

THIS AGREEMENT, made this 10<sup>th</sup> day of January, 2024 BY AND  
BETWEEN

**ROCKAWAY VALLEY REGIONAL SEWERAGE AUTHORITY,**

a public corporation in the County of Morris and State of New Jersey, hereinafter  
referred to the "Authority",

AND

**CLEARY, GIACOBBE, ALFIERI, JACOBS, LLC** with offices at 169 Ramapo  
Valley Road, Oakland, New Jersey 07436, hereinafter referred to as  
"CONTRACTOR"

WITNESSETH:

For and in consideration of these presents, and their mutual promises and other good  
and valuable consideration in hand paid by one party to the other, the receipt of which is hereby  
acknowledged, the parties hereto agree as follows:

1. Contractor agrees to provide Professional Legal Services, to the Rockaway Valley Regional  
Sewerage Authority (Authority), as more specifically set forth in the Proposal for Appointment  
("Proposal"), dated January 8, 2024, incorporated herein by reference, and made a part hereof for  
the period of January 1, 2024 to December 31, 2024.
2. Upon performance by Contractor, the Authority agrees to pay to Contractor in accordance  
with the terms and conditions set forth in said Proposal attached hereto and made a part hereof.
3. Termination - Either the AUTHORITY or the CONTRACTOR may terminate this  
Agreement without advance notice and effective immediately for cause which, on the part of the  
CONTRACTOR shall be for breach of the terms and conditions of this Agreement, and, on the  
part of the AUTHORITY, shall be for failure to make the payments under the terms of this  
Agreement; or, otherwise, with or without cause, upon ten (10) days advance written notice to  
the other party. Upon delivery of such notice by AUTHORITY, CONTRACTOR shall

immediately cease work and deliver to AUTHORITY all work in progress and return all AUTHORITY Information and any AUTHORITY-owned materials and/or equipment. If the AUTHORITY exercises its right to terminate this Agreement, any obligation it may otherwise have under this Agreement shall cease immediately, provided that the AUTHORITY shall only be obligated to pay CONTRACTOR monies owed CONTRACTOR up to the time of termination for services actually performed.

4. 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.

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 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

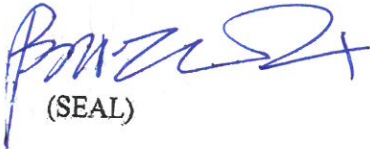
Employee Information Report Form AA302 (electronically provided by the Division and distributed to the public agency through the Division's website at [www.state.nj.us/treasury/contract\\_compliance](http://www.state.nj.us/treasury/contract_compliance))

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.


IN WITNESS, WHEREOF, said Authority has caused these presents to be signed by its Executive Director, and attested by its Secretary, and has caused its official seal to be affixed hereto and said Contractor has caused the corporate seal to be affixed and attested thereto, and these presents to be signed by its Partner, the day and date first above written.

**ROCKAWAY VALLEY REGIONAL  
SEWERAGE AUTHORITY**

ATTEST:

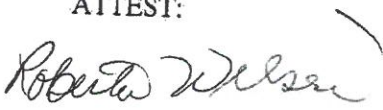
  
(SEAL)

BY:

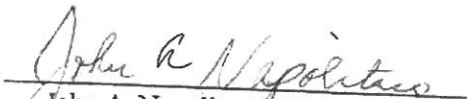
  
JoAnn Mondsini, Executive Director

**CLEARY, GIACOBBE, ALFIERI, JACOBS, LLC**

ATTEST:

  
(SEAL)

BY:

  
John A. Napolitano, ESQ



# CLEARY | GIACOBBE | ALFIERI | JACOBS LLC

JOHN A. NAPOLITANO, Partner  
jnapolitano@cgajlaw.com

**Reply to: Oakland Office**

January 8, 2024

**Via email and FedEx**

Ms. JoAnn Mondsini, Executive Director  
Rockaway Valley Regional Sewerage Authority  
RD#1,99 Greenbank Road  
Boonton, New Jersey 07005-9602

**Re: Request for Qualifications and Proposals for: Special Counsel and Alternate General Counsel**

Dear Ms. Mondsini:

Thank you for the opportunity to submit the qualifications of our Firm, Cleary Giacobbe Alfieri Jacobs, LLC, for consideration as Special Counsel and Alternate General Counsel.

As you are aware, the Firm is competent in addressing the complex issues and concerns involved in the representation of sewerage authorities. We presently serve as general counsel or labor counsel for numerous sewerage and municipal utilities authorities, such as the Musconetcong Sewerage Authority and Two Bridges Sewerage Authority, Sussex County Municipal Utilities Authority, Old Bridge Municipal Utilities Authority, North Bergen Municipal Utilities Authority and Secaucus Municipal Utilities Authority. This experience places our Firm in a unique position to advise and assist the Authority with its present and future legal issues. As a Firm, we strive to respond quickly and efficiently to our clients' needs.

This letter confirms that the fees for our legal services to represent the Authority as needed. The firm will provide legal services at the rate of \$235.00 per hour for all attorneys and \$100.00 per hour for paralegals and law clerks.

I have enclosed our resume for your review and invite you to visit our website at [www.cgajlaw.com](http://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,

  
John A. Napolitano  
Encl.

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**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  
Matawan Office: 955 State Route 34, Suite 200, Matawan, NJ 07747 Tel 732 583-7474 Fax 732 290-0753  
Haddonfield Office: 255 Kings Highway East, Haddonfield, NJ 08033 Tel 732 583-7474 Fax 732-290-0753

[www.cgajlaw.com](http://www.cgajlaw.com)

# 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  
Matawan Office: 955 State Route 34, Suite 200, Matawan, NJ 07747 Tel 732 583-7474 Fax 732 290-0753  
Somerville Office: 50 Division Street, Suite 501, Somerville, NJ 08876 Tel 732 583-7474 Fax 201 644-7601  
Haddonfield Office: 255 Kings Highway East, Haddonfield, NJ 08033 Tel 732 583-7474 Fax 732-290-0753

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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, workers' compensation law, business law and environmental/land use law. The fifty (50) 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 Rockaway Valley Regional Sewerage Authority:

**John A. Napolitano, Esq.**  
Cleary Giacobbe Alfieri Jacobs, LLC  
69 Ramapo Valley Road  
Upper Level 105  
Oakland, NJ 07436  
Phone (973) 845-6700  
Fax (201) 644-7601  
**[jnapolitano@cgajlaw.com](mailto:jnapolitano@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

255 Kings Highway East  
Second Floor  
Haddonfield, NJ 08033  
Phone (732) 583-7474  
Fax (732) 566-7687

The Firm is a limited liability company that employs fifty (50) experienced attorneys, including thirty-five (35) Partners, nine (9) Counsel, six (6) Associates, and twelve (12) 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 Rockaway Valley Regional Sewerage Authority pursuant to the request for qualification. Cleary Giacobbe Alfieri Jacobs, LLC. shall immediately notify the Rockaway Valley Regional Sewerage Authority 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 Rockaway Valley Regional Sewerage Authority.



## **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. 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.

### **C. 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

### **D. 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.

#### **E. Real Estate Development Land Use, and Tax Appeals**

Helping clients navigate local and state regulatory processes to achieve success is one of our top priorities. We have represented a broad range of clients in matters related to zoning, special use permits, and other land use matters. The collaborative approach we apply to each case insures that our clients achieve both their short and long-term goals.

Our attorneys are well versed in all aspects of the public and private real estate. The firm currently represents municipalities and public authorities in matters including zoning, redevelopment, land use, affordable housing, and tax appeals.

The Firm's commercial real estate attorneys have experience representing clients in matters involving:

- Commercial Real Estate Acquisitions and Sales
- Commercial Real Estate Contracts
- Commercial Real Estate Development
- Conditional Use Applications
- Easements and Restrictive Covenants
- Zoning Problems
- Landlord Tenant Matters
- Liens and Title Disputes
- Project Development
- Subdivisions

#### **F. Workers Compensation Law**

In matters of workers' compensation, Cleary Jacobbe Alfieri Jacobs, LLC has a long history of successfully defending governmental and private entities. Our attorneys maintain a proactive approach to provide high quality representation in a timely and cost-effective manner, and are fully committed to giving every claim the thorough attention it deserves. We understand how work-related legal issues can impact an employer, and we strive to ensure that our clients achieve the best possible protection of their rights under the Workers' Compensation program.

We work closely with our clients to design and implement procedures to reduce costs and mitigate future claims and liability. We defend our clients against work injury claims of all kinds in all workplace locations, from repetitive stress injuries to occupational hazardous substances exposure to loss of a limb on a building site.

Our workers' compensation attorneys assist employers in all workers' compensation claims arising out of a workplace accident, including a construction accident or industrial accident.

## **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 - The State University of New Jersey, 1964  
Seton Hall University School of Law, 1968  
Member of the New Jersey Bar

Mr. Cleary is a highly accomplished attorney with a wide range of expertise in the legal services required by County government. For over 15 years he currently serves as Special County Counsel for Monmouth County and has significant experience in municipal law, 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 also well-versed in real estate and land use law, having previously acted as Planning Board Attorney for Millstone Township, Union Beach, and Upper Freehold Township. He is responsible for overseeing the litigation of a large number of Monmouth County municipalities in his capacity as the Fund Attorney for the Monmouth County Joint Insurance Fund (MCMJIF). Additionally, he has extensive experience working with utility authorities, having represented the Old Bridge Municipal Utilities Authority (OBMUA), the Western Monmouth Utilities Authority (WMUA), and the Manasquan River Regional Sewerage Authority (MRRSA).

### **2. Matthew J. Giacobbe, Principal Partner**

Rutgers - The State University of New Jersey, 1989 magna cum laude  
Seton Hall University School of Law, 1993 magna cum laude  
Member of the New Jersey Bar; New York Bar; United States District Court, District of New Jersey

Matthew Giacobbe is an accomplished and highly experienced attorney who specializes in representing public and private sector management in all aspects of labor and employment law. He holds the position of general counsel or labor counsel for many school boards, municipalities, independent authorities, and other governmental entities throughout New Jersey. As part of an impressive track record of success, he has achieved a significant victory by successfully arguing before the Supreme Court of New Jersey in the case of *Loigman v. Middletown Township*, where the Court upheld that municipal attorneys are not policymakers under 42 USC §1983 and are, therefore, immune from liability for their actions during trial. Throughout his illustrious career, Matthew has demonstrated exceptional skill and knowledge in handling complex and intricate labor negotiations involving public and private sector employers, often securing concessions from unions in areas such as salary, insurance co-pays, and overtime. He regularly provides solution-oriented advice to clients on termination and employee discipline, employee rights and benefits, and other personnel matters. He has also amassed an impressive record of achievement in litigating claims involving employment discrimination, Fair Labor Standards Act (FLSA), Family and Medical Leave Act (FMLA), wrongful discharge, retaliation, wage and hour, whistleblower claims, and restrictive covenant litigation in federal and state courts, and before the Civil Service Commission (CSC), Public Employment Relations Commission (PERC), and National Labor Relations Board (NLRB).



Matthew is a respected authority and thought leader in the field of labor and employment law and has written numerous articles on the subject. He has lectured extensively for the New Jersey Institute for Continuing Legal Education, New Jersey School Boards Association, and New Jersey League of Municipalities. He is regularly recognized as a “New Jersey Super Lawyer” by Super Lawyers, a distinguished organization known for its rigorous selection process that chooses only the most accomplished attorneys, in the New Jersey monthly magazine. This distinction is a testament to his exceptional achievements, expertise, and reputation in the field of labor and employment law. Before joining private sector practice, Matthew served as a judicial law clerk for the Hon. Garrett Brown, U.S.D.J. in the United States District Court for the District of New Jersey.

### **3. Salvatore Alfieri, Principal Partner**

Rutgers - The State University of New Jersey, 1976

Brooklyn Law School, 1983

Member of the New Jersey Bar; New York Bar

Salvatore Alfieri is a founding Partner of Cleary Giacobbe Alfieri Jacobs, and heads the Real Property division of the firm. His versatile practice is in the areas of planning and zoning, residential and commercial real estate, banking, chancery and real property litigation, tax appeals, municipal law, guardianships and commercial foreclosure. In addition to his extensive practice Sal currently serves as Special counsel for Tax Appeals for the Borough of Fair Haven. He is also Special Counsel for tax appeals for the Townships of Lakewood, Howell, Marlboro, Beach Haven and Sea Bright. Sal previously served as attorney for the Monmouth County Police Chief’s Association as well as General Counsel and Land Use Attorney for various municipalities. Sal has successfully tried many cases before the Tax Court of the State of New Jersey and has served as guest speaker for the Monmouth County Assessor’s Association. He has endeavored to support the community for many years by serving as a Trustee of the Community YMCA – Arrowhead Branch and Monmouth County Boy Scouts. He formerly served on the Foundation Board of Kimball Medical Center and Foundation Board of Collier School. He also sits on the Board of First Commerce Bank headquartered in Lakewood, New Jersey.

### **4. Mitchell B. Jacobs, Principal Partner**

Northeastern University, 1983

Nova Southeastern School of Law, 1986

Member of the New Jersey Bar; New York Bar

Mitchell Jacobs, serves as co-managing partner of Cleary Giacobbe Alfieri Jacobs, where 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 (MCMJIF), the Garden State Joint Insurance Fund (GSJIF), the Bergen County Joint Insurance Fund and the Municipal Excess Liability Joint Insurance Fund. Mitch 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. He also represents private entities, including closely held businesses, financial institutions and other private employers with their employment needs. He 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 Bar; New York Bar; United States District Court, District of New Jersey

John Napolitano practices in the areas of governmental entity, environmental and construction law. He has over twenty years of experience representing wastewater authorities. He currently serves as general counsel to the Pequannock Lincoln Park Fairfield Sewerage Authority (TBSA), the North Bergen Municipal Utilities Authority (NBMUA), the Secaucus Municipal Utilities Authority (SMUA), and the Bayshore Regional Sewerage Authority (BRSA). John serves as general counsel to the New Jersey Water Environment Association (NJWEA). He served as a member of the board of the Association of Environmental Authorities and currently serves as its general counsel. He serves as special counsel to the Borough of Oakland on sewerage related matters. He also serves as counsel to the Hudson Regional Health Commission (HRHC) and general counsel to the County of Morris. John previously worked with the engineering firm of STV/Seelye Stevenson Value and Knecht and was a Professional Engineer licensed in New York. John also speaks regularly on various aspects of the laws affecting authorities.

#### **6. Gregory J. Franklin, Partner**

Rutgers - The State University of New Jersey, 1980

Thurgood Marshall School of Law, 1983

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

Gregory Franklin is an attorney who specializes in representing public employers in the areas of labor, employment, and education. He has extensive experience in contract negotiations, grievance and interest arbitration, and representing clients before various state and federal labor agencies. With over two decades of experience as an attorney and Labor Relations Officer with the City of Newark, he brings valuable insights to management officials on contractual analysis, employee disputes, and policy development. He has also served as a Mediator for the Public Employment Relations Commission for seven years, which provided him with a wealth of experience in mediating 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 has given him a unique perspective on labor negotiations and dispute resolution that has been beneficial to his clients.

#### **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

Brian Chewcaskie is a skilled attorney that specializes in municipal law, land use/development and zoning, corporate and commercial transactions, and banking and real estate. He previously served as managing partner of Gittleman, Muhlstock & Chewcaskie, LLP, a multi-disciplined law firm located in Fort Lee, New Jersey. He currently acts as counsel or special counsel to several municipalities, including Englewood Cliffs, Fort Lee, Guttenberg, Hackensack, Leonia, Mahwah, North Bergen, Oakland, River Edge, Saddle Brook, South Hackensack, Union City, Wanaque, Wayne, West New York, and Woodridge.

In addition, he represents a number of large corporate clients and private land development clients. Brian has also held leadership positions in various organizations, including Chairman of the Northwest Bergen County Utilities Authority (NBCUA) and Commissioner of the NBCUA from 2005 to 2018, member of the District II Ethics Committee (District IIB – Bergen County) from 1996 – 2000, and board member of the New Jersey State Bar Association Land Use Law Section from 2017-2022, and the 200 Club of Bergen County.

#### **8. Richard A. Gantner, Partner**

Rutgers - The State University of New Jersey, 1989

Seton Hall Law School, 1993

Member of New Jersey Bar; New York Bar; Pennsylvania Bar; 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

Richard Gantner is a highly skilled attorney who specializes in employment law, representing both plaintiffs and management, and in representing claimants in cases of medical malpractice, personal injury, automobile accidents, and workers' compensation. He is certified by the Supreme Court of New Jersey as a Civil Trial Attorney, and has been recognized as a New Jersey Super Lawyer from 2005 to 2007 and from 2010 to the present. He has also served as a Municipal Court Judge, and is a former member of the Supreme Court Committee on Municipal Court Practice and the District XIII Ethics Committee. Richard has a wealth of legal experience, having been an Editor of the Seton Hall University Law Review, law clerk to Honorable G. Donald Haneke, U.S. Magistrate Judge, and an author of several publications on legal topics. He is also the recipient of many awards and recognition, including the AV Preeminent Peer Rating from Martindale-Hubbell and the 2022 Special Edition Judicial Award.

#### **9. Joseph DeMarco, Partner**

Boston College, 1989

Fordham University School of Law, 1994

Member of the New Jersey Bar

Joseph DeMarco is an attorney who specializes in land use issues, representing both municipal governments as redevelopment counsel and private clients in negotiations with public entities. He has extensive experience in the field of land use, redevelopment, and zoning, having served for four years as the Business Administrator to the City of Bayonne and three years as Business Administrator and Assistant Town Attorney of West New York. In these roles, he was responsible for the day-to-day operations of the cities, including negotiating and drafting redevelopment and financial agreements, supervising updates to master plans, directing zoning and planning departments, and developing long-term redevelopment strategies. Furthermore, Joseph has experience in Dispute Resolution as a Professional for Forthright Solutions, where he resolved personal injury protection (PIP) claims filed on behalf of medical providers and individuals. He also practiced insurance coverage and defense litigation with Cleary Giacobbe Alfieri Jacobs as an associate from 1994 to 2001.

#### **10. Sean T. Kean, Partner**

Seton Hall University, 1988  
Columbia University, Masters in American Studies, 1992  
Seton Hall University School of Law, 1996  
Member of the New Jersey Bar

Sean Kean is a versatile attorney who specializes in municipal law, employment law, workers' compensation, and municipal prosecution. He also serves as general counsel to the Lakewood Development Corporation (LDC) and Lakewood Industrial Commission (LIC), and is currently the Township Attorney for Wall Township in Monmouth County. Sean has also had a successful career in politics. He was elected to the New Jersey General Assembly in 2002, representing the 11th Legislative District, which was comprised of 25 coastal communities in Monmouth County where He was re-elected in 2003 and 2005. In 2007 he was elected to the New Jersey State Senate, where he served a four-year term. After legislative redistricting in 2011, he 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. He has served in the 30<sup>th</sup> Legislative District since 2012. Sean is also a member of the Monmouth County Bar Association Local Government Law Committee.

#### **11. Nylema Nabbie, Partner**

Seton Hall University, 1992 cum laude  
Seton Hall University School of Law, 1996  
Member of the New Jersey Bar; New York Bar

Nylema Nabbie has substantial land use experience and counsels private and municipal clients. She is counsel to land use boards, including the Hillsdale Planning Board, Hoboken Zoning Board of Adjustment, Special Counsel to the Hoboken Planning Board, and West New York Board of Adjustment. She also serves as co-counsel to the North Bergen Planning Board previously served as co-counsel to the River Edge Municipal Land Use Board.

Prior to joining Cleary Giacobbe Alfieri Jacobs, Nylema worked as an attorney at Gittleman, Muhlstock & Chewcaskie, LLP. She has also represented corporate and private clients on land use matters throughout the State, as well as the County and State. She also represents municipal clients and is special counsel to local municipalities. In addition, she has a background and experience in complex commercial real estate transactions and complex commercial litigation before the Superior Court and Appellate Division. Nylema has represented local financial institutions and private individuals on commercial, construction and residential loan transactions. As part of her practice, she is responsible for the preparation of public offering statements and registration of multi-family projects with the Department of Community Affairs. Nylema has achieved a significant victory by successfully arguing in New Jersey Tax Court, the decision Jaguar Land Rover North America v. Director, Division of Taxation and The Township of Mahwah.

Nylema has served as Hillsdale Planning Board attorney from February 2014 to the 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. Nylema served as Director of the New Jersey State Bar Association, Land Use Section – 2009 to 2016. She is also a member of the Supreme Court Committee on Tax.

## **12. Anthony P. Seijas, Partner**

Monmouth University, 1994

Rutgers School of Law - Camden, 1997

Member of the New Jersey Bar; 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

Anthony Seijas is an experienced attorney who specializes in complex employment, constitutional, and commercial litigation. He represents a wide range of clients, including real estate developers, manufacturers, retailers, professional groups, and municipalities. He regularly appears in state and federal courts in New Jersey and handles appellate matters. Anthony's practice includes defending public and private employers from employment claims such as discrimination and "whistleblower" claims, as well as representing commercial entities in contract negotiations, business disputes, and intellectual property matters. Anthony has successfully handled cases under the Religious Land Use and Institutionalized Persons Act (RLUIPA) and the Americans with Disabilities Act (ADA), and has experience with constitutional claims such as excessive force, wrongful arrest, and takings. He has tried numerous cases to conclusion and has argued before the New Jersey Appellate Division and the Third Circuit Court of Appeals. Additionally, he is a certified mediator and has served as an arbitrator in private binding arbitrations.

## **13. Lani M. Lombardi, Partner**

Rutgers University, Rutgers College 1994

Villanova University School of Law, 1998

Member of the New Jersey Bar; United States District Court, District of New Jersey; U.S. Virgin Islands

Lani Lombardi focuses her practice on real estate tax appeal litigation on behalf of various municipalities; municipal court defense; and land use prerogative writ litigation. Throughout her professional career, Lani has represented various governmental clients in public entity litigation including Monmouth County, as well as planning boards, zoning boards and public utility authorities. 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, estate administration and guardianship action, landlord-tenant matters, and real estate matters. Lani 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. Lani 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.



#### **14. Bruce W. Padula, Partner**

Villanova University, 1996

Seton Hall University School of Law, 1999

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

Bruce Padula centers his on statewide representation of public entities such as municipalities, boards of education, and other commissions and authorities. He also represents management in labor and employment law, providing clients with advice on day-to-day issues like Family and Medical Leave Act (FMLA), the New Jersey Family Leave Act (NJFLA), the Fair Labor Standards Act (FLSA), Title VII, the Americans with Disabilities Act (ADA), and the New Jersey Law Against Discrimination (LAD). Bruce has experience in sexual harassment cases, whistleblower claims, wrongful discharge, wage and hour disputes, restrictive covenants, and unfair practice charges before the National Labor Relations Board (NLRB) and the Public Employment Relations Commissions (PERC). In addition to negotiating collective bargaining agreements, Bruce advises clients on public law and education law, including providing representation to school boards, charter schools, and other public entities on collective bargaining, grievance arbitrations, seniority, hiring, compensation, and disciplinary issues. He also offers expertise on campaign finance laws and pay-to-play restrictions, and has appeared in state and federal courts on election law matters. Previously, Bruce served as a judicial law clerk to Judge Bernard F. Conway, J.S.C. He has also volunteered as a Trustee/Director of organizations such as the Hoboken-North Hudson YMCA, Fair Haven Board of Education, and Monmouth County Bar Association. He has taught as an adjunct lecturer at St. Peter's University and is a regular speaker on school and labor law topics at conventions, associations, and groups statewide.

#### **15. Ruby Kumar-Thompson, Partner**

Syracuse University, 1994

Emory University School of Law, 1999

Member of New Jersey Bar; United States District for the District of New Jersey; Third Circuit Court of Appeals

Ruby Kumar-Thompson is an experienced attorney who excels in labor and employment law as a partner in the litigation practice group at Cleary Giacobbe Alfieri Jacobs. Throughout her legal career, she has devoted herself to representing public entities, particularly municipalities and school districts located in New Jersey. Ruby is a highly active member of the legal community, currently serving as a member of the New Jersey Bar Association's Labor and Employment Law Section and the Bergen County Women Lawyers Association. She is also a speaker in her field, having spoken at the New Jersey State Bar Association's "Rising Tide of Sexual Harassment" seminar in 2018, and the ICLE-sponsored "Dynamics of an Employment Mediation" seminar in 2017. She also served as Alternate Prosecutor for Cresskill Borough Municipal Court in 2014, and was a judge for the Bergen County Mock Trial Competition from 2008-2011 and 2013. Additionally, she gained valuable experience as an intern for the Honorable Judge Joseph P. Mecca, J.S.C in 2007. Ruby has a notable record of success in briefing and arguing cases, including: Hilsenrath v. School District of the Chathams, 500 F.Supp.3d 272 (D.N.J. 2020), vacated and remanded (for reconsideration in light of Kennedy v. Bremerton Sch. Dist., 142 S.Ct. 2407 (June 27, 2022), No. 20-3474 (3d Cir. July 20, 2022); Pagan v. Rivera, Docket No. A 3096-19, 2021 WL 1166046 (App. Div. March 29, 2021); Mary Borrello, et al. v. City of Elizabeth Board of Education, Docket No. A-3151-14T4 (App. Div., August 16, 2016); NAACP v. North Regional Fire & Rescue, 665 F.3d 464



(D.N.J. 2011), aff'd, 665 F.3d 464 (3d Cir. 2011), cert. den. 567 U.S. 906 (June 11, 2012); Bustamante v. Borough of Paramus, et. al., 413 N.J. Super. 276 (App. Div. 2010); Groslinger v. Township of Wyckoff, Docket No. A-5861-07T2, certif. denied, 201 N.J. 497 (2010); Whesper v. Police Officer Tulli, et al., Docket No. A-2913-06T2, certif. denied, 195 N.J. 520 (2009). This list of notable cases showcases her skills as a litigator and her ability to achieve successful outcomes for her clients.

#### **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 Bar; New York Bar; U.S. District Court for the District of New Jersey; Third Circuit Court of Appeals

Steven Kleinman is a highly experienced attorney who specializes in both 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). He started his career in private practice at a large Bergen County law firm from 2002 through 2007. Steven represents clients before federal and state trial and appellate courts, the Office of Administrative Law (OAL), the New Jersey Civil Service Commission (NJCSC), the Public Employment Relations Commission (PERC), the Election Law Enforcement Commission (ELEC), and the National Labor Relations Board (NLRB). Steven 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. Steven 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 (NJILGA) since 2007.

#### **17. Joseph A. Garcia, Partner**

College of the Holy Cross, 2000

Columbia University School of Law, 2003

Member of the New Jersey Bar; New York Bar

Joseph Garcia practices in all areas of civil litigation, with a special focus on governmental, labor and employment, school, land use and election law. He represents individuals, municipalities, counties, authorities, and boards in a variety of litigation and compliance matters. His experience in representing government entities includes redevelopment issues, personnel issues, government contracting, third-party liability claims under the New Jersey Tort Claims Act, regulatory enforcement litigation, and administrative law matters. He also specializes in labor and employment matters involving topics such as collective bargaining, sexual harassment, racial discrimination, political discrimination, disability claims, whistle blowing, family-leave issues and non-competition/restrictive covenants.

Joseph currently serves as General Counsel to the Bergen County Improvement Authority (BCIA), the Jersey City Housing Authority (JCHA), the Hoboken South Waterfront Operating and Maintenance Corporation. He also serves as counsel to the Linden Board of Education, the Lodi Board of Education and the Montague Board of Education. He serves as labor counsel to numerous public entities, and special

election counsel to several municipalities and clerks' offices. He represents the Parsippany Planning Board, and has significant experience representing both public and private clients on zoning matters. He also focuses on general commercial litigation with a special emphasis on labor and employment law, real estate and land issues, and government and regulatory matters. While working in Manhattan, Joseph drafted and negotiated collective bargaining agreements; represented a professional sports league in collective bargaining negotiations and various professional sports leagues and teams in arbitration disputes; and guided clients through government investigations and regulatory reviews conducted by the United States Department of Justice, the Securities and Exchange Commission, the Federal Trade Commission, the Commission on Foreign Investment in the United States, and the attorney general offices in several states. Joseph earned his Juris Doctorate degree in 2003 from the Columbia University School of Law, where his academic achievement earned him distinction as a Harlan Fiske Stone Scholar. In addition to his active practice, Joseph served as a Councilman, and as a member of the Planning Board, in the Borough of Paramus for several years.

**18. Adam S. Abramson-Schneider, Partner**

University of Arizona, 2001

Oklahoma City School of Law, 2004

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

Adam Abramson specializes in representing public and private sector employers in labor and employment matters. He provides support on a wide range of employee-related issues including employment policies, discrimination, terminations, compliance with the Family and Medical Leave Act (FMLA), collective bargaining, and grievance negotiations. Adam's experience includes handling all aspects of complex employment litigation, including drafting complaints, conducting discovery, taking and defending depositions, and arguing dispositive motions and settlements. He also has experience preparing and structuring employment agreements, severance agreements, settlement agreements, last chance agreements, and non-compete agreements. Adam provides counseling to employers on issues of wage and hour, personnel policies, layoffs, disability, FMLA, Fair Labor Standards Act (FLSA), Americans with Disabilities Act (ADA), and pensions/benefits. He also conducts investigations related to discrimination and harassment and develops and drafts employment policies and handbooks on various topics such as (FMLA), drugs and alcohol, and harassment policies. Adam experience also includes representing municipal employers before the New Jersey Public Employer Relations Commission in relation to unfair labor practices, exploratory conferences, mediations, and arbitrations. He also handles all Equal Employment Opportunity Commission (EEOC) violations, including investigations, position statements, mediations and settlements.

**19. Joseph A. Lagana, Partner**

Fordham University, 2000

Western Michigan University - Thomas M. Cooley Law School, 2004 cum laude

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

Joseph Lagana practices in the areas of civil litigation, healthcare, PIP arbitration and land use/redevelopment. In addition to his active practice, Joseph serves as a New Jersey State Senator for the 38th legislative district. He is a member of the Senate Judiciary Committee and Vice-Chair of the Senate's Labor Committee. Prior to joining the Senate, Joseph represented the 38th legislative district in the New

Jersey State Assembly, where he served on the Assembly Financial Institutions and Insurance, Judiciary, and Appropriations committees. He also served his community as Council President in the Borough of Paramus, sitting as Chairman of the Budget Committee and Labor Negotiations. Joseph has been named a “New Jersey Super Lawyer Rising Star” by Law & Politics and “New Leader of the Bar” published by New Jersey Monthly Magazine. Prior to joining Cleary Giacobbe Alfieri Jacobs, Joseph represented clients in general litigation, insurance defense and land use/redevelopment. He served as a judicial law clerk to Hon. John A. Conte, Superior Court, Criminal Division, Bergen County Vicinage.

#### **20. Gina L. Anton, Partner**

Seton Hall University, 1999

Quinnipiac University School of Law, 2006

W. Paul Stillman School of Business, Sports Management

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

Gina Anton is a partner in the labor and employment group at Cleary Giacobbe Alfieri Jacobs. As an experienced attorney and labor relations specialist, she delivers practical legal solutions to clients to ensure compliance and improve the overall dynamic of the workplace. Gina specializes in conducting objective workplace investigations to evaluate and analyze employee complaints of harassment, discrimination, hostile work environment and retaliation, in order to identify and remediate unlawful practices. She also uses the information obtained during these investigations to provide employers with practical managerial, staffing and workforce recommendations. She also provides effective counseling in a wide variety of employment and labor law matters such as wage and hour law, collective bargaining, employment practices and policies, employee discipline, and grievance resolution, all with a focus on mitigating risk. Additionally, she drafts employment-related documents such as employee handbooks, policy manuals, settlement agreements, employment contracts, and severance agreements. In addition to her work at Cleary Giacobbe Alfieri Jacobs, Gina also teaches Business Communications and Sports Ethics as an adjunct lecturer at Caldwell University. She also served as the Manager of Labor Relations for the County of Morris. Gina is a member of the American Bar Association where she previously served as Vice-Chair of the Public Contracts Law Committee (YLD), Vice-Chair of the Entertainment and Sports Law Forum (YLD) and was selected as a Young Lawyers’ Division Fellow for the Labor and Employment, State and Local Government Bargaining Committee.

#### **21. Jodi S. Howlett, Partner**

Green Mountain College, 2002

Vermont Law School, 2007

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

Jodi 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, she regularly attends meetings on behalf of district Child Study Teams, including eligibility, evaluation, and Individualized Education Program (IEP) meetings. In her special education practice, she has successfully defended clients in complex special education litigation in the Office of Administrative Law and appeals to the U.S. District Court. Jodi uses her extensive experience to conduct lectures and seminars for school administrators in

the areas of special education and student discipline. In addition, Jodi supervises the New Jersey Employment Practices Hotline Attorney program on behalf of the New Jersey Schools Insurance Group, which provides guidance to dozens of school boards on issues of tenure and seniority, school employee discipline and removal, Family and Medical Leave Act (FMLA), New Jersey Family Leave Act (NJFLA), New Jersey Law Against Discrimination (LAD), and the Americans with Disabilities Act (ADA). Prior to joining Cleary Giacobbe Alfieri Jacobs, she served as judicial law clerk to the Hon. Michael A. MacDonald of the Superior Court of Alaska.

## **22. Frances L. Febres, Partner**

Ramapo College of New Jersey, 2007

CUNY School of Law, 2012

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

Frances 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 (RIF); 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, she attends school board meetings and guides school boards with respect to School Ethics Act and Open Public Meetings Act (OPMA) requirements. She also assists school boards with conducting, for example, Donaldson, Harassment, Intimidation, or Bullying (HIB), student residency and student discipline hearings in executive session.

To further assist school boards, administrators and employees, she 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, she 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, Frances 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 Cleary Giacobbe Alfieri Jacobs, Frances had developed diverse experience with administrative agencies and state courts. Specifically, she 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. In 2022, Frances was selected a Rising Star in Schools & Education Law.

## **23. Micci J. Weiss, Partner**

Rutgers – The State University of New Jersey, 2002

Seton Hall School of Law, 2005

Member of the New Jersey Bar; New York Bar; Florida Bar; U.S. District Court for the District of New Jersey; U.S. District Court – Southern District of New York; U.S. District Court – Eastern District of



New York; U.S. District Court – Colorado; U.S. District Court – Northern District of Illinois; U.S. Court of Appeals – 9th Circuit

Micci 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, Micci 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.

**24. Jessica V. Henry, Partner**

New York University, 1992 magna cum laude

New York University School of Law, New York, 1995

Member of the New Jersey Bar; New York Bar; United States District Court, District of New Jersey; United States Court of Appeal for the Third Circuit Court

Jessica Henry practices in the areas of litigation and appeals before the State and Federal Courts of New Jersey including matters involving land use, constitutional challenges, business torts, contractual disputes, and employment litigation on behalf of private and public entities.

**25. Ronald F. Kavanagh, Partner**

The College of New Jersey, 1998 cum laude

Rutgers University School of Law – Newark, 2008

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

Ron Kavanagh is an experienced attorney who specializes in labor and employment law, local government law, and contracting law for both public and private sectors. He currently serves as Assistant Counsel to the City of Summit, and represents various government entities in internal governance and compliance issues. Prior to joining Cleary Giacobbe Alfieri Jacobs, Ron clerked for the Robert J. Brennan J.S.C. in the Superior Court of New Jersey, Morris/Sussex Vicinage. He is a graduate of the College of New Jersey and a law degree from Rutgers Law School, where he was awarded the Morris Gann Prize in Evidence.

**26. Mark Wenczel, Partner**

Hartwick College, 1986 cum laude

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 Wenczel is a partner at Cleary Giacobbe Alfieri Jacobs, where he specializes in education, labor and employment, and local government law. He offers solution-oriented legal counsel to local municipalities and school boards across New Jersey, helping them navigate the complex laws that govern their operations, including Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act, Americans with Disabilities Act (ADA), New Jersey Law Against Discrimination Act



(LAD), New Jersey School Ethics Act, TEACHNJ, Public School Contracts Law, Open Public Records Act (OPRA), and the Open Public Meetings Act (OPLA). With a broad and deep background in education, employment, commercial, and construction law, Mark has a wealth of experience both in providing advice and representing clients. He has been attended numerous Individualized Education Program (IEP) meetings and mediation sessions on behalf of clients. He has tried a number of cases before the Office of Administrative Law (OAL) and the Superior Court of New Jersey, as well as the United States District Court, Bankruptcy Court, Third Circuit Court of Appeals, and Appellate Division of the Superior Court of New Jersey. He has also served as an approved mediator for the Superior Court of New Jersey. In 2022, Mark presented on "Establishment Clause & Schools: Then and Now" for the School Law Forum of the New Jersey School Boards Association (NJSBA).

## **27. Mary Anne (McConeghy) Groh, Partner**

University of Richmond, 1986 cum laude

Seton Hall School of Law, 1993 cum laude

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

Qualified Purchasing Agent, State of New Jersey

Mary Anne (McConeghy) Groh has significant experience in defending public entities against claims under Title 59, Section 1983, Section 1981, Title VII, New Jersey Law Against Discrimination (NJLAD), Conscientious Employee Protection Act (CEPA), Municipal Land Use Law (MLUL) and Local Public Contracts Law (LPCL). In addition, she has significant experience handling complex litigation involving commercial disputes, private employment matters, and contested probate matters. Mary Anne's employment law experience involves not only experience as a litigator, but also experience in management. She served as the Business Administrator in the Township of Washington in Bergen County, New Jersey for two and a half years and prior thereto as Vice President and In-House Counsel for Premier Specialties, Inc. for seven years.

In addition, Mary Anne 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 Police Benevolent Association (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 Qualified Purchasing Agent. In addition to the day-to-day management of the Township under the Faulkner Act, she prepared budgets, resolutions, ordinances, bid specifications, and requests for proposals; developed personnel policies and procedures; evaluated claims for terminal leave and Family and Medical Act (FMLA); and negotiated a collective bargaining agreement. She has a thorough working knowledge of the LPCL, LBL and Prompt Payment Law. Mary Anne 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, she became a Certified Mediator. Prior to attending law school, Mary Anne was a Certified Public Accountant and worked as an auditor with KPMG out of its Short Hills office.

**28. Dante M. Alfieri, Partner**

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

Dante Alfieri is a skilled attorney who 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. He regularly represents individuals, developers, investors and landowners in the sale and acquisition of residential and commercial real estate. Additionally, Dante has represented 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. Daniel R. Lagana, Partner**

Fordham University, 2004  
Western Michigan University – Thomas M. Cooley Law School, J.D., 2008  
Member of the New Jersey Bar; United States District Court, District of New Jersey

Daniel Lagana is an attorney who specializes in representing municipal boards and private development clients in the areas of municipal law and land use development. He currently represents several municipalities, including the Borough of Paramus, Township of Wayne Board of Adjustment, Township of Lyndhurst Board of Adjustment and Franklin Township Board of Adjustment. Daniel has previously served as counsel to the Borough of Paramus Board of Adjustment and Planning Board. He also has experience in the areas of insurance and civil litigation and represents clients in personal injury protection (PIP) arbitration. He was recognized as a 2019 Rising Star by Super Lawyers for his work in insurance defense and has lectured for the New Jersey Institute for Continuing Legal Education on issues involving pharmaceutical claims and claims involving the interplay between the Automobile Cost Reduction Act (AICRE) and Medicare. Daniel is an active member of the Bergen County Bar Association, where he served as President of the Young Lawyers' Division from 2014-2015 and as Trustee from 2015-2016. He also serves as a County Committee Member for the Bergen County Democratic Party and has volunteered as a member of the Borough of Paramus Board of Adjustment, where he served as Vice-Chairman until April 2018.

**30. Cameron R. Morgan, Partner**

University of Richmond, 2005 cum laude  
Rutgers Law School – Camden, 2008 cum laude  
Member of the New Jersey Bar; Pennsylvania Bar; United States District Court, District of New Jersey; Third Circuit Court of Appeals; United States Supreme Court.

Cameron Morgan serves the public-school districts of the State of New Jersey in the specialized area of school law, representing boards of education in all aspects of their legal needs, with a focus on general counsel services, civil litigation, special education, administrative law, collective negotiations, labor and employment, and appellate practice. He has served as Board Solicitor to dozens of school districts, guiding district administrators through the diverse range of issues affecting the public schools, from personnel matters, tenure cases, and the range of issues that frequently arise at public board meetings, to

student disciplinary matters, residency disputes, and homelessness issues, to complex matters involving the budgetary process or First Amendment rights. Cameron's practice also focuses heavily on counseling school districts in the complex area of special education. He has served as Special Education Counsel to dozens of school districts and has handled hundreds of special education matters, including due process hearings and grievance complaint investigations, involving children with a wide variety of special needs. In addition, Cameron routinely represents boards of education in collective negotiations and labor/employment disputes. He has appeared before the Public Employment Relations Commission (PERC) on behalf of school boards in a variety of matters, including unfair labor practice charges and scope of negotiations issues. Cameron is a frequent lecturer and presenter for regional, statewide, county-wide, and local organizations involved in New Jersey school law and special education. He routinely speaks to school district administrators on behalf of the New Jersey School Boards Association (NJSBA), New Jersey Association of School Administrators (NJASA) and the New Jersey Association of School Business Officials (NJASBO) on a wide variety of topics relevant to the administration of public schools. Cameron also frequently provides in-service training to teachers, administrators, and child study team members, as well as training to local boards of education in board member ethics and various other areas.

### **31. John M. Tuntevski, Partner**

Rutgers - The State University of New Jersey, 2003 cum laude

Seton Hall University School of Law, 2006

Member of the New Jersey Bar; New York Bar; United States District Court for the District of New Jersey

A civil litigator, John Tuntevski focuses his practice on general liability arising out of premises liability, negligent security, defective products, and automobile negligence, as well as contractual and insurance coverage disputes. He has successfully defended numerous personal injury cases and property damage claims at the trial level before New Jersey, New York, and Federal District Courts. He has also argued successfully for both appellants and respondents in the New Jersey Appellate Division and appears regularly before the Forthright Arbitration Forum to arbitrate personal injury protection (PIP) matters. John served as a law clerk to Hon. Dennis F. Carrey III, Superior Court, Civil Division, Essex County Vicinage, and as a judicial intern to Hon. Dennis M. Cavanaugh, United States District Court, New Jersey. Prior to joining the Cleary Giacobbe Alfieri Jacobs, he was a partner with a prominent New Jersey firm and then the Director of Claims and Litigation at a fast-growing regional insurance company. His passion for the law drew him back to private practice where he now works with public entities and medical providers in all facets of litigation.

### **32. Bradley D. Tishman, Partner**

Binghamton University, 2002 cum laude

University of Miami School of Law, 2006 cum laude

Member of the New Jersey Bar; New York Bar; Florida Bar (inactive); Third Circuit Court of Appeals; United States District Court for the District of New Jersey; United States District Court for the Eastern & Southern District of New York

Bradley Tishman is a partner with the Cleary Giacobbe Alfieri Jacobs and specializes in local government and labor/employment law. He defends public entities and corporations in federal, state, and administrative proceedings. Bradley has litigated numerous disputes arising under the New Jersey Open

Public Records Act (OPRA) before the Superior Court of New Jersey and the New Jersey Government Records Council. He also provides guidance to the firm's clients with respect to the preparation of responses to subpoenas and requests submitted pursuant to the New Jersey Open Public Records Act / Common Law.

**33. Victoria A. Holmes, Partner**

College of Charleston, 2013 cum laude  
Seton Hall University School of Law, 2016  
Member of the New Jersey Bar; New York Bar

Victoria Holmes is a skilled attorney in the labor and employment field, providing comprehensive counseling to employers on a wide range of issues, including wage and hour, personnel policies, layoffs, disability, Family and Medical Leave Act (FMLA), Fair Labor Standards Act (FLSA), Americans with Disabilities Act (ADA), and pensions/benefits. She specializes in effectively navigating employment and labor law matters, such as wage and hour law, collective bargaining, employment practices and policies, employee discipline, and grievance resolution, with a focus on minimizing risk. Victoria also excels in drafting employment-related documents, including employee handbooks, policy manuals, settlement agreements, employment contracts, and severance agreements. Victoria also specializes in conducting objective workplace investigations to evaluate and analyze employee complaints of harassment, discrimination, hostile work environment, and retaliation, and uses the information obtained during these investigations to provide employers with practical managerial, staffing, and workforce recommendations. Additionally, she has experience representing municipal employers before the New Jersey Public Employer Relations Commission in relation to unfair labor practices, exploratory conferences, mediations, and arbitrations. Before joining Cleary Giacobbe Alfieri Jacobs, Victoria served as a Law Clerk in the Criminal Division of the Morris County Superior Court.

**34. Nicholas DelGaudio, Partner**

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

Nick DelGaudio is an attorney with experience in labor and employment law, education law, and government/public entity law. He has represented clients including public entities and private businesses in various legal forums such as state court, federal court, and administrative proceedings. Nick provides sound guidance to employers on various employment and labor matters, including discipline of employees, wage and hour laws, wrongful termination, employment discrimination, grievances, unfair labor practices, workplace harassment, and employee leave issues.

**35. Heather W. Goldstein, Partner**

Cornell University, 1991  
Benjamin N. Cardozo School of Law, 1995  
Member of the New Jersey Bar; New York Bar



Ms. Goldstein has experience as an attorney for land use boards, as well as counseling clients in land use and real estate issues, assisting clients in getting their projects approved and representing developers in residential, commercial, and industrial projects of all sizes. Her representation on a wide range of land use matters includes preparing developers' agreements, redevelopment agreements, applications for site plans, variances, subdivisions, reviewing master plans and redevelopment plans and dealing with issues involving affordable housing. Ms. Goldstein has also represented entities in challenges to decisions of planning and zoning boards of adjustment. In addition, Ms. Goldstein also has represented municipalities, and has prepared numerous agreements, ordinances and resolutions on their behalf. Ms. Goldstein also has represented school boards in the State of New Jersey

**36. Arsen Zartarian, Partner**

Rutgers – The State University of New Jersey, 1987

Villanova University School of Law, J.D., 1990

Member of the New Jersey Bar

Prior to joining Cleary, Giacobbe, Alfieri, Jacobs, Mr. Zartarian was the former Deputy General Counsel and Interim General Counsel of the Newark Board of Education, where he served as in-house counsel for 25 years.

Mr. Zartarian is Past President and a current Trustee of the New Jersey Association of School Attorneys (New Jersey School Boards Association), President of the New Jersey State Bar Association's School Law Special Committee, and a member of the Executive Committee of the State Bar Association's Labor and Employment Law Section. He frequently presents at statewide school and employment law seminars, and moderates the annual CLE programs "Administrative Law Forum," and "Representing School Employees and Boards of Education in Employment Law Cases."

During his undergraduate studies at Rutgers University, he was Sports Editor of The Daily Targum – a student-written, student-managed, non-profit, incorporated news organization which is the second-oldest and among the largest college news organizations in the nation. Arsen received his law degree in 1990 from Villanova University School of Law, where he was Case & Comments Editor of the Villanova Law Review – a student-run and student-edited journal devoted to the advancement of legal scholarship; as well as participating as a national moot court competitor.

**37. Catherine Kim, Counsel**

The College of New Jersey, 2012

University of Maryland - Francis King Carey School of Law, 2015

Member of the New Jersey Bar

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



### **38. Janice V. Arellano, Counsel**

Mount Holyoke College, 2007 cum laude

University of Pennsylvania, M.Ed., 2010

Temple University - James E. Beasley School of Law, 2014

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

Janice Arellano is counsel with Cleary Giacobbe Alfieri Jacobs in the litigation practice group. She concentrates her practice in the areas of labor & employment counseling and litigation, civil litigation, and representing public school districts and charter schools throughout New Jersey on a wide range of matters. She also serves as a court-appointed attorney for guardianship matters in Somerset and Hunterdon counties. Her experience includes all aspects of litigation, including development of case strategy, drafting discovery, dispositive, and pretrial motions, and taking and defending depositions. Janice also advises public and private entities on compliance and regulatory matters, including workplace investigations. In addition to her practice, she currently serves as a New Jersey Advisory Council to the Hispanic Scholarship Fund, Fellow of the American Bar Foundation, and a member of the Judicial and Prosecutorial Appointments Committee and Board of Directors for the APALA-NJ. Janice served as Co-Chair of the Minority Trial Lawyer Committee of the American Bar Association in 2017 and has published various articles on employment law, diversity & inclusion, and work/life balance. Prior to joining Cleary Giacobbe Alfieri Jacobs Janice served as a Public Policy Fellow in the Congressional Hispanic Caucus Institute in Washington, D.C. She was also a 5<sup>th</sup> Grade Lead Teacher and Corps Member Coach at Mastery Charter Schools in Philadelphia, PA. She was law clerk to the Honorable Kevin M. Shanahan, Somerset County. Janice has been selected for inclusion in the New Jersey Super Lawyers "Rising Stars" list since 2021 to the present. In 2016 she was selected to the Latina Leadership Academy, Hispanic National Bar Association.

### **39. Nicole S. Alvarez, Counsel**

Rutgers - The State University of New Jersey, 1990

New York Law School, 1993

Member of the New Jersey Bar; New York Bar; Illinois Bar

Nicole Alvarez is an experienced attorney who specializes in workers' compensation and personal injury protection (PIP) cases. She is well-versed in handling all aspects of these cases, from the initial filing to the final outcome. Prior to joining Cleary Giacobbe Alfieri Jacobs, she managed over 200 workers' compensation petitioner files at her previous firm. Nicole has also worked as a staff attorney for a legal assistance program in Illinois, where she handled landlord-tenant disputes and uncontested matrimonial cases. Additionally, she worked as an in-house attorney in New York City for a diverse corporation, where she handled premises liability litigation, landlord-tenant disputes, and contract cases. Nicole is also an active member of the Ramsey Ambulance Corps in Bergen County, New Jersey. She served as President of the volunteer organization in 2021 & 2022 and is a certified emergency medical technician.

#### **40. Gregory Randazzo, Counsel**

Villanova University, 2003

Villanova University School of Law, 2006

Member of the New Jersey Bar; New York Bar

Prior to joining Cleary Giacobbe Alfieri Jacobs, Greg practiced in Bergen County for over 15 years providing counseling to corporate and public clients regarding issues relating to all aspects of their operations and successfully litigating matters in a wide variety of legal practice areas. Following graduation from law school, he served as a law clerk to the Honorable William R. DeLorenzo, Jr. in the Bergen County Superior Court, Family Part.

#### **41. Salvatore J. Alfieri, Counsel**

University of Rhode Island, 2013

Rutgers School of Law – Newark, 2016

Member of the New Jersey Bar

Salvatore J. Alfieri is an attorney who specializes in various areas of litigation, including commercial, employment, guardianship and construction law. He also has experience in real estate transactions and land use, as well as representing municipalities in legal matters. Prior to joining Cleary Giacobbe Alfieri Jacobs, Salvatore worked at a law firm in North Jersey, where he focused on construction and commercial litigation. He served as a judicial law clerk to the Honorable Clarkson S. Fisher, Jr., Presiding Judge of the New Jersey Superior Court's Appellate Division. A graduate of Rutgers School of Law - Newark, Salvatore served as the Senior Managing Editor of the Rutgers Law Record and was involved in the Rutgers Community and Transactional Lawyering Clinic, where he assisted clients with business formation and advocated for incapacitated adults in guardianship proceedings before the Superior Court of New Jersey. He is a member of the Monmouth County Bar Association. Salvatore has been recognized as one of the top up-and-coming lawyers in New Jersey by Super Lawyers, having been selected for the Rising Stars list in 2023.

#### **42. Charissa N. Wijaya Hammerman, Counsel**

Montclair State University, 2012

New York Law School, 2017

Member of the New Jersey Bar; New York Bar

Charissa N. W. Hammerman, a civil litigator, devotes her practice to the defense of county and municipal entities. Her diverse legal practice includes contract drafting, negotiation and litigation, all with a special focus on county and municipal governments. Charissa currently serves as the Deputy County Counsel of Somerset County and is a member of the New Jersey Bar Association. During her undergraduate studies, Charissa interned with the New Jersey Attorney General's Office in the Consumer Affairs Division. During the internship, she regularly investigated complaints made against health care professionals, prepared recommendation of disciplinary actions, and assisted in the drafting of Cullen Law. While pursuing her Juris Doctorate, Charissa interned for the Waterfront Commission of New York and New Jersey where she interviewed and investigated arrest reports, as well as holding the lead role in a highly confidential criminal investigation of an organized crime influence.

#### **43. Marina V. Stinely, Counsel**

Pennsylvania State University, 2015

Pace Law School, 2018

Member of the New Jersey Bar; New York Bar

Marina Stinely focuses her practice on the areas of land use and redevelopment law, environmental and wastewater issues, and local property taxation. Prior to joining the Cleary Giacobbe Alfieri Jacobs, Marina served as a law clerk to the Hon. Rosemary E. Ramsay, P.J.Cv. in the Morris County Superior Court. Marina received her Juris Doctor with honors from Pace University, Elisabeth Haub School of Law. During law school, she interned with the New York City Fire Department (NYFD), Bureau of Legal Affairs and the U.S. Department of Justice (DOJ), Environment and Natural Resources Division (ENRD).

#### **44. Matthew R. Marotta, Counsel**

Saint Joseph's University, 2012

Vermont Law School, 2016

Member of the New Jersey Bar

Mr. Marotta's practice is focused on defending cases involving commercial claims, commercial transportation claims, construction defects, construction site accidents, dealership liability, employment and labor law, insurance coverage, premises liability, products liability, professional liability, property damage, and toxic tort and environmental claims.

Mr. Marotta served a criminal law clerkship in Warren County Superior Court. During his time at Vermont Law School, he was a member and Staff Editor of the Vermont Journal of Environmental Law.

#### **45. Danielle Panizzi, Associate**

Rutgers - The State University of New Jersey, 2015 magna cum laude

Rutgers School of Law - Newark, J.D., 2018

Member of the New Jersey Bar

Danielle Panizzi is an attorney who specializes in school board representation, with a focus on general legal matters and special education. She advises clients on various issues, including personnel matters, Harassment, Intimidation, and Bullying (HIB) complaints, and school board ethics. She regularly attends meetings on behalf of district Child Study Teams, including eligibility, evaluation, and Individualized Education Program (IEP) meetings. Prior to joining Cleary Giacobbe Alfieri Jacobs, Danielle served as a judicial law clerk at the Office of Administrative Law of New Jersey. She is a 2018 graduate of Rutgers University School of Law- Newark, where she served as Articles and Submissions Editor for The Women's Rights Law Reporter. She has received several awards for her work, including the National Association of Women Lawyers Award and The Harriet Goldberg Scholarship, which is awarded to students passionate about education law. Danielle is an active member of the New Jersey Bar Association and the School Law Committee of the New Jersey State Bar.

**46. Anthony LoBrace, Associate**

Union College, 2016 magna cum laude  
Rutgers School of Law – Newark, 2019  
Member of the New Jersey Bar

Anthony LoBrace focuses his practice in the areas of labor, employment, and government / public entity law. Prior to joining the Cleary Giacobbe Alfieri Jacobs, Anthony served as judicial law clerk to the Honorable Louis S. Sceusi, J.S.C., in both the Morris County Civil Division and the Sussex County Criminal Division. Anthony is a graduate of Rutgers School of Law – Newark, where he served on the executive board of the Rutgers Law Review as Senior Articles Editor. During his time at Rutgers, Anthony interned with the United States Attorney's Office for the District of New Jersey.

**47. Mark A. Lamartina, Associate**

Rutgers – The State University of New Jersey, 2015  
Rutgers School of Law – Newark, 2016  
Rutgers University School of Law, 2018  
Member of the New Jersey Bar

Mark Lamartina focuses his practice on real estate, land use, guardianship proceedings, and litigation. Prior to joining Cleary Giacobbe Alfieri Jacobs, He served as judicial law clerk to the Honorable Katie A. Gummer, J.S.C., Superior Court of New Jersey, Monmouth County.

**48. Matthew S. Roberts, Associate**

Rowan University, 2017  
Penn State Dickinson Law, 2020  
Member of the New Jersey Bar

Prior to joining Cleary Giacobbe Alfieri Jacobs, Matthew Roberts gained valuable experience working as a Law Guardian in Essex County, where he advocated for children in family court cases. He honed his skills further while in law school, through internships with the Children's Advocacy Clinic in Carlisle, PA, for Union County Superior Court Judge Robert Mega, and for the Union County Prosecutor's Office.

**49. Vincent Scrudato, Associate**

Coastal Carolina University, 2019  
Widener University Delaware Law School, 2023  
Member of the New Jersey Bar; United States District Court, District of New Jersey

Vincent Scrudato is an attorney in the firm's Real Property division. He focuses his practice on various aspects of real estate, including land use, planning and zoning, and commercial and residential real estate transactions. He also has experience in the areas of employment and commercial litigation, as well as representing municipalities in legal matters.

**50. Alessia M. Alkhoury, Esq., Associate**

Fordham University College at Rose Hill, 2019

St. John's University School of Law, 2022

Member of the New Jersey Bar

Mrs. Alkhoury focuses her practice on education law. Before joining Cleary Giacobbe Alfieri Jacobs, Mrs. Alkhoury served as judicial law clerk to the Honorable William J. McGovern, III, J.S.C., in the Morris/Sussex Vicinage, Civil Division. Mrs. Alkhoury is a graduate of St. John's University School of Law, where she co-founded the Disability Law Society. During law school, Mrs. Alkhoury interned at the Legal Aid Society Juvenile Rights Practice.

**REPRESENTATIVE CLIENTS LIST**

Below is a representative list of our current authority clients:

Bayshore Regional Sewerage Authority

Bergen County Improvement Authority

Carlstadt Sewerage Authority

Eatontown Sewerage Authority

Hudson Regional Health Commission

Jersey City Housing Authority

Lambertville Municipal Utilities Authority

Madison-Chatham Joint Meeting

Muscanetcong Sewerage Authority

North Bergen Municipal Utilities Authority

Ocean County Utilities Authority

Ocean Township Sewerage Authority

Old Bridge Municipal Utilities Authority

Rockaway Valley Regional Sewerage Authority

Secaucus Municipal Utilities Authority

Somerset County Improvement Authority

Somerset Raritan Sewerage Authority

South Monmouth Regional Sewerage Authority

Sussex County Municipal Utilities Authority

Two Bridges Sewerage Authority

Washington Municipal Utilities Authority



## **REFERENCES**

Thomas N. Bongiovanni, P.E.,  
Executive Director  
Two Bridges Sewerage Authority  
P.O. Box 188  
Lincoln Park, New Jersey 07035  
(973) 696-4494

Mr. Peter J. Canal  
Executive Director  
Bayshore Regional Sewerage Authority  
100 Oak Street  
Union Beach, NJ 07735  
732-739-1095

Mr. Ronald S. Anastasio, Executive Director  
Somerset Raritan Valley Sewerage Authority  
P.O. Box 6400  
Bridgewater, New Jersey 08807  
(732) 469-0593

Mr. Brian Bigler, Executive Director  
Town of Secaucus Municipal Utilities Authority  
1100 Koelle Boulevard  
Secaucus, New Jersey 07094  
(201) 330-2089

Thomas Varro, P.E.  
Executive Director/Chief Engineer  
Sussex County Municipal Utilities Authority  
34 South Route 94  
Lafayette, New Jersey 07848  
(973) 579-6998

## FEE PROPOSAL

Hourly Rate:

The following rates apply for legal services provided to the Rockaway Valley Regional Sewerage

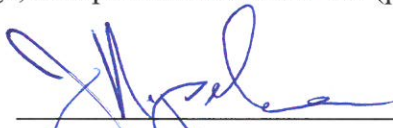
Authority:

<u>Attorneys</u>	<u>Per Hour</u>
All Attorneys	<u>\$235.00</u>
Paralegals	<u>\$100.00</u>

A. 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: John A. Napolitano  
Date: January 8, 2024

**BUSINESS ENTITY DISCLOSURE CERTIFICATION**  
**FOR NON-FAIR AND OPEN CONTRACTS**  
Required Pursuant To N.J.S.A. 19:44A-20.8  
**ROCKAWAY VALLEY REGIONAL SEWERAGE AUTHORITY**

**Part I – Vendor Affirmation**

The undersigned, being authorized and knowledgeable of the circumstances, does hereby certify that the [REDACTED] has not made and will not make any reportable contributions pursuant to N.J.S.A. 19:44A-1 et seq. that, pursuant to P.L. 2004, c. 19 would bar the award of this contract in the one year period preceding January 1, 2024 to any of the following named candidate committee, joint candidates committee; or political party committee representing the elected officials of the Rockaway Valley Regional Sewerage Authority as defined pursuant to N.J.S.A. 19:44A-3(p), (q) and (r).

SEE ATTACHED LIST	

**Part II – Ownership Disclosure Certification**

☒ I certify that the list below contains the names and home addresses of all owners holding 10% or more of the issued and outstanding stock of the undersigned.

Check the box that represents the type of business entity:

☐ Partnership      ☐ Corporation      ☐ Sole Proprietorship      ☐ Subchapter S Corporation  
☐ Limited Partnership      ☒ Limited Liability Corporation      ☐ Limited Liability Partnership

Name of Stock or Shareholder	Home Address
James J. Cleary	107 Haven Way Morganville, NJ 07751
Matthew J. Giacobbe	956 Huron Road Franklin Lakes, NJ 07417
Salvatore Alfieri	4 Colony Drive Marlboro, NJ 07746
Mitchell B. Jacobs	9 Vista Drive Morganville, NJ 07751

**Part 3 – Signature and Attestation:**

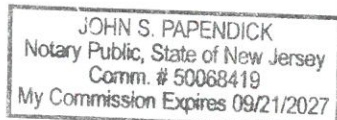
The undersigned is fully aware that if I have misrepresented in whole or part this affirmation and certification, I and/or the business entity, will be liable for any penalty permitted under law.

Name of Business Entity: Cleary Giacobbe Alfieri Jacobs, LLC

Signature of Affiant: [Signature] Title: Partner  
Printed Name of Affiant: John A. Napolitano Date: January 8, 2024

Subscribed and sworn before me this 8th day of  
January, 2024

My Commission expires:



[Signature]  
(Witnessed or attested by)  
John S. Papendick, Notary  
(Seal)

**BUSINESS ENTITY DISCLOSURE CERTIFICATION**  
**FOR NON-FAIR AND OPEN CONTRACTS**  
Required Pursuant To N.J.S.A. 19:44A-20.8  
**ROCKAWAY VALLEY REGIONAL SEWERAGE AUTHORITY**

The following is statutory text related to the terms and citations used in the Business Entity Disclosure Certification form.

**“Local Unit Pay-To-Play Law” (P.L. 2004, c.19, as amended by P.L. 2005, c.51)**

**19:44A-20.6 Certain contributions deemed as contributions by business entity.**

5. When a business entity is a natural person, a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity. When a business entity is other than a natural person, a contribution by any person or other business entity having an interest therein shall be deemed to be a contribution by the business entity.

**19:44A-20.7 Definitions relative to certain campaign contributions.**

6. As used in sections 2 through 12 of this act:

“business entity” means any natural or legal person, business corporation, professional services corporation, limited liability company, partnership, limited partnership, business trust, association or any other legal commercial entity organized under the laws of this State or of any other state or foreign jurisdiction;

“interest” means the ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit, as appropriate;

**Temporary and Executing**

12. Nothing contained in this act shall be construed as affecting the eligibility of any business entity to perform a public contract because that entity made a contribution to any committee during the one-year period immediately preceding the effective date of this act.

~~~~~

**The New Jersey Campaign Contributions and Expenditures Reporting Act (N.J.S.A. 19:44A-1 et seq.)**

**19:44A-3 Definitions.** In pertinent part...

p. The term "political party committee" means the State committee of a political party, as organized pursuant to R.S.19:5-4, any county committee of a political party, as organized pursuant to R.S.19:5-3, or any municipal committee of a political party, as organized pursuant to R.S.19:5-2.

q. The term "candidate committee" means a committee established pursuant to subsection a. of section 9 of P.L.1973, c.83 (C.19:44A-9) for the purpose of receiving contributions and making expenditures.

r. the term "joint candidates committee" means a committee established pursuant to subsection a. of section 9 of P.L.1973, c.83 (C.19:44A-9) by at least two candidates for the same elective public offices in the same election in a legislative district, county, municipality or school district, but not more candidates than the total number of the same elective public offices to be filled in that election, for the purpose of receiving contributions and making expenditures. For the purpose of this subsection: ...; the offices of member of the board of chosen freeholders and county executive shall be deemed to be the same elective public offices in a county; and the offices of mayor and member of the municipal governing body shall be deemed to be the same elective public offices in a municipality.

**19:44A-8 and 16 Contributions, expenditures, reports, requirements.**

*While the provisions of this section are too extensive to reprint here, the following is deemed to be the pertinent part affecting amounts of contributions:*

“The \$300 limit established in this subsection shall remain as stated in this subsection without further adjustment by the commission in the manner prescribed by section 22 of P.L.1993, c.65 (C.19:44A-7.2)



**Attachment to Business Entity Disclosure Certification**  
**For Non-Fair and Open Contracts**  
**For**  
**Rockaway Valley Regional Sewerage Authority**  
**2023-2024 List of Elected Officials pursuant to N.J.S.A. 19:44A-20.8**  
**Newly Elected in \**Bold***

**Town of Boonton**

Any contribution to the candidate committee or political party committee to elect the following Mayor and the Board of Aldermen:

**\*Jim Lynch, Mayor Elect**

Richard Corcoran, Mayor –Term expires 12/31/23.  
Joseph Bock – Term expires 12/31/23.  
John Meehan – Term expires 12/31/23.  
Edina Renfro-Michel – Term expires 12/31/23.  
Michael Wade – Term expires 12/31/23.  
Daniel Balan – Term expires 12/31/24.  
Marie Devenezia – Term expires 12/31/24.  
Benjamin Weisman – Term expires 12/31/24.  
Cyril Wekilsky – Term expires 12/31/24.

**\*John P. Meehan**

**\*Jacob W. Hettrich**

**\*Robert J. Murray**

**\*Alexis Minson**

**Township of Boonton**

Any contribution to the candidate committee or political party committee to elect the following Mayor and Committee members:

Brian Honan, Mayor - Term expires 12/31/23. **(Committee to select Mayor in Jan. 2024)**

**\*Thomas Donadio** – Term expires 12/31/23 **Re-elected.**

**\*Brian Honan** – Term expires 12/31/23 – **Re-elected.**

Thomas Sanfilippo, Jr. – Term expires 12/31/24.

Paul Allieri – Term expires – 12/31/25.

William Klingener – Term expires 12/31/25.

**Township of Denville**

Any contribution to the candidate committee or political party committee to elect the following Mayor and Council members:

**\*Thomas W. Andes, Mayor-** Term expires 12/31/23. **Re-elected**

John Murphy - Term expires 12/31/23.

Harry Fahrner – Term expires 12/31/23.

Gary Borowiec – Term expires 12/31/25.

Glenn R. Buie – Term expires 12/31/25.

Christina Kovacs – Term expires 12/31/25.

Christopher P. Golinski – Term expires 12/31/25.

**\*Angela-Maria Cote** - Term expires 12/31/23. **Re-elected**

**\*Louis Maffei**

**\*Robert Simpson**



### **Town of Dover**

Any contribution to the candidate committee or political party committee to elect the following Mayor and the Board Aldermen:

**\*James P. Dodd, Mayor Elect**

Carolyn Blackman, Mayor – Term expires 12/31/23.

Jessica Cruz – Term expires 12/31/23.

Judith Rugg - Term expires 12/31/23.

**Arturo Santana** - Term expires 12/31/23. **Re-elected**

**Michael Scarneo** - Term expires 12/31/23. **Re-elected**

Karol Ruiz - Term expires 12/31/24.

Sandra Milena Wittner - Term expires 12/31/24.

Geovani Estacio - Term expires 12/31/24.

Marcos Tapia – Term expires 12/31/24.

**\*Sergio Rodriguez**

**\*Claudia P. Toro**

### **Township of Randolph**

Any contribution to the candidate committee or political party committee to elect the following Mayor and Council members:

Lou Nisivoccia, Mayor – Term expires 12/31/23. **(New Mayor to be selected by Council in Jan. 2024)**

Christine Carey, Deputy Mayor – Term expires 12/31/24.

Joseph Hathaway - Term expires 12/31/24.

Joanne Veech - Term expires 12/31/24.

Helene Elbaum - Term expires 12/31/26.

Mark Forstenhausler - Term expires 12/31/26.

Lou Nisivoccia - Term expires 12/31/26.

Marie Potter - Term expires 12/31/26.

### **Borough of Rockaway**

Any contribution to the candidate committee or political party committee to elect the following Mayor and Council members:

**\*Thomas Mulligan, Mayor** - Term expires 12/31/23 – **Re-Elected**

**\*Melissa Burnside** - Term expires 12/31/23 – **Re-Elected**

Robert Smith -Term expires 12/31/25.

Thomas J. Haynes, III - Term expires 12/31/24.

James R. Hurley - Term expires 12/31/24.

Thomas Slockbower - Term expires 12/31/25.

**\*Patrick McDonald** Term expires 12/31/23 – **Re-Elected**

### **Township of Rockaway**

Any contribution to the candidate committee or political party committee to elect the following Mayor and Committee members:

**\*Joseph Jackson, Mayor** – Term expires 12/31/23 – Re-Elected

**\*Pawel Wojtowicz** – Term expires 12/31/23 – Re-Elected

**\*Adam Salberg** – Term expires 12/31/23 – Re-Elected

**\*Howard Kritz** – Term expires 12/31/23 – Re-Elected

Douglas Brookes - Term expires 12/31/25.

Rachel Brookes - Term expires 12/31/25.

Emanuel Friedlander - Term expires 12/31/25.

Mary Noon - Term expires 12/31/25.

John J. Quinn - Term expires 12/31/25.

Jonathan Sackett- Term expires 12/31/25.

### **Borough of Victory Gardens**

Any contribution to the candidate committee or political party committee to elect the following Mayor and Council members:

David Holeman, Jr., Mayor – Term expires 12/31/24.

**\*Stuart Hale** - Term expires 12/31/23 – Re-Elected

**\*Ismael Lorenzo, Sr.** – Term expires 12/31/23 – Re-Elected.

Ondria Garcia-Montes – Term expires 12/31/24.

Kendyll Hedgepath - Term expires 12/31/24.

Vera Cheatham – Term expires 12/31/25.

James Glass – Term expires 12/31/25.

### **Borough of Wharton**

Any contribution to the candidate committee or political party committee to elect the following Mayor and Committee members:

William J. Chegwiddden, Mayor – Term expires 12/31/26.

**Vincent Binkoski** - Term expires 12/31/23 – Re-Elected.

Sandra Hayes – Term expires 12/31/23.

Nicole Wickenheisser – Term expires 12/31/24.

Thomas Yeager – Term expires 12/31/24.

Robert Norton – Term expires 12/31/25.

Paola Vasquez – Term expires 12/31/25.

**\*Ana L. Jones**

**City of Jersey City**

Any contribution to the candidate committee or political party committee to elect the following Mayor and Council members:

Steven M. Fulop, Mayor  
Joyce Watterman  
Daniel Rivera  
Amy M. DeGise  
Denise Ridley  
Mira Prinz-Arey  
Richard Boggiano  
Yousef J. Saleh  
James Solomon  
Frank E. Gilmore

**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 take affirmative action to ensure that such applicants are recruited and employed, 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 action 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, where applicable, will send to each labor union or representative or workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or workers' representative of the contractor's commitments under this act 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 employ minority and women workers consistent with the applicable county employment goals established in accordance with N.J.A.C. 17:27-5.2, or a binding determination of the applicable county employment goals determined by the Division, pursuant to 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, labor unions, that it does not discriminate on the basis of age, 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 applicable 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, 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

The contractor and its subcontractors shall furnish such reports or other documents to the Div. of Contract Compliance & EEO 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 Div. of Contract Compliance & EEO for conducting a compliance investigation pursuant to **Subchapter 10 of the Administrative Code at N.J.A.C. 17:27.**

COMPANY: Cleary Giacobbe Alfieri Jacobs, LLC

NAME: John A. Napolitano

TITLE: Partner

SIGNATURE: 

DATE: January 8, 2024



## C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

**This form or its permitted facsimile must be submitted to the local unit no later than 10 days prior to the award of the contract.**

## Part I – Vendor Information

|              |                                         |           |            |
|--------------|-----------------------------------------|-----------|------------|
| Vendor Name: | Cleary Giacobbe Alfieri Jacobs, LLC     |           |            |
| Address:     | 169 Ramapo Valley Road, Upper Level 105 |           |            |
| City:        | Oakland                                 | State: NJ | Zip: 07436 |

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

Signature John A. Napolitano Printed Name Partner Title

## Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than \$300 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

☐ Check here if disclosure is provided in electronic form.[illegible]☐ Check here if the information is continued on subsequent page(s)

**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**

**ADDRESS:**

**955 STATE HWY 34 STE 200  
MATAWAN NJ 07747-3106**

**EFFECTIVE DATE:**

**11/03/10**

**TRADE NAME:**

**SEQUENCE NUMBER:**

**1598238**

**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.

(04-087) D205846V



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

11/15/2023

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).

|                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                       |                     |                                            |       |                                                    |       |                                             |       |                                                   |       |                   |  |
|----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|---------------------|--------------------------------------------|-------|----------------------------------------------------|-------|---------------------------------------------|-------|---------------------------------------------------|-------|-------------------|--|
| <b>PRODUCER</b><br>World Insurance Associates, LLC<br>656 Shrewsbury Ave<br>Suite 200<br>Tinton Falls NJ 07701 | <b>CONTACT NAME:</b> Matthew Morris<br><b>PHONE (A/C, No, Ext):</b> (732) 380-0900<br><b>E-MAIL ADDRESS:</b> mattmorris@worldinsurance.com<br><b>FAX (A/C, No):</b> (732) 380-0909                                                                                                                                                                                                                                                                                                                                             |                                                       |                     |                                            |       |                                                    |       |                                             |       |                                                   |       |                   |  |
| <b>INSURED</b><br>Cleary, Giacobbe, Alfieri, Jacobs, LLC<br>PO Box 533<br>Matawan NJ 07747                     | <b>INSURER(S) AFFORDING COVERAGE</b><br><table><tr><td><b>INSURER A:</b> Hartford Casualty Insurance Company</td><td><b>NAIC #</b> 29424</td></tr><tr><td><b>INSURER B:</b> Ironshore Indemnity Inc.</td><td>23647</td></tr><tr><td><b>INSURER C:</b> Sentinel Insurance Company, Ltd.</td><td>11000</td></tr><tr><td><b>INSURER D:</b> Berkley Insurance Company</td><td>32603</td></tr><tr><td><b>INSURER E:</b> Trisura Specialty Insurance Co.</td><td>16188</td></tr><tr><td><b>INSURER F:</b></td><td></td></tr></table> | <b>INSURER A:</b> Hartford Casualty Insurance Company | <b>NAIC #</b> 29424 | <b>INSURER B:</b> Ironshore Indemnity Inc. | 23647 | <b>INSURER C:</b> Sentinel Insurance Company, Ltd. | 11000 | <b>INSURER D:</b> Berkley Insurance Company | 32603 | <b>INSURER E:</b> Trisura Specialty Insurance Co. | 16188 | <b>INSURER F:</b> |  |
| <b>INSURER A:</b> Hartford Casualty Insurance Company                                                          | <b>NAIC #</b> 29424                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                       |                     |                                            |       |                                                    |       |                                             |       |                                                   |       |                   |  |
| <b>INSURER B:</b> Ironshore Indemnity Inc.                                                                     | 23647                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                       |                     |                                            |       |                                                    |       |                                             |       |                                                   |       |                   |  |
| <b>INSURER C:</b> Sentinel Insurance Company, Ltd.                                                             | 11000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                       |                     |                                            |       |                                                    |       |                                             |       |                                                   |       |                   |  |
| <b>INSURER D:</b> Berkley Insurance Company                                                                    | 32603                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                       |                     |                                            |       |                                                    |       |                                             |       |                                                   |       |                   |  |
| <b>INSURER E:</b> Trisura Specialty Insurance Co.                                                              | 16188                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                       |                     |                                            |       |                                                    |       |                                             |       |                                                   |       |                   |  |
| <b>INSURER F:</b>                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                       |                     |                                            |       |                                                    |       |                                             |       |                                                   |       |                   |  |

**COVERAGES****CERTIFICATE NUMBER:** 1567898779**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                                                                                                                                                                                                                                            |
|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|----------------------------------------------------|----------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| C           | <input checked="" type="checkbox"/> <b>COMMERCIAL GENERAL LIABILITY</b><br><input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR<br>GEN'L AGGREGATE LIMIT APPLIES PER:<br><input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC<br>OTHER: | Y         | Y        | 13SBATS6526                                        | 02/17/2023                             | 02/17/2024                             | EACH OCCURRENCE \$ 1,000,000<br>DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000<br>MED EXP (Any one person) \$ 10,000<br>PERSONAL & ADV INJURY \$ 1,000,000<br>GENERAL AGGREGATE \$ 2,000,000<br>PRODUCTS - COMP/OP AGG \$ 2,000,000<br>\$ |
| C           | <input checked="" type="checkbox"/> <b>AUTOMOBILE LIABILITY</b><br>ANY AUTO<br>ALL OWNED AUTOS<br><input checked="" type="checkbox"/> HIRED AUTOS<br><input type="checkbox"/> SCHEDULED AUTOS<br><input checked="" type="checkbox"/> NON-OWNED AUTOS                                                                   | Y         | Y        | 13SBATS6526                                        | 02/17/2023                             | 02/17/2024                             | COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000<br>BODILY INJURY (Per person) \$<br>BODILY INJURY (Per accident) \$<br>PROPERTY DAMAGE (Per accident) \$<br>\$                                                                                   |
| C           | <input checked="" type="checkbox"/> <b>UMBRELLA LIAB</b> <input checked="" type="checkbox"/> OCCUR<br><input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE<br>DED <input checked="" type="checkbox"/> RETENTION \$ 10,000                                                                         | Y         | Y        | 13SBATS6526                                        | 02/17/2023                             | 02/17/2024                             | EACH OCCURRENCE \$ 5,000,000<br>AGGREGATE \$ 5,000,000<br>\$                                                                                                                                                                                      |
| A           | <b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b><br>ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)<br>If yes, describe under DESCRIPTION OF OPERATIONS below                                                                                                                          | Y         | N/A      | 13WBCCC9568                                        | 02/17/2023                             | 02/17/2024                             | <input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER<br>E.L. EACH ACCIDENT \$ 1,000,000<br>E.L. DISEASE - EA EMPLOYEE \$ 1,000,000<br>E.L. DISEASE - POLICY LIMIT \$ 1,000,000                                         |
| D<br>E<br>B | Professional Liability<br>Cyber Liability<br>Excess Professional Liability                                                                                                                                                                                                                                             |           |          | PLP-2033783-P2<br>ATB-6738993-02<br>LPL7NAB0P68004 | 06/03/2023<br>06/03/2023<br>06/03/2023 | 06/03/2024<br>06/03/2024<br>06/03/2024 | Each Claim 5,000,000<br>Each Claim 2,000,000<br>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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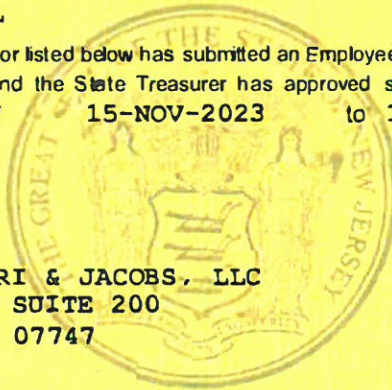
Certification 45751

## 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-2023** to **15-NOV-2026**

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



*Ford M. Scudder*

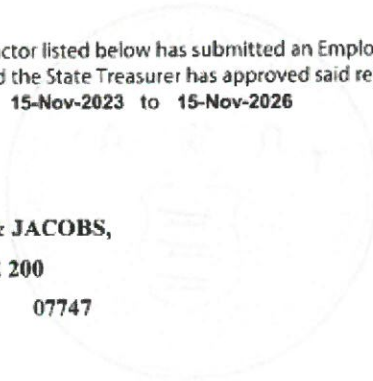
FORD M. SCUDDER  
State Treasurer

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-2023** to **15-Nov-2026**

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



*Elizabeth Maher Muoio*  
ELIZABETH MAHER MUOIO  
State Treasurer