padula has negotiated collective bargaining agreements and regularly provides advice to clients on collective bargaining matters. Mr. Padula's experience also encompasses public law and education law, where he provides general and labor representation to school boards, charter schools and other public entities in connection with collective bargaining negotiations, grievance arbitrations, seniority issues, hiring, compensation and disciplinary issues.

Mr. Padula also advises clients on campaign finance laws and the various State and local pay-to-play restrictions and has appeared in state and Federal courts on numerous election law matters. Additionally, he has spoken extensively on the Family and Medical Leave Act and the New Jersey Family Leave Act.

Mr. Padula previously served as judicial law clerk to the Honorable Bernard F. Conway, J.S.C., of the Superior Court of New Jersey. He is currently a member of the Hoboken-North Hudson YMCA Board of Directors. Mr. Padula is a frequent author and adjunct lecturer at St. Peter's University. He is also a regular speaker at the New Jersey State Bar Association and New Jersey School Boards Conference.

14. Ruby Kumar-Thompson, Partner

Syracuse University, 1994

Emory University School of Law, 1999

Member of New Jersey Bar, Admitted to United States District Court for the District of New Jersey and the Third Circuit Court of Appeals

Ruby Kumar-Thompson focuses her practice on litigation. She started her legal career in 2001 defending medical malpractice claims where she became skilled at conducting expert depositions. Since 2006, she has successfully defended a wide spectrum of employment and civil rights matters affecting municipalities and other public entities located throughout Northern New Jersey in both state and federal courts.

Ms. Kumar-Thompson has extensive experience specializing in sexual harassment, discrimination in promotions and/or hiring, wrongful termination, pregnancy discrimination, religious discrimination, retaliation, and Free Speech claims, as well as other types of claims brought under the New Jersey Law

Against Discrimination, CEPA, New Jersey Civil Rights Act, Title VII, ADEA, USERRA, the Rehabilitation Act, Religious Land Use and Institutionalized Persons Act (RLUIPA), Family Medical Leave Act, and the First Amendment. She also has considerable knowledge and experience defending state and federal constitutional Section 1983 claims and regarding disciplinary matters filed against police officers for actions taken by them during and in furtherance of the course of their duties, including claims for excessive force, wrongful arrest, unlawful search and seizure, high speed pursuits, malicious prosecution, and defamation. Ms. Thompson strives to defend these matters efficiently and effectively, and to provide competent legal counsel to her clients in order to eliminate and/or to limit any potential exposure from same.

Ms. Thompson has also successfully briefed and argued several legal matters in the New Jersey Appellate Division on behalf of municipalities and school districts including *Bustamante v. Borough of Paramus*, et al., 413 N.J. Super. 276 (2010); *Mary Borrello, et al. v. City of Elizabeth Board of Education*, Docket No. A-3151-14T4 (August 16, 2016); *Groslinger v. Township of Wyckoff*, Docket No. A-5861-07T2, certif. denied, 201 N.J. 497 (2010); and *Whesper v. Police Officer Tulli, et al.*, Docket No. 950 A.2d 907, certif. denied, 195 N.J. 518 (2008). She has also conducted workplace investigations, and provided labor advice to clients with respect to leaves and reasonable accommodations required by the ADA, and the LAD. Her representative clients have most recently included various school districts, including Newark Public Schools, as well as counties and municipalities such as Passaic County, Borough of Jersey City, City of Paterson, and Township of Maplewood. In the past, her representative clients included municipalities throughout Bergen County, as well as the Bergen County Sheriff's Department, Manchester Utilities Authority, County of Bergen, Borough of Haledon, and the Township of Fairfield.

Ms. Thompson is also involved in volunteering her time as a judge in the Annual Bergen County High School Mock Trial competition and as a lecturer for the New Jersey Institute for Continuing Legal Education. Most recently, on October 18, 2017, she spoke on the topic of the Dynamics of Mediating and Evaluating Damages in an Employment Discrimination case.

15. Danielle Pantaleo, Partner

Rutgers University 1993
Seton Hall University School of Law, 2000
Member of the New Jersey Bar

Ms. Pantaleo concentrates her practice on the representation of management in all aspects of labor and employment law and school law. She represents and advises private and public sector employers on the Family and Medical Leave Act, the New Jersey Family Leave Act, the Fair Labor Standards Act, Title VII, the Americans with Disabilities Act, the New Jersey Law Against Discrimination, sexual harassment, wrongful discharge, wage and hour claims, grievances, arbitrations, collective bargaining issues and tenure and seniority matters. Ms. Pantaleo also provides general counsel services to local municipalities and school boards throughout New Jersey. Ms. Pantaleo devotes a portion of her practice to enforcing creditor's rights in bankruptcy matters. Prior to joining Cleary Giacobbe Alfieri Jacobs, LLC, Ms. Pantaleo served as a judicial law clerk to the Honorable Robert Feldman of the Superior Court of New Jersey.

16. Steven W. Kleinman, Partner

Wake Forest University, 1996, *cum laude*

Seton Hall University School of Law, 2002, *cum laude*

Member of the New Jersey and New York Bars, the U.S. District Court for the District of New Jersey and the Third Circuit Court of Appeals

Mr. Kleinman focuses his practice on public and private sector labor and employment law, municipal and public entity law, and election and campaign finance law. From 2010 through 2017, he served as an in-house Special Counsel and acting County Counsel for Monmouth County, where he was chiefly responsible for handling labor and employment matters involving the County's 3,000+ employees and more than 25 negotiations units. From April 2007 through December of 2009, he was the City of Hoboken's Corporation Counsel, and in that capacity argued and won a precedent-setting open public records case before the New Jersey Supreme Court, *Mason v. Hoboken*, 196 N.J. 51 (2008). Mr. Kleinman started his career in private practice at a large Bergen County law firm from 2002 through 2007.

Mr. Kleinman represents clients before federal and state trial and appellate courts, the Office of Administrative Law, the New Jersey Civil Service Commission, the Public Employment Relations Commission, the Election Law Enforcement Commission and the National Labor Relations Board.

Mr. Kleinman is a cum laude graduate of Wake Forest University and a cum laude graduate of Seton Hall University School of Law, where he was a member of the Seton Hall Law Review. Mr. Kleinman writes and speaks regularly on matters relating to his areas of legal expertise and has been a Trustee to the New Jersey Institute of Local Government Attorneys since 2007.

17. Adam S. Abramson-Schneider, Partner

University of Arizona, 2001

Oklahoma City School of Law, 2004

Member of the New Jersey Bar, New York Bar, and the United States District Court, District of New Jersey

Mr. Abramson focuses his practice on the representation of public and private sector employers in labor and employment matters. His practice includes but is not limited to complex labor negotiations, grievance arbitrations, counseling employers on issues of wage and hour, personnel policies, layoffs, FMLA, FLSA, ADA, pensions and health benefits. Mr. Abramson also conducts employee investigations related to discrimination/harassment and provides harassment training. Mr. Abramson has defended the Firm's clients before the Superior Court of New Jersey as well as the Office of Administrative Law, New Jersey Public Employment Relations Commission, Equal Employment Opportunity Commission and the Departments of Labor. Lastly, Mr. Abramson has successfully restrained many grievance arbitrations by arguing the grievances were outside the scope of negotiations and removed illegal provisions from collective negotiations agreements via the Scope of Negotiations process before the New Jersey Public Employment Relations Commission.

18. Gina L. Anton, Partner

Seton Hall University, 1999

Quinnipiac University School of Law, 2006

Member of the New Jersey Bar and the United State District Court, District of New Jersey

Ms. Anton focuses her practice on public and private sector labor and employment law, education law, municipal and public entity law, and business law. Ms. Anton also provides human resource guidance to employers on issues such as personnel policies, employment contracts, severance agreements, employee handbooks, employee evaluations and discipline, and other personnel-related matters. She also responds on behalf of management to employee claims before federal and State courts and administrative agencies.

In her education practice, Ms. Anton has provided employment-related guidance to various school boards throughout the State via the New Jersey School Boards Association Insurance Group Labor hotline. She also provides guidance to clients with regard to employee discipline and the issuance of tenure charges, and has handled such matters on behalf of higher education clients before the Office of Administrative Law and in the Superior Court of New Jersey, Appellate Division.

Since 2015, Ms. Anton has served as the Manager of Labor Relations for Morris County where she is responsible for negotiating the collective negotiations agreements of the County's more than 20 unions. She also responds to grievances and other issues raised by the union members. In this position, Ms. Anton also creates and implements various personnel programs and policies, and conducts workplace investigations on behalf of the County.

Ms. Anton has also authored articles on various labor and employment law topics and has lectured at the American Bar Association's Annual Labor and Employment Law Conference. She also conducts Anti-Harassment and Ethics seminars on behalf of employers. In 2011 and 2012, Ms. Anton was named a New Jersey Super Lawyers' "Rising Star" by New Jersey Monthly magazine. Prior to joining the firm, Ms. Anton worked as an attorney for the Morris County Prosecutor's Office.

19. Jodi S. Howlett, Partner

Green Mountain College, 2002

Vermont Law School, 2007

Member of the New Jersey Bar and the United States District Court, District of New Jersey

Ms. Howlett concentrates her practice on all aspects of school board representation, including general legal matters, labor and employment, and special education. In addition to providing guidance on daily legal matters, such as board of education meetings, harassment, intimidation and bullying complaints, student discipline, and the development/review of school board policies, Ms. Howlett regularly attends meetings on behalf of district Child Study Teams, including eligibility, evaluation, and IEP meetings. In her special education practice, Ms. Howlett has successfully defended the Firm's clients in complex special education litigation in the Office of Administrative Law and appeals to the U.S. District Court. Ms. Howlett uses her extensive experience to conduct lectures and seminars for school administrators in the areas of special education and student discipline.

In addition, Ms. Howlett supervises the New Jersey Employment Practices Hotline Attorney program on behalf of the New Jersey Schools Insurance Group, which provides guidance to numerous school boards throughout the State on issues of tenure and seniority, school employee discipline and removal, Family and Medical Leave Act, New Jersey Family Leave Act, New Jersey Law Against Discrimination, and the Americans with Disabilities Act. Prior to joining Cleary Giacobbe Alfieri Jacobs, LLC, Ms. Howlett served as judicial law clerk to the Hon. Michael A. MacDonald of the Superior Court of Alaska.

20. Frances L. Febres, Partner

Ramapo College of New Jersey, 2007

CUNY School of Law, 2012

Member of the New Jersey and New York Bars; United States District Court, District of New Jersey; and United States Court of Appeals, Third Circuit.

Ms. Febres practices in all areas of public education law, including, but not limited to, special education, labor and employment, and school governance. As part of her practice, she counsels school administrators on day-to-day student, employee and district matters to ensure legal compliance; reviews school board policies, regulations and employee handbooks; reviews administrator contracts; assesses employee benefit entitlements; drafts shared services agreements; advises as to administrative reorganizations and reductions in force ("RIFs"); assesses tenure and seniority rights; assists with student residency removal proceedings; assists administrators with drafting letters regarding employee and student discipline; and conducts workplace investigations, among other services. Additionally, Ms. Febres attends school board meetings and guides school boards with respect to School Ethics Act and Open Public Meetings Act requirements. Ms. Febres also assists school boards with conducting, for example, Donaldson, HIB, student residency and student discipline hearings in executive session.

To further assist school boards, administrators and employees, Ms. Febres conducts administrator and employee trainings concerning teacher evaluation requirements, student records and privacy laws, HIB requirements and legal updates, special education law and procedures, and anti-harassment and anti-discrimination laws. When needed, Ms. Febres will conduct workplace investigations to determine whether there has been a violation of Board Policy or law, such as when an employee makes a complaint of workplace harassment.

As part of her practice, Ms. Febres regularly appears before the Office of Administrative Law, and also appears before the United States District Court, New Jersey Appellate Division, New Jersey Superior Courts, Municipal Courts, the Division on Civil Rights and the Public Employer Relations Commission.

Prior to joining the firm, Ms. Febres had developed diverse experience with administrative agencies and state courts. Specifically, Ms. Febres interned with Justices in the New York Appellate Division and civil trial court. She also interned for a New York City child welfare agency and appeared before the New York Family Court.

21. Jessica V. Henry, Counsel

New York University, 1992, *magna cum laude*
New York University School of Law, New York, 1995
Member of the New Jersey and New York Bars

Ms. Henry litigates matters in New Jersey State and federal courts, focusing primarily on commercial litigation, business torts, contractual disputes, insurance disputes, general liability, and employment litigation matters. Ms. Henry also has considerable experience in handling appeals and representing clients in administrative matters.

22. Ron Kavanagh, Counsel

College of New Jersey, 1998
Rutgers University School of Law–Newark, 2008
Member of the New Jersey and New York Bars and the United States District Court, District of New Jersey

Mr. Kavanagh represents public and private sector employers in labor and employment law matters. He counsels clients on wage and hour claims, the Family and Medical Leave Act, as well as employee grievances and arbitrations. Prior to law school, Mr. Kavanagh was employed by Mellon Financial Corporation as a Participant Services Analyst specializing in administering pension and 401-K plans for the firm's clients. During Law School, Mr. Kavanagh served as the managing Article Editor for the Rutgers Law Record. Upon graduation he also served as the judicial law clerk to the Honorable Robert J. Brennan of the Superior Court of New Jersey, Morris County.

23. Bradley Tishman, Counsel

Binghamton University, 2002
University of Miami School of Law, 2006
Member of the New Jersey, New York, and Florida Bars, United States District Court, District of New Jersey, U.S. Court of Appeals, Third Circuit

Mr. Tishman specializes in labor/employment, civil rights, and education law on behalf of management. Mr. Tishman represents both public and private sector clients in Federal, State, and administrative proceedings. He has also prosecuted numerous disciplinary matters at the departmental level and before the Civil Service Commission.

Mr. Tishman successfully obtained a reversal of both the trial court's and Appellate Division's denial of summary judgment on interlocutory appeal to the New Jersey Supreme Court in *Winters v. North Hudson Regional Fire and Rescue*, 212 N.J. 67 (2012). In this landmark decision, the Court precluded a firefighter's CEPA (whistleblower) and First Amendment claims from proceeding to trial by applying the doctrine of collateral estoppel from two prior disciplinary actions that found the employee engaged in egregious misconduct.

24. Micci J. Weiss, Esq., Counsel

Rutgers University, 2002

Seton Hall School of Law, 2005

Member of the New Jersey and New York Bars; United States District Court, District of New Jersey, U.S. District Courts - Southern District of New York, Eastern District of New York; U.S. District Court; District of Colorado, Northern District of Illinois, U.S. Court of Appeals - 9th Circuit

Mr. Weiss focuses his practices in the areas of Labor and Employment Law and School Law. Mr. Weiss also handles business and real estate litigation matters, including breach of contract, shareholder disputes and real estate commission disputes. He was part of successful trial team in corporate dissolution matter and has successfully settled several multi-million-dollar litigation matters through mediation. Mr. Weiss has also appeared before various planning and zoning boards throughout New Jersey and New York.

Prior to joining the Firm, Mr. Weiss was extensively involved in the representation of developers and business requiring federal, state, and/or local governmental approvals including obtaining site plan, subdivision and variance approvals for commercial, industrial and residential projects.

25. Mark Wenczel, Counsel

Hartwick College - 1986

Seton Hall School of Law – 1992

Member of the New Jersey Bar, U.S. District Court District of New Jersey, U.S. Court of Appeals 3rd Circuit

Mark graduated from Hartwick College with Cum Laude honors in 1986 and from Seton Hall University School of Law in 1992. He was admitted to the New Jersey Bar in 1992. He has served in the past as a Mediator in the Superior Court of New Jersey.

Mark has a diverse practice which has him providing both counseling and litigation services in the areas of Education, Employment, Commercial, and Construction Law.

Mark has tried numerous cases before the Office of Administrative Law and the Superior Court of New Jersey. He has appeared before the United States District Court, the United States Bankruptcy Court, the Third Circuit Court of Appeals, and the Appellate Division of the Superior Court of New Jersey.

Mark is a member of the Essex County and New Jersey State Bar Associations. He is also a member of the American Trial Lawyers Association.

26. Mary Anne (McConeghy) Groh, Counsel

University of Richmond - 1986, *Cum Laude*

Seton Hall School of Law, Juris Doctor, 1993, *Cum Laude*

Member of the New Jersey Bar and United States District Court, District of New Jersey

Qualified Purchasing Agent, State of New Jersey

Ms. Groh has significant experience in complex litigation, including commercial, employment, malpractice, and probate matters, as well as municipal law and government. Mrs. Groh has extensive

knowledge of employment law as a litigator and as management. She served as Vice President and In-House Counsel for Premier Specialties, Inc. for seven years and Business Administrator in the Township of Washington (Bergen County) for two and a half years. In addition, Mrs. Groh has represented various public entities by counseling and, as necessary, litigating matters related to employment, land use, special assessments, and constitutional challenges, among other matters. Mrs. Groh also served as a Councilwoman in the Borough of Haworth for two terms before she decided to not seek re-election at the end of 2015. During her tenure, she was Council President in two of her six years, negotiated two PBA agreements, and served as the Council Liaison to the Haworth Public School and Northern Valley Regional High School. From January 2016 through July 2018, while serving as Business Administrator for the Township of Washington, she also served as Public Agency Compliance Officer and Acting QPA. In addition to the day-to-day management, she prepared budgets, resolutions, ordinances, bid specifications, and requests for proposals; developed personnel policies and procedures; evaluated claims for terminal leave and FMLA; and negotiated a collective bargaining agreement. She has a thorough working knowledge of the Local Public Contracts Law, Prompt Payment Law, and Local Budgeting Law.

Mrs. Groh has extensive commercial and probate litigation experience, as well as experience handling legal and accounting malpractice defense matters. Mrs. Groh served as Law Clerk to the Honorable Kevin M. O'Halloran, Presiding Judge of the Chancery Division, General Equity and Probate parts from 1993 to 1994. During that time, Mrs. Groh became a Certified Mediator.

Prior to attending law school, Mrs. Groh was a Certified Public Accountant and worked as an auditor with KPMG out of its Short Hills office.

27. Lisa M. Scorsolini, Of-Counsel

Johns Hopkins University, 1993

Seton Hall School of Law, 2007

Member of the New Jersey and New York Bars and the United States District Court, District of New Jersey.

As Assistant Township Attorney for the Township of Wayne, Lisa Scorsolini provides legal counsel to the Mayor, Council and Administration, drafts ordinances and resolutions, reviews contracts, and ensures compliance with the various state laws that govern New Jersey municipalities, such as the Open Public Records Act, Open Public Meetings Act, Local Public Contracts Law, Faulkner Act, and the Municipal Land Use Law.

Prior to her job with Wayne, Ms. Scorsolini was an Assistant Prosecutor/Deputy Attorney General for the Morris County Prosecutor's Office, where she worked in the Domestic Violence and Trial Divisions, and appeared regularly before the Criminal and Family Divisions of the Superior Court of New Jersey, as well as the Appellate Division.

Lisa is a graduate of Seton Hall University Law School and her BA degree from Johns Hopkins University, double-majoring in International Studies and Hispanic and Italian Studies. She speaks Armenian and Italian, as well as English.

28. Dante M. Alfieri, Counsel

Ramapo College, 2009
Widener University School of Law, 2012
Member of New Jersey Bar

Mr. Alfieri concentrates his practice in the areas of residential and commercial real estate transactions, land use, planning and zoning law and real estate tax appeal matters. Mr. Alfieri regularly represents individuals, developers, investors and landowners in the sale and acquisition of residential and commercial real estate. Additionally, he has represents both private and public clients before dozens of municipalities, planning board, zoning boards of adjustment and authorities throughout New Jersey. He also has experience representing both private and public clients with property taxation appeals before County Boards and the Tax Court of New Jersey.

29. Nicholas DelGaudio, Associate

Binghamton University, 2009
Benjamin N. Cardozo School of Law – Yeshiva University, 2013
Member of the New Jersey and New York Bars; United States District Court, District of New Jersey,
U.S District Courts - Southern District of New York

Mr. DelGaudio practices in the areas of labor and employment law, education law, and government/public entity law. He has represented both public entities and private businesses in state court, federal court and administrative actions. He also advises employers on a wide range of employment and labor matters including employee discipline, wage and hour, wrongful discharge, employment discrimination, grievances, unfair labor practices, harassment in the workplace and employee leave issues.

30. Jaclyn M. Kavendek, Esq., Associate

George Mason University, 2012
The Catholic University of America, Columbus School of Law, 2015
Member of the New Jersey and New York Bars; United States District Court, District of New Jersey

Ms. Kavendek practices in the areas of education, labor and employment, and local government law. She completed her Juris Doctorate from The Catholic University of America, Columbus School of Law. Prior to joining the firm, Ms. Kavendek handled insurance and intellectual property matters in a business consulting firm.

31. Scott A. Sears, Esq., Associate

Touro College, 2012
Benjamin N. Cardozo School of Law – Yeshiva University, 2015
Member of the New Jersey and New York Bars

Mr. Sears practices in the areas of employment and labor law, education law, and government/public entity law. He completed his Juris Doctorate from Benjamin N. Cardozo School of Law. Prior to joining the firm, Mr. Sears gained experience in employment and foreclosure law.

32. Catherine Kim, Esq., Associate

The College of New Jersey, 2012

University of Maryland Francis King Carey School of Law, 2015

Member of the New Jersey Bar

Ms. Kim practices in the areas of real estate, zoning, and litigation. She completed her Juris Doctorate from The University of Maryland Francis King Carey School of Law. Prior to joining the firm, Ms. Kim clerked for Monmouth County Prosecutor's Office, Baltimore City State's Attorney's Office, and Maryland Attorney General's Office.

33. Victoria A. Leblein, Esq., Associate

College of Charleston, 2013

Seton Hall University School of Law, 2016

Member of the New Jersey and New York Bars

Ms. Leblein received her Juris Doctorate from Seton Hall University School of Law. Prior to joining the firm, Ms. Leblein completed a Judicial Clerkship in the Criminal Division of the Morris County Superior Court. During law school, Ms. Leblein interned with the Passaic County Prosecutor's Office and a boutique law firm, which specialized in civil litigation.

34. Anthony Provenzano, III, Esq., Associate

Montclair State University, 2014

New York Law School, 2018

Member of the New Jersey Bar; United States District Court, District of New Jersey

Mr. Provenzano practices in the areas of employment litigation, commercial litigation, and personal injury. He recently received his Juris Doctorate from New York Law School. Mr. Provenzano has worked part-time for the firm since 2014 and throughout law school.

35. Charissa Nathaniel Wijaya, Esq., Associate

Montclair State University, 2012

New York Law School, 2017

Member of the New York Bar; New Jersey Bar

Ms. Wijaya received her Juris Doctorate from New York Law School. Prior to joining the firm, Ms. Wijaya completed a Judicial Clerkship and was the Judicial Law Clerk to the Honorable Philip J. Maenza, Supervising Judge of the Special Civil Part in Morris and Sussex County Superior Court. Along with her Judicial Law Clerk duties, Ms. Wijaya was also the Special Civil Clerk where she was the lead law clerk mediator during her 2017-2018 Judicial Clerkship. During her undergraduate studies, Ms. Wijaya interned with the New Jersey Attorney General's Office in the Consumer Affairs Division where she regularly investigates complaints made against health care professionals, prepares recommendation of disciplinary actions, and assisted in the drafting of Cullen Law. During her law school studies, Ms. Wijaya interned for the Waterfront Commission of New York Harbor where she frequently interviews and investigates arrest reports, as well as holding the lead role in a highly confidential criminal investigation of an

organized crime influence. Ms. Wijaya was also the Judicial Law Intern to the Honorable Justice Joan A. Madden, a Judge in New York Supreme Court – New York County, Civil Term and was a summer associate at a New York City law firm, which specialized in civil litigation.

REPRESENTATIVE CLIENTS LIST

Below is a representative list of our current municipal clients:

Borough of Beach Haven	City of Newark
Borough of Deal	City of Paterson Housing Authority
Borough of Demarest	City of Summit
Borough of Fair Haven	Town of West New York
Borough of Frenchtown	Township of Alexandria
Borough of Garwood	Township of Andover
Borough of Helmetta	Township of Barnegat
Borough of Hillsdale	Township of Boonton
Borough of Lakehurst	Township of Colts Neck
Borough of Leonia	Township of Denville
Borough of Little Silver	Township of Dover
Borough of Long Hill	Township of East Brunswick
Borough of Lyndhurst	Township of Edison
Borough of Madison	Township of Fairfield
Borough of Matawan	Township of Fairfield Public Library
Borough of Mendham	Township of Harding
Borough of Midland Park	Township of Hazlet
Borough of Oakland	Township of Holland
Borough of Oakland Public Library	Township of Holmdel
Borough of Paramus	Township of Howell
Borough of Palisades Park	Township of Long Hill
Borough of River Edge	Township of Mahwah
Borough of Rockaway	Township of Millburn
Borough of Rumson	Township of Montville
Borough of Roosevelt	Township of Mount Olive
Borough of Sea Bright	Township of Neptune
Borough of Seaside Park	Township of North Bergen
Borough of Ship Bottom	Township of Old Bridge
Borough of Shrewsbury	Township of Saddle Brook
Borough of Spring Lake	Township of Saddle River
Borough of Tinton Falls	Township of Union
City of Atlantic City	Township of Upper Freehold
City of East Orange	Township of Vernon
City of Englewood	Township of Verona
City of Hackensack	Township of Wall

REFERENCES

Please accept the following professional references:

Mr. John Bonanni, County Administrator
County of Morris
P.O. Box 900
Morristown, New Jersey 07963
Phone (973) 285-6040
JBonanni@co.morris.nj.us

Terri O'Conner, County Administrator
County of Monmouth
Hall of Records, Freehold, NJ 07728
Phone (732) 431-7384
71 Main Street
Flemington, New Jersey 08822
Phone (908) 788-1104
Teri.OConnor@co.monmouth.nj.us

Mr. Neal Bellet, Business Administrator
Township of Wayne
475 Valley Road
Wayne, New Jersey 07470
Phone (973) 694-1800 X 3204
belletn@waynetownship.com

Mr. Raymond Codey, Borough Administrator
Borough of Madison
205 Madison Avenue – Room 212
Madison, New Jersey 07940
Phone (973) 593-3038
codeyr@rosenet.org

Mr. Alan Negreann, Borough Administrator
Borough of River Edge
705 Kinderkamack Road
River Edge, New Jersey 07661
Phone (201) 599-6300
anegrann@riveredgenj.org

FEE PROPOSAL

A. Hourly Rate:

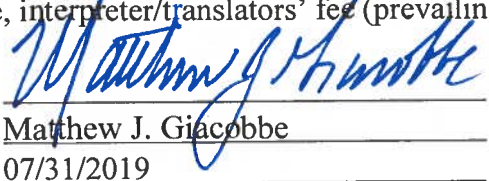
The following rates apply for services provided as Special Counsel:

<u>Attorneys</u>	<u>Per Hour</u>
Partners	<u>\$165.00</u>
Counsel	<u>\$165.00</u>
Associates	<u>\$165.00</u>
Paralegals	<u>\$ 90.00</u>

B. Reimbursable costs and expenses:

In addition to legal fees, we charge the following costs and expenses:

Experts' fees, court costs, accountants' fees, appraisers' fees, deposition costs, Lawyers Courier Service, Federal Express Overnight Courier Service, photocopying charges (\$.20 per copy), postage, interpreter/translators' fee (prevailing market rates).

Sign: 

Print: Matthew J. Giacobbe

Date: 07/31/2019

DOCUMENT CHECKLIST

Required By Township		Read, Signed & Submitted
☒	Proposal Submission as per Section IV B of Specifications	☒
☒	Statement of Corporate Ownership (Appendix A)	☒
☒	Non-Collusion Affidavit (Appendix B)	☒
☒	Affirmative Action Compliance Notice (Appendix C)	☒
☒	State of New Jersey Division of Purchase and Property- Disclosure of Investment Activities in Iran (Appendix F)	☒
☒	Business Registration Certificate (not required to be submitted with proposal, but will be required prior to contract award)	☒
Required By Township		Read Only
☒	Exhibit A Mandatory Affirmative Action Language (Appendix D)	☒
☒	Americans with Disabilities Act of 1990 (Appendix E)	☒

APPENDIX A

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Cleary Giacobbe Alfieri Jacobs, LLC

Name of Organization: _____

Organization Address: 169 Ramapo Valley Rd Oakland, NJ 07436

Part I Check the box that represents the type of business organization:

- ☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
☐ For-Profit Corporation (any type) ☒ Limited Liability Company (LLC)
☐ Partnership ☐ Limited Partnership ☐ Limited Liability Partnership (LLP)
☐ Other (be specific): _____

Part II

- ☒ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

- ☐ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
James J. Cleary	107 Haven Way Morganville, NJ
Matthew J. Giacobbe	150 Andrew Avenue Oakland, NJ
Salvatore Alfieri	4 Colony Drive Marlboro, NJ
Mitchell B. Jacobs	9 Vista Drive Morganville, NJ

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

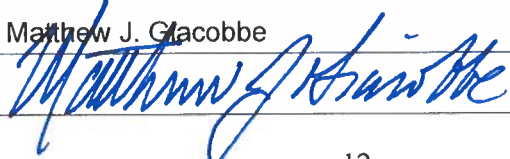
Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above.** The disclosure shall be continued until names and addresses of every noncorporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the **Township of Livingston** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the **Township of Livingston** to notify the **Township** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the **Township of Livingston**, permitting the **Township** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Matthew J. Jacobbe	Title:	Principal Partner
Signature:		Date:	07/31/2019

APPENDIX C

**AFFIRMATIVE ACTION COMPLIANCE NOTICE
N.J.S.A. 10:5-31 and N.J.A.C. 17:27**

**GOODS AND SERVICES CONTRACTS
(INCLUDING PROFESSIONAL SERVICES)**

This form is a summary of the successful bidder's requirement to comply with the requirements of N.J.S.A. 10:5-31 and N.J.A.C. 17:27.

The successful bidder shall submit to the public agency, after notification of award but prior to execution of this contract, one of the following three documents as forms of evidence:

- (a) A photocopy of a valid letter that the contractor is operating under an existing Federally approved or sanctioned affirmative action program (good for one year from the date of the letter);

OR

✕

- (b) A photocopy of a Certificate of Employee Information Report approval, issued in accordance with N.J.A.C. 17:27-4;

OR

- (c) A photocopy of an Employee Information Report (Form AA302) provided by the Division and distributed to the public agency to be completed by the contractor in accordance with N.J.A.C. 17:27-4.

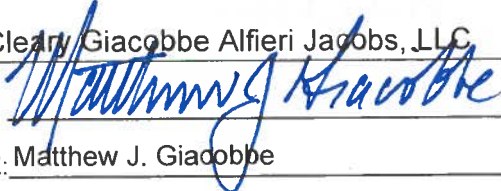
The successful vendor may obtain the Affirmative Action Employee Information Report (AA302) from the contracting unit during normal business hours.

The successful vendor(s) must submit the copies of the AA302 Report to the Division of Contract Compliance and Equal Employment Opportunity in Public Contracts (Division). The Public Agency copy is submitted to the public agency, and the vendor copy is retained by the vendor.

The undersigned vendor certifies that he/she is aware of the commitment to comply with the requirements of N.J.S.A. 10:5-31 and N.J.A.C. 17:27 and agrees to furnish the required forms of evidence.

The undersigned vendor further understands that his/her bid shall be rejected as non-responsive if said contractor fails to comply with the requirements of N.J.S.A. 10:5-31 and N.J.A.C. 17:27.

COMPANY: Clearly Giacobbe Alfieri Jacobs, LLC

SIGNATURE: 

PRINT NAME: Matthew J. Giacobbe

TITLE: Principal Partner

DATE: 7/31/2019

APPENDIX D (READ ONLY)
EXHIBIT A (REVISED 4/10)

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE
N.J.S.A. 10:5-31 et seq. (P.L. 1975, C. 127)
N.J.A.C. 17:27

GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union of the contractor's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

In conforming with the targeted employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302 (electronically provided by the Division and distributed to the public agency through the Division's website at www.state.nj.us/treasury/contract_compliance)

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Public Contracts Equal Employment Opportunity Compliance as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Public Contracts Equal Employment Opportunity Compliance for conducting a compliance investigation pursuant to **Subchapter 10 of the Administrative Code at N.J.A.C. 17:27.**

APPENDIX E (READ ONLY)

AMERICANS WITH DISABILITIES ACT OF 1990 Equal Opportunity for Individuals with Disability

The contractor and the Township of Livingston, (hereafter "Owner") do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "Act") (42 U.S.C. S121 01 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, and activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the Owner pursuant to this contract, the contractor agrees that the performance shall be in strict compliance with the Act. In the event that the contractor, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the contractor shall defend the Owner in any action or administrative proceeding commenced pursuant to this Act. The contractor shall indemnify, protect, and save harmless the Owner, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind or nature arising out of or claimed to arise out of the alleged violation. The contractor shall, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the Owner's grievance procedure, the contractor agrees to abide by any decision of the Owner which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the Owner, or if the Owner incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the contractor shall satisfy and discharge the same at its own expense.

The Owner shall, as soon as practicable after a claim has been made against it, give written notice thereof to the contractor along with full and complete particulars of the claim. If any action or administrative proceeding is brought against the Owner or any of its agents, servants, and employees, the *Owner shall* expeditiously forward or have forwarded to the contractor every demand, complaint, notice, summons, pleading, or other process received by the Owner or its representatives.

It is expressly agreed and understood that any approval by the Owner of the services provided by the contractor pursuant to this contract will not relieve the contractor of the obligation to comply with the Act and to defend, indemnify, protect, and save harmless the Owner pursuant to this paragraph.

It is further agreed and understood that the Owner assumes no obligation to indemnify or save harmless the contractor, its agents, servants, employees and subcontractors for any claim which may arise out of their performance of this Agreement. Furthermore, the contractor expressly understands and agrees that the provisions of this indemnification clause shall in no way limit the contractor's obligations assumed in this Agreement, nor shall they be construed to relieve the contractor from any liability, nor preclude the Owner from taking any other actions available to it under any other provisions of the Agreement or otherwise at law.

APPENDIX F
State of New Jersey Division of Purchase and Property
DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN

Solicitation Number _____ : Bidder / Offeror: Cleary Giacobbe Alfieri Jacobs, LLC

Pursuant to Public Law 2012, c. 25, any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must complete the certification below to attest, under penalty of perjury, that the person or entity, or one of the person or entity's parents, subsidiaries, or affiliates, is not identified on a list created and maintained by the Department of the Treasury as a person or entity engaging in investment activities in Iran. If the Director finds a person or entity to be in violation of the principles which are the subject of this law, s/he shall take action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the person or entity.

I certify, pursuant to Public Law 2012, c. 25, that the person or entity listed above for which I am authorized to bid/renew:

☒ is **not** providing goods or services of \$20,000,000 or more in the energy sector of Iran, including a person or entity that provides oil or liquefied natural gas tankers, or products used to construct or maintain pipelines used to transport oil or liquefied natural gas, for the energy sector of Iran, **AND**

☒ is **not** a financial institution that extends \$20,000,000 or more in credit to another person or entity, for 45 days or more, if that person or entity will use the credit to provide goods or services in the energy sector in Iran.

In the event that a person or entity is unable to make the above certification because it or one of its parents, subsidiaries, or affiliates has engaged in the above-referenced activities, a detailed, accurate and precise description of the activities must be provided in part 2 below under penalty of perjury. Failure to provide such will result in the proposal being rendered as non-responsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

PART 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN

You must provide a detailed, accurate and precise description of the activities of the bidding person/entity, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the boxes below.

PLEASE PROVIDE THOROUGH ANSWERS TO EACH QUESTION. IF YOU NEED ADDITIONAL SPACE, MAKE COPIES OF THIS FORM AND ATTACH HERETO

Name _____ Relationship to Bidder/Offeror _____

Description of Activities _____

Duration of Engagement _____ Anticipated Cessation Date _____

Bidder/Offeror Contact Name _____ Contact Phone Number _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity. I acknowledge that the State of New Jersey is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the State to notify the State in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the State of New Jersey and that the State at its option may declare any contract(s) resulting from this certification void and unenforceable.

Signature Matthew J. Jacobs



State of New Jersey

DEPARTMENT OF THE TREASURY
DIVISION OF PUBLIC HAND AND PROPERTY
OFFICE OF THE DIRECTOR
33 WEST STATE STREET
P. O. BOX 019
TRENTON, NEW JERSEY 08625-0039

<http://dptreasury.nj.gov>

Telephone (609) 292-4886 / Facsimile (609) 984-2575

PHILIP D. MURPHY
Governor

SHEILA Y. CHIVVER
Lt. Governor

ELIZABETH MAHER MUTOLO
State Treasurer

MAURENCE A. GRIFFIN
Acting Director

The following list represents entities determined, based on credible information available to the public, to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 23 ("Chapter 26"):

1. Amra	17. Indian Oil Corporation
2. Bank Mitrkazi Iran (Central Bank of Iran)	19. Kingseam PLC
3. Bank Mellat	18. Nafarin Intertrade Company (NICO)
4. Bank Melli Iran	20. National Iranian Tanker Company (NITC)
5. Bank Saderat PLC	21. Oil and Natural Gas Corporation (ONGC)
6. Bank Sepah	22. Oil India Limited
7. Bank Tejarat	23. Perza International Bank
8. Belaz	24. Petroleos de Venezuela (PDVSA Petrolao SA)
9. Belneftekhim (Belorusneft)	25. PetroChina Company, Ltd
10. China International United Petroleum & Chemicals Co., Ltd. (Cuipec)	26. Sameh Afzar Tajak Co. (SATCO)
11. China National Offshore Oil Corporation (CNOOC)	27. Shandong Fintech Machine Company, Ltd
12. China National Petroleum Corporation (CNPC)	28. Sinohydro Co., Ltd
13. China National United Oil Corporation (ChinaOil)	29. SKS Ventures
14. China Petroleum & Chemical Corporation (Sinopec)	30. Som Petrol AS
15. China Precision Machinery Import-Export Corp. (CPMIEC)	31. Zhongji Zhenrong Company
16. Glincoy Smith Associates	

List Date: January 31, 2019

Certification **45751**

CERTIFICATE OF EMPLOYEE INFORMATION REPORT

RENEWAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-NOV-2017** to **15-NOV-2020**

CLEARY GIACOBBE ALFIERI & JACOBS, LLC
955 STATE HIGHWAY 34, SUITE 200
MATAWAN NJ 07747



Ford M. Scudder

FORD M. SCUDDER
State Treasurer

STATE OF NEW JERSEY BUSINESS REGISTRATION CERTIFICATE

DEPARTMENT OF TREASURY/
DIVISION OF REVENUE
PO BOX 252
TRENTON, N J 08646-0252

TAXPAYER NAME:

CLEARY GIACOBBE ALFIERI & JACOBS LLC

TRADE NAME:

ADDRESS:

955 STATE HWY 34 STE 200
MATAWAN NJ 07747-3106

SEQUENCE NUMBER:

1598238

EFFECTIVE DATE:

11/03/10

ISSUANCE DATE:

09/20/17

James J. Fusione
Director
New Jersey Division of Revenue

FORM-BRC

This Certificate is NOT assignable or transferable. It must be conspicuously displayed at above address.

1074-089, 15205946 v



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

06/07/2019

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER World Insurance Associates, LLC 656 Shrewsbury Ave, Suite 200 Tinton Falls NJ 07701	CONTACT NAME: PHONE (A/C, No, Ext): 732-380-0900 FAX (A/C, No): 732-380-0909 E-MAIL ADDRESS: certificates@worldins.net
INSURED CLEAR-1 Cleary, Giacobbe, Alfieri, Jacobs, LLC PO Box 533 Matawan NJ 07747	INSURER(S) AFFORDING COVERAGE INSURER A : The Hartford INSURER B : ALLIED WORLD SURPLUS LINES INSURER C : Hiscox Inc INSURER D : INSURER E : INSURER F : NAIC # 29424 10200

COVERAGES

CERTIFICATE NUMBER: 837940382

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☐ POLICY ☐ PROJECT ☐ LOC OTHER:			13SBATS6526	2/17/2019	2/17/2020	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000 \$
A	☐ AUTOMOBILE LIABILITY ☐ ANY AUTO ☐ ALL OWNED AUTOS ☒ HIRED AUTOS ☐ SCHEDULED AUTOS ☒ NON-OWNED AUTOS			13SBATS6526	2/17/2019	2/17/2020	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	☒ UMBRELLA LIAB ☒ OCCUR ☐ EXCESS LIAB ☐ CLAIMS-MADE ☐ DED ☒ RETENTION \$ 10,000			13SBATS6526	2/17/2019	2/17/2020	EACH OCCURRENCE \$ 1,000,000 AGGREGATE \$ 1,000,000 \$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N ☒ N	N/A	13WBCCC9568	2/17/2019	2/17/2020	PER STATUTE ☐ OTH-ER ☐ E L. EACH ACCIDENT \$ 1,000,000 E L. DISEASE - EA EMPLOYEE \$ 1,000,000 E L. DISEASE - POLICY LIMIT \$ 1,000,000
B C	Professional Liability Cyber Liability			03101730 MPL2207469	6/3/2019 3/21/2019	6/3/2020 3/21/2020	Each Claim 5,000,000 Each Claim 2,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
Certificate holder is listed as additional insured.

CERTIFICATE HOLDER

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS

AUTHORIZED REPRESENTATIVE

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