



RESPONSE OF

CHASAN LAMPARELLO
MALLON & CAPPUZZO

TO

THE EAST ORANGE PARKING AUTHORITY

REQUEST FOR PROPOSALS

GENERAL COUNSEL SERVICES

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TABLE OF EXHIBITS

Exhibit

- A. Certificate of Employee Information Report**
- B. Business Registration Certificate**
- 1. Description of the Firm, Members of the Firm Earn Distinction, the Firm's Governmental Law Practice, the Firm's Labor Law Practice, the Firm's Employment Law Practice, and the Firm's Litigation Services Practice**
- 2. Website Profile and Curriculum Vitae of our Attorney**
James A. Lewis, V, Esq., Partner

1. QUALIFICATION STATEMENT

Chasan Lamparello Mallon & Cappuzzo, PC (“CLMC” or the “Firm”) is pleased to submit this response to the Request for Proposals (“RFP”) published by the East Orange Parking Authority (the “Authority”) for **General Counsel Services**.

The Firm’s Partner, James A. Lewis, V, currently represents the City of East Orange and looks forward to the opportunity of continuing to do so. James has successfully defended litigation and secured prompt and efficient dismissals of claims brought against the City, including civil rights claims, constitutional claims, and contract matters. The Firm represents numerous local governments and authorities in defense and litigation matters, including the Jersey City Housing Authority, the Jersey City Municipal Utilities Authority, the Counties of Bergen, Hudson, Morris and Passaic, the Cities of Hackensack, Jersey City, Linden, Newark, Orange, Passaic and Union, the Boroughs of Bergenfield, Carlstadt, Dumont, Fair Lawn, New Milford, and Ridgefield, the Townships of North Bergen, Saddle Brook, and Teaneck, and the Town of Secaucus. CLMC boasts a breadth and depth of experienced attorneys who devote a significant portion of their practice to successfully representing the interests of public entity clients in complex and challenging matters, making the Firm distinctively qualified to represent the Authority in this engagement.

CLMC currently employs 46 licensed attorneys, comprised of 25 Partners, 3 Counsel (Arthur N. D’Italia, a past Assignment Judge for Hudson County, and a former partner of the Firm, Thomas P. Olivieri, the former Presiding Judge of the Chancery Division, General Equity, of the Superior Court for Hudson County; and Robert M. Czech, former Civil Service Commissioner of New Jersey), 5 Attorneys Of Counsel, and 13 Associates. We employ a support staff of 44 employees, including paralegals, law clerks and legal assistants.

Recently, CLMC was honored to receive a Tier 1 ranking in the 2021 Edition of *U.S. News – Best Lawyers* “Best Law Firms.” The Firm received Tier 1 distinctions in the areas of Commercial Litigation, Employment Law—Management, Labor Law—Management, Litigation—Labor & Employment, and Litigation—Municipal. Recognition was determined through an evaluation of the Firm clients, peer review from attorneys in the same practice areas and information provided as part of the formal submission process. The achievement of this ranking in Best Law Firms is, in the words of the publishers, a “special distinction that signals a unique combination of excellence and breadth of expertise.”

The legal issues encountered by public entities are myriad and varied, spanning the entire spectrum of civil law. CLMC is not only equipped to handle each facet of the law, but is cognizant that the legal services it provides to public entities must be zealous and robust, judiciously and efficiently employed for the benefit of the taxpayers, and sensitive to a client’s political and economic environment.

CLMC applies these principles through its comprehensive representation of public entities, from providing advice and counsel, to pre-litigation advocacy, to litigation at state

and federal trial and appellate court levels and before administrative tribunals. The Firm also has extensive experience in representing public entities in all areas of the rapidly changing labor and employment law fields, and in the areas of property redevelopment, planning and real estate transactions involving public entities. Our attorneys have expertise in all phases of public bidding, including preparing bid documents, contract award and administration, and litigating and resolving bidding disputes.

To keep our clients informed of current law and best practices, we offer training and seminars on topics including equal opportunity employment, discrimination, and sexual harassment. The Firm also provides expert counsel on ensuring compliance with essential statutes and regulations, including the Open Public Meetings Act, the Open Public Records Act, the Local Budget Law, the Local Fiscal Affairs Law, the Local Authorities Fiscal Affairs Law, the Local Redevelopment and Housing Law, the Tort Claims Act, environmental laws and regulations, and all aspects of Titles 40 and 40A of the New Jersey statutes.

General Litigation. CLMC specializes in litigating matters on behalf of public entity clients in federal court, state court, and before administrative tribunals. The Firm also handles all levels of appeals. Having numerous attorneys designated by the New Jersey Supreme Court as Certified Civil and Certified Criminal Trial Attorneys, the CLMC litigation department is known for its efficiency, economy and its ardent representation of its individual, organizational, regulatory and governmental clients. With more than fifty years of trial and appellate experience before the federal and State courts as well as before regulatory and administrative agencies, our attorneys provide diversified representation in the multiple areas of law that could impact the Authority. Our size and experience allows our attorneys to efficiently and successfully handle cases as diverse as routine personal injury/tort claim matters to the most complex commercial and environmental litigation.

Labor. In our labor law practice, we critically analyze collective bargaining agreements to assess their potential to operationally or financially impede management, and formulate strategies for clients to use during negotiations, while setting a foundation for future negotiations. We also stay current on all of the new pension and health care laws, and account for their impact on negotiations.

For disputes that cannot be resolved through negotiation, CLMC capably and vigorously represents its clients in mediation, fact finding, and binding interest arbitration, where we have attained ground breaking decisions for public entity employers. We are also experienced in litigating scope petitions before the Public Employment Relations Commission (“PERC”) when issues arise during negotiations regarding the negotiability of issues.

We counsel clients on preventive measures that can help avert disruptive labor disputes and expensive litigation, such as the proper handling of disciplinary issues. We develop strategies and guide clients in proper documentation, evaluation and progressive discipline to help avoid these costs, and conduct customized training and seminars for

clients to reinforce these measures. We also advise clients on how to plan for and implement reductions in force.

Finally, our attorneys have extensive experience in the defense and representation of public entity clients with respect to unfair labor practice charges, contractual grievances and arbitrations, and matters before United States Equal Employment Opportunity Commission, the New Jersey Division of Civil Rights, the New Jersey Public Employees Relations Commission, the New Jersey Civil Service Commission (including eligibility, testing, appointment, promotions, appeals, layoffs and disciplinary matters), and with respect to Public Employees Occupational Safety and Health Act (PEOSHA) complaints filed in the Department of Health and Senior Services.

Thomas R. Kobin, Esq., Chair of the Firm's Labor Law Department, prevailed before the New Jersey Supreme Court in a groundbreaking employment law decision involving New Jersey's whistleblower statute ("CEPA") and the First Amendment. In this complicated case, the Court set forth new standards controlling a party's ability to litigate its employment disputes before separate tribunals. In Winters v. North Hudson Regional Fire and Rescue, 212 N.J. 67 (2012), the Supreme Court barred plaintiff's lawsuit based on the New Jersey Civil Service Commission's decisions, which had implicitly rejected plaintiff's retaliation arguments.

Employment Litigation. CLMC's experienced litigators possess an in-depth knowledge and understanding of this rapidly changing field of law. We frequently handle matters involving the New Jersey Law Against Discrimination ("LAD"), the Conscientious Employee Protection Act ("CEPA"), the federal employment discrimination law ("Title VII"), the Americans with Disabilities Act ("ADA"), the Federal Medical and Family Leave Act ("FMLA"), the New Jersey Family Leave Act ("FLA"), and a variety of constitutional claims. We have successfully defended cases involving claims of hostile work environment, retaliation, whistleblowing, sexual harassment, race discrimination, national origin discrimination, pregnancy discrimination, disability/handicap discrimination, and freedom of speech.

Our efforts in evaluating and protecting clients from employee-related lawsuits and strategizing, where necessary, to determine the most effective way to resolve disputes has earned CLMC a reputation as a leader in the field of employment law. Our extensive litigation background has enabled us to achieve prompt, successful, and cost-effective results in pre-trial mediations and arbitrations.

Due to the constant flux and evolution of employment law, we emphasize the importance of training and education for all management clients. Our attorneys routinely create, review and revise employment and anti-harassment policies, manuals, and handbooks. We also perform investigations and provide seminars and training to supervisors and staff, including anti-discrimination and anti-harassment training. Clients who have benefited from such training include the County of Bergen, the City of Jersey City, the Township of Teaneck, the Township of North Bergen Police Department, the New Jersey State Bar Association, North Hudson Regional Fire and Rescue, and the Passaic Valley

Sewerage Commissioners. In fact, the Firm's Managing Partner, Ralph J. Lamparello, Esq., served as lead counsel in the New Jersey Supreme Court's seminal decision, Gaines v. Bellino, 173 N.J. 301 (2002), which set the standards and obligations for employers under the LAD. The Firm's attorneys are also frequent lecturers at employment law seminars attended by other attorneys and professionals.

As attorneys with broad experience before trial and appellate courts, we appreciate the importance – from the outset of the representation – of understanding the client's problem, of counseling to avoid litigation if possible, and of considering economical alternatives to litigation such as arbitration and mediation. As attorneys who regularly try cases to decision, we recognize that successful representation requires strategic planning, attention to detail, efficiency and economy and the enduring commitment to achieve the best result possible for our client.

Reported Decisions. CLMC is credited with numerous reported decisions from the New Jersey Supreme Court, the New Jersey Superior Court, Appellate Division, and the United States District Court for the District of New Jersey. A partial list of these decisions and their citations are as follows:

- State v. Saavedra, 222 N.J. 39 (2015), 127 Fair Empl. Prac. Cas. (BNA) 733.
- Maddox v. City of Newark, 50 F. Supp. 3d 606, 124 Fair Empl. Prac. Cas. (BNA) 1116 (D.N.J. 2014).
- Winters v. North Hudson Regional Fire and Rescue, 212 N.J. 67 (2012);
- Massachi v. City of Newark Police Department, 415 N.J. Super. 518 (App Div. 2010);
- Sierfeld v. Sierfeld, 414 N.J. Super. 85 (App. Div. 2010);
- CFG Health Systems, LLC v. County of Hudson, 413 N.J. Super. 306 (App. Div. 2010);
- North Jersey Media Group, Inc. v. Bergen County Prosecutor's Office, 405 N.J. Super. 386 (App.Div.2009);
- Redvanly v. Automated Data Processing, Inc., 407 N.J. Super. 395 (App. Div. 2009);
- Board of Education of the City of Clifton v. Zoning Board of Adjustment of the City of Clifton, 409 N.J. Super. 389 (App. Div. 2009);
- In the Matter of Michael G. Venezia, 191 N.J. 259 (2007);

- Hicks v. Hudson County Correctional Center, 101 Fair Empl. Prac. Cas. (BNA) 1075 (2007);
- Potente v. County of Hudson, et al., 185 N.J. 297 (2005);
- Visiting Homemaker Service of Hudson County v. Board of Chosen Freeholders of the County of Hudson, et al., 380 N.J. Super. 596 (App. Div. 2005);
- Greer v. Naklicki, 379 N.J. Super. 153 (App. Div. 2005), certif. denied, 185 N.J. 390 (2005);
- Kellam v. Feliciano, 376 N.J. Super. 580 (App. Div. 2005);
- Independent Realty Company v. Township of North Bergen, 376 N.J. Super. 295 (App. Div. 2005);
- Buono v. Scalia, 179 N.J. 131 (2004);
- Velez v. City of Jersey City, 358 N.J. Super. 224 (App. Div. 2003), certif. granted, 177 N.J. 224 (2003), aff'd on other grounds, 180 N.J. 284 (2004);
- American Marine Rail NJ, LLC. v. City of Bayonne; County of Hudson and Hudson County Improvement Authority, 289 F. Supp. 2d 569 (D.N.J. 2003);
- F.S. v. L.D., 362 N.J. Super. 161 (App. Div. 2003);
- Board of Chosen Freeholders of the County of Hudson v. County Executive of the County of Hudson, et al., 357 N.J. Super. 242 (App. Div. 2003);
- Gaines v. Bellino, 173 N.J. 301 (2002); and
- G.E. Capital Mortgage v. Privetera, et al., 346 N.J. Super. 424 (App. Div. 2002).

Based on the foregoing, the scope of services that we provide to our existing clients meets or exceeds the requirements in the Authority's RFP.

2. CONTACT INFORMATION

Key Contact Person:

James A. Lewis, V, Esq.
Chasan Lamparello Mallon & Cappuzzo, PC
300 Lighting Way, Suite 200
Secaucus, New Jersey 07094
(201) 809-6035
Fax: (201) 348-6633
Email: jlewis@chasanlaw.com

Individual responsible for the preparation of the response:

Joshua S. Heller
Chasan Lamparello Mallon & Cappuzzo, PC
300 Lighting Way, Suite 200
Secaucus, New Jersey 07094
(201) 809-6084
Fax: (201) 348-6633
Email: jheller@chasanlaw.com

3. BUSINESS DESCRIPTION

CLMC is a professional corporation.

(a) Principals/Members of the Firm:

1. Ralph J. Lamparello, Esq., Chasan Lamparello Mallon & Cappuzzo, PC, 300 Lighting Way, Suite 200, Secaucus, New Jersey 07094.
2. Steven L. Menaker, Esq., Chasan Lamparello Mallon & Cappuzzo, PC, 300 Lighting Way, Suite 200, Secaucus, New Jersey 07094.
3. Cindy Nan Vogelmann, Esq., Chasan Lamparello Mallon & Cappuzzo, PC, 300 Lighting Way, Suite 200, Secaucus, New Jersey 07094.
4. John V. Mallon, Esq., Chasan Lamparello Mallon & Cappuzzo, PC, 300 Lighting Way, Suite 200, Secaucus, New Jersey 07094.
5. Thomas R. Kobin, Esq., Chasan Lamparello Mallon & Cappuzzo, PC, 300 Lighting Way, Suite 200, Secaucus, New Jersey 07094.
6. Robert A. Cappuzzo, Esq., Chasan Lamparello Mallon & Cappuzzo, PC, 300 Lighting Way, Suite 200, Secaucus, New Jersey 07094.

- (b) Pursuant to N.J.S.A. 10:5-33, et seq., we agree to the terms of the mandatory affirmative action language as set forth in N.J.A.C. 17:27-1.1, et seq. We have been issued a **CERTIFICATE OF EMPLOYEE INFORMATION REPORT**, Certification No. 15710, by the State of New Jersey in satisfaction of our compliance, a copy of which is annexed hereto as **Exhibit A**. The Firm is in compliance with all applicable affirmative action requirements with respect to its business activities.
- (c) The Firm's **BUSINESS REGISTRATION CERTIFICATE** is annexed hereto as **Exhibit B**.

4. EXPERIENCE AND REFERENCES IN THE FIELD

CLMC's six decades of experience and its sustained growth are attributable to its service, client satisfaction, and reputation. The following is a listing of governmental entities that we represent with the corresponding contact information for same:

GOVERNMENTAL APPOINTMENT

CONTACT INFORMATION

City of Bayonne
Tax Appeal Counsel - 2016 to Present
Special Redevelopment Counsel - 2018 to 2019

John F. Coffey II, Esq.
 Corporation Counsel
 630 Avenue C
 Bayonne, New Jersey 07002
 (201) 858-6091

Bayonne Board of Education
General Counsel - 2009 to Present

John J. Niesz
 Superintendent of Schools
 669 Avenue A
 Bayonne, New Jersey 07002
 (201) 858-5817

County of Bergen
Special Counsel - 2003 to Present

Julien X. Neals, Esq.
 County Counsel
 One Bergen County Plaza
 Hackensack, New Jersey 07601
 (201) 336-6950

Bergen County Special Services School District
Special Counsel - 2016 to Present

John Susino
 Business Administrator/Board Secretary
 540 North Farview Avenue
 Paramus, New Jersey 07652
 (201) 343-6000

Bergen County Technical School District
Special Counsel - 2016 to Present

John Susino
Business Administrator/Board Secretary
540 North Farview Avenue
Paramus, New Jersey 07652
(201) 343-6000

Bergen County Utilities Authority
Outside Counsel - 2007 to Present

Robert E. Laux, Esq.
Executive Director
Bergen County Utilities Authority
P.O. Box 9, Mehrhof Road
Little Ferry, New Jersey 07643
(201) 641-2552

Borough of Bergenfield
Labor Counsel - 2013 to Present

Corey Gallo
Borough Administrator
Bergenfield Municipal Building
198 North Washington Avenue
Bergenfield, New Jersey 07621

Borough of Carlstadt
Special Counsel – 2019 to Present

Dominick Giancaspro
Chief Financial Officer
500 Madison Street
Carlstadt, New Jersey 07072
(201) 939-2890

Township of Cranford
Tax Appeal Counsel - 2018 to Present

Jamie Cryan
Township Administrator
8 Springfield Avenue
Cranford, NJ 07016
(908) 709-7205

Borough of Dumont
Labor Counsel - 2010 to Present
Special Counsel - 2019 to Present

Susan Connelly
Borough Clerk
50 Washington Avenue
Dumont, New Jersey 07628
(201) 387-5060

East Rutherford Board of Education
Board Counsel - 1995 to Present

Jason Bulger
Board of Education President
Uhland and Grove Streets
East Rutherford, New Jersey 07073
(201) 804-3100

Borough of Elmwood Park
Special Counsel – COAH - 2015 to Present

John A. Conti Jr., Esq.
Board Attorney
182 Market Street
Elmwood Park, New Jersey 07407
(201) 796-1457

Borough of Emerson
Co-Labor Counsel - 2018 to Present

Robert S. Hoffman
Borough Administrator
1 Municipal Place
Emerson, NJ 07630
(201) 262-5077

City of Hackensack
Special Counsel for Tax Appeals - 2018 to Present
Special Litigation Counsel - 2018 to 2019
Labor Attorney - 2018 to 2019

James A. Mangin
Chief Financial Officer
Department of Finance
65 Central Avenue
Hackensack, New Jersey 07601
(201) 646-3935

Hackensack Meadowlands Municipal Committee
General Counsel - 2015 to Present

Fred J. Dressel
Executive Director
1 DeKorte Park Plaza
Lyndhurst, NJ 07071
(201) 460-8986

Borough of Hillsdale
Special Counsel – Waste Management - 2018 to Present

Denise Kohan
Borough Clerk
380 Hillsdale Avenue
Hillsdale, NJ 07642
(201) 666-4800

County of Hudson
Special Counsel - 1996 to Present

Donato J. Battista, Esq.
County Counsel
Department of Law
Administration Building Annex
567 Pavonia Avenue
Jersey City, New Jersey 07306
(201) 795-6250

City of Jersey City
Special Counsel – 2015 to Present

Peter J. Baker, Esq.
Corporation Counsel
280 Grove Street
Jersey City, New Jersey 07302
(201) 547-5229

Jersey City Housing Authority
General Counsel - 2015 to Present

Marvin Walton
Executive Director
400 U.S. Highway #1
Jersey City, New Jersey 07306
(201) 706-4660

City of Linden
Special Counsel - 2008 to Present

Jessica Sheehy
City Hall
301 North Wood Avenue
Linden, New Jersey 07036
(908) 874-8493

Township of Lyndhurst
Special Tax Appeal Counsel - 2017 to Present

Angela White
Township Clerk
253 Stuyvesant Avenue
Lyndhurst, NJ 07071
(201) 933-4576

County of Morris
Special Counsel – 2017 to Present

John A. Napolitano, Esq.
County Counsel
County of Morris
Post Office Box 900
Morristown, New Jersey 07963-0900

City of Newark
Special Counsel - 2006 to Present

Kenyatta K. Stewart, Esq.
Corporation Counsel
920 Broad Street
Newark, New Jersey 07102
(973) 733-3780

New Jersey Intergovernmental Insurance Fund
Defense Counsel - 2018 to Present
2013 to 2014

Eric Nemeth, Esq.
Administrator
Polaris Galaxy Insurance, LLC
777 Terrace Avenue, Suite 309
Hasbrouck Heights, New Jersey 07604
(973) 539-2122

New Jersey Turnpike Authority
Special Workers' Compensation Counsel -
2018 to Present

Andrea E. Ward
Director of Procurement and Materials
One Turnpike Plaza
Woodbridge, New Jersey 07095
(732) 750-5300

Township of North Bergen
General Counsel - 2014 to Present
Special Counsel - 1992 to 2014

Christopher J. Pianese
Town Administrator
Municipal Building
4233 Kennedy Boulevard
North Bergen, New Jersey 07047
(201) 392-2027

North Bergen Board of Education
Special Counsel - 2015 to Present

Steven Somick
Business Administrator
7317 Kennedy Blvd.
North Bergen, New Jersey 07047
(201) 295-2761

North Hudson Regional Fire & Rescue
General Counsel - 1998 to Present

Jeffrey C. Welz
Executive Director of Administration
11 Port Imperial Boulevard
West New York, New Jersey 07093
(201) 601-3542

Borough of Paramus
Tax Appeal Attorney - 2018 to Present
Zoning Board Attorney - 2018 to 2019

Joseph D'Arco
Borough Administrator
1 West Jockish Square, Upper Level
Paramus, New Jersey 07652
(201) 265-2100

County of Passaic
Outside Counsel - 2019 to Present

Michael H. Glovin, Esq.
County Counsel
401 Grand Street
Paterson, NJ 07505
(973) 881-4478

City of Passaic
Special Counsel - 2010 to Present
Special Tax Appeal Counsel - 2017 to Present

Rick Fernandez
Business Administrator
330 Passaic Street
Passaic, New Jersey 07055
(973) 365-5513

Passaic Valley Sewerage Commissioners
Legal Counsel - 2000 to Present

Gregory A. Tramontozzi
Executive Director
600 Wilson Avenue
Newark, New Jersey 07105
(973) 466-2195

Passaic Valley Water Commission
Special Counsel - 2019 to Present
Special Labor Counsel for Investigations -
2018 to 2019

Louis Amodio
Administrative Secretary
1525 Main Avenue
P.O. Box 230
Clifton, New Jersey 07011
(973) 340-4300

Borough of Rutherford
Special Tax Appeal Counsel - 2015 to Present

Robert J. Kakoleski
Borough Administrator
176 Park Avenue
Rutherford, NJ 07070
(201) 460-3004

Town of Secaucus
Town Attorney - 2010 to 2016
Special Counsel - 1995 to Present
Planning Board Attorney - 2001 to 2010
Labor Attorney - 2008 to 2010

Honorable Michael Gonnelli
Mayor
Municipal Government Center
Secaucus, New Jersey 07094
(201) 330-2005

South Bergen Municipal Joint Insurance Fund
Defense Attorney - 2007 to Present

Stephen A. Sacco
Executive Director
PERMA Risk Management Services
9 Campus Drive, Suite 216
Parsippany, NJ 07054
(201) 881-7632

Borough of South Bound Brook
Planning/Zoning Board Attorney - 2020 to
Present

Ryan Mack
Planning Board Secretary
12 Main Street
South Bound Brook, NJ 08880
(732) 356-0284 ext 36

Township of South Hackensack
Planning Board Attorney - 2018 to Present

Lydia Heinzelman
Planning Board Secretary
227 Philips Ave
South Hackensack, NJ 07606
(201) 440-1815

Suburban Essex Joint Insurance Fund
Defense Attorney - 2005 to Present

Tracy L. Lopez
Account Manager
PERMA Risk Management Services
9 Campus Drive, Suite 216
Parsippany, New Jersey 07054
(201) 881-7632

City of Union City
**Special Construction Code Litigation
Counsel** - 2015 to Present
Special Counsel - 2006 to Present

Honorable Brian P. Stack
Mayor
3715 Palisade Avenue
Union City, NJ 07087

Borough of Watchung
Labor Counsel - 2020 to Present

James D'Amato
Borough Administrator
Watchung Municipal Building
15 Mountain Boulevard
Watchung, NJ 07069
(908) 756-0080

Borough of Woodcliff Lake
Tax Appeal Counsel - 2015 to Present

James Anzevino
Tax Assessor
Woodcliff Lake Borough Hall
188 Pascack Road
Woodcliff Lake, New Jersey 07677
(201) 391-4977

5. YEARS IN BUSINESS

In 2020, CLMC celebrated its 63rd anniversary. CLMC was founded in 1957 and incorporated in 1971. In the subsequent years, the Firm name changed several times, such as when Robert E. Tarleton left the Firm and became a Superior Court Chancery Division Judge for Hudson County, when Arthur N. D'Italia left the Firm and became the Superior Court Assignment Judge for Hudson County, when Peter F. Bariso, Jr. left the Firm and became a Superior Court Assignment Judge for Hudson County, and most recently when the names of partners John V. Mallon and Robert A. Cappuzzo were added on October 24, 2016. Throughout its history, the Firm's name has commenced with "Chasan." Since its incorporation in 1971, CLMC has operated under the same federal and state tax identification numbers.

6. CURRENT MANAGEMENT

CLMC's management has remained the same since 1989. The last founding member of the Firm, Joel A. Leyner, was employed as Counsel to the Firm until he passed away in February 2020.

7. MALPRACTICE JUDGMENTS

None.

8. BANKRUPTCY/REORGANIZATION

None.

9. LICENSES/GOOD STANDING

All CLMC attorneys are licensed to practice law in the State of New Jersey and are in good standing with the Office of Attorney Ethics. All attorneys who will be assigned to this engagement are licensed to practice law in the applicable state and federal courts. Neither CLMC nor any individual assigned to this engagement is disbarred, suspended or otherwise prohibited from professional practice by any federal, state or local agency.

10. COST DETAILS

The Firm's compensation proposal is a flat fee of \$300 per meeting and to provide all legal services at a rate of \$150.00 per hour, plus reimbursement for reasonable expenses such as deposition transcript costs, expert fees, copying, faxes, travel and parking, court costs and fees, and messenger services.

11. LOCATION OF KEY STAFF

CLMC has always maintained offices in Hudson County, New Jersey, and is currently located at 300 Lighting Way in Secaucus, New Jersey. CLMC will be available for consultation on thirty minutes notice.

12. SUBCONTRACTORS

No subcontractors will be used by CLMC in the fulfillment of its duties to the Authority. Third parties will be utilized for deposition transcription, large copying jobs, messenger and similar services. The Firm currently uses Schulman, Wiegmann & Associates of Piscataway, New Jersey as Certified Court Reporters, Minuteman Press of Hasbrouck Heights, New Jersey and IKON Enterprise Services of Newark, New Jersey for copying, and New Jersey Lawyers' Service of Union, New Jersey, DC Express, Inc. of Dover, New Jersey and Federal Express as providers of messenger services.

13. EMPLOYEES/UNION STATUS

CLMC employees are professionals, and thus, non-union.

14. ATTORNEY RESUMES

The following attorney, whose qualifications and experience meet or exceed the minimum qualifications in the RFP, will be assigned to the engagement:

James A. Lewis, V, Esq., Partner

Please find the website description of the Firm, the Firm's Governmental Law, Labor Law, Employment Law, and Litigation Services Practices at **Exhibit 1**.

The profile and curriculum vitae of our assigned attorney appear at **Exhibit 2**.

15. SUMMARY OF QUALIFICATIONS

We are best qualified to provide the requested services for the reasons that follow.

Qualifications

The qualifications of our assigned attorneys meet or exceed the requirements set forth in the RFP. Their collective experience ensures that any legal matter that arises during the engagement will be competently addressed.

Extensive Clientele of Governmental Entities

We have represented counties, authorities, municipalities and school boards for numerous years. Our 60+ years of extensive experience in the area of public entity representation makes us uniquely qualified to meet the Authority's legal needs.

Experience

We understand the needs and goals of the Authority. As a public entity that has a fiduciary responsibility to taxpayers, the Authority is required to locate and select the most competent firms that are also the most cost efficient. CLMC meets the needs and goals of the Authority because we have the experience required to service a large public entity and are able to do so cost-effectively.

Knowledge of Areas of Law

Through our extensive experience with our governmental entity clients we are very knowledgeable of the areas of law involved in the operation of municipal government units.

Good Standing

All attorneys employed by CLMC are licensed to practice law in New Jersey and are in good standing with the Office of Attorney Ethics. Neither CLMC nor any individual assigned to this engagement is disbarred, suspended or otherwise prohibited from professional practice by any federal, state or local agency.

Conflicts of Interest

CLMC has no conflicts of interest that would prevent it from representing the Authority.

Court / Administrative Cases

CLMC has a long and successful history of obtaining favorable outcomes for our clients and we continue to deliver those outstanding results. We maintain an experienced and tested team of attorneys and support staff, and can ensure that our clients will receive the personal attention and availability they deserve.

We have an excellent reputation with judges and opposing counsel, which is based on the skill and dedication of our attorneys as well as on their preeminent legal ability and high ethical standards.

16. SUMMARY

CLMC attorneys are highly qualified professionals that possess the requisite knowledge, skills and expertise to efficiently and effectively represent and defend the interests of the Authority. Several CLMC attorneys have received the singular honor of being selected to *Best Lawyers in America*®, a peer-review survey in which the country's leading attorneys vote on the legal abilities of other lawyers in their practice areas. In addition, *New Jersey Monthly Magazine* consistently names a number of our partners as *Super Lawyers*® and recognizes various Firm associates as "Rising Stars." *The New Jersey Law Journal*, which annually recognizes the State's preeminent lawyers under 40 years of age, has awarded numerous CLMC attorneys with that accolade, including Thomas R. Kobin (2006); Thomas A. Morrone (2011); Nicole R. Cassata (2012); Maria P. Vallejo (2013), and Ryan J. Gaffney (2020).

Two of the Firm's senior partners, Ralph Lamparello and Steven Menaker, achieved the elite distinction of being certified by the New Jersey Supreme Court as both Civil and Criminal Trial Attorneys. Only 43 of the 80,000 practicing attorneys in New Jersey had attained this dual certification at that time.

Mr. Lamparello, the Firm's Managing Partner, is a past President of the New Jersey State Bar Association, and has been selected by *New Jersey Monthly Magazine* as one of the top 100 lawyers in New Jersey. In 2013, he was awarded the Congressman Peter W. Rodino Humanitarian Achievement Award by Seton Hall Law School. The New Jersey Commission on Professionalism has twice awarded Mr. Lamparello with the Professional Lawyer of the Year honor, by nomination of the Hudson County Bar Association in 2009, and by nomination of the New Jersey State Bar Association in 2014. In 2019, the New Jersey State Bar Foundation awarded its highest honor, the Medal of Honor Award, to Mr. Lamparello in recognition of his significant contributions to the advancement of the justice system and the legal profession in New Jersey, and professional excellence.

In addition to its many professional achievements and accolades, the Firm's members share a devotion to serving the public interest and are experienced in representing governmental entities. Our partners, with long-standing experience serving municipal clients, currently serve as Town Counsel for the Township of North Bergen and as Labor Counsel for the Boroughs of Bergenfield, Dumont, and Watchung. Additionally, we serve as General Counsel for North Hudson Regional Fire & Rescue.

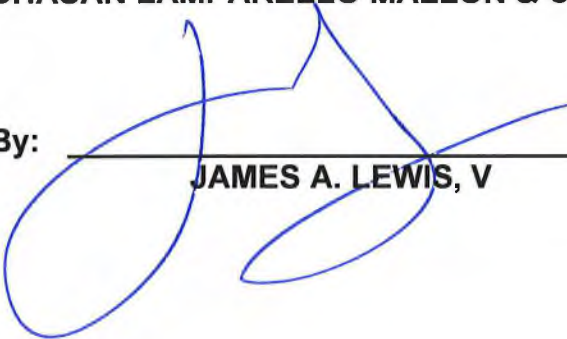
The breadth and collective experience held by the Firm's attorneys enables CLMC to advise the Authority on any legal issue that may arise, such as preparing ordinances, resolutions and opinions; preparing legal memoranda; reviewing documents; representing the Authority in civil cases, appeals and administrative matters; attending meetings or advising management and HR on employee relations matters.

We thank you for the opportunity to share our capabilities with you and are confident that we can exceed the Authority's expectations for the provision of legal services. We welcome the opportunity and privilege of serving the East Orange Parking Authority.

Respectfully submitted,

CHASAN LAMPARELLO MALLON & CAPPUZZO, PC

By: _____



JAMES A. LEWIS, V

Certification 15710

**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-2018** to **15-NOV-2021**

CHASAN LAMPARELLO MALLON & CAPPUZZO, PC
300 LIGHTING WAY, SUITE 200
SECAUCUS NJ 07094



Elizabeth Maher Muoio

ELIZABETH MAHER MUOIO
State Treasurer



STATE OF NEW JERSEY BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name: CHASAN LAMPARELLO MALLON & CAPPUZZO, PC

Trade Name:

Address: 300 LIGHTING WAY
SECAUCUS, NJ 07094

Certificate Number: 0065175

Effective Date: March 22, 1990

Date of Issuance: November 29, 2016

For Office Use Only:

20161129103857396



Super Lawyers

ABOUT THE FIRM

Founded in 1957, Chasan Lamparello Mallon & Cappuzzo, PC is dedicated to the highest standards of professional excellence and public service. The Firm and many of its attorneys have received the highest rating for legal ability and ethical conduct, AV, from legal publisher Martindale-Hubbell, Inc., based upon peer review. Additionally, a number of our attorneys have the distinction of being selected as *Best Lawyers in America*® and by *New Jersey Monthly Magazine* as *Super Lawyers*®, while a number of our associate attorneys have been named by the same magazine as "Rising Stars." Most notably, CLMC has received a Tier 1 Ranking in the 2020 Edition of *U.S. News - Best Lawyers "Best Law Firms,"* for the eighth year in a row.

Seven of the Firm's attorneys have been designated by the Supreme Court of New Jersey as Certified Civil or Certified Criminal Trial Attorneys. Partner **Steven L. Menaker** holds the rare distinction of dual certification. Over the past decade, the New Jersey Law Journal has named four of our partners to its prestigious "40 under 40" list. Four other CLMC attorneys are past recipients of the New Jersey State Bar Association's ("NJSBA") Professional Lawyer of the Year award, which is given annually to attorneys who, by virtue of their conduct, competence and demeanor, set a positive example for others in the profession. **Joel A. Leyner** was honored in 2000, as was **Martha D. Lynes** in 2005, **Ralph J. Lamparello** in 2009 and 2014, and **Steven L. Menaker** in 2010.

CLMC strongly believes in contributing to the legal and non-legal communities through public service. Our attorneys serve on various committees by appointment of the New Jersey Supreme Court as well as on District Ethics and Fee Arbitration Committees. Several attorneys also serve in leadership positions in state and local legal associations, including the New Jersey State Bar Association. In 2013, **Ralph J. Lamparello** became the first Hudson County attorney in 40 years to be sworn in as President of the State Bar Association. **Steven L. Menaker** serves on the Supreme Court Advisory Committee on Professional Ethics as well as on the NJSBA's Ethics Diversionary Committee and Committee on Professional Responsibility and Unlawful Practice. Most recently, **Robert A. Kaye** was elected Chair of the NJSBA's Business Law Section and **John V. Mallon** was appointed Chair of the Association's Insurance Defense Committee. CLMC attorneys also fill leadership positions within the Hudson County Bar Association, Bergen County Bar Association, and several different American Inns of Court. In 2013, **Ralph J. Lamparello** received the prestigious Humanitarian Achievement Award from the Seton Hall School of Law's Peter W. Rodino, Jr. Society. The Award is presented annually to commemorate the values embodied in the work of the legacy of Congressman Rodino - compassion, honor and wisdom. In 2019, the New Jersey State Bar Foundation awarded its highest honor, the Medal of Honor Award, to Mr. Lamparello in recognition of his professionalism and significant contributions to the advancement of the justice system and the legal profession in New Jersey.

CLMC is especially proud of its members who have dedicated themselves to public service in the judicial and administrative branches of our State government. In 1989, Governor Thomas Kean appointed former CLMC partner **Arthur N. D'Italia** as a judge of the Superior Court of New Jersey. After a successful judicial career which culminated in his being appointed as Assignment Judge – the head judge of the County – Judge D'Italia returned to CLMC as Counsel to the Firm and currently heads the Firm's Alternative Dispute Resolution Department, conducting arbitrations, mediations and serving as discovery master.



CHASAN LAMPARELLO
MALLON & CAPPUZZO

300 LIGHTING WAY, SUITE 200 | SECAUCUS, NEW JERSEY 07094
PHONE: 201-348-6000 | FAX: 201-348-6633 | WWW.CHASANLAW.COM

ABOUT THE FIRM (CONTINUED)

In 2005, Governor Richard J. Codey appointed former CLMC partner **Peter F. Bariso, Jr.**, to the Superior Court of New Jersey, Civil Division, Hudson County. New Jersey Supreme Court Chief Justice Stuart Rabner named Judge Bariso to be the Assignment Judge of the Hudson County Superior Court in 2012.

In 2006, partner **Julien X. Neals** was appointed by City of Newark Mayor Cory A. Booker as Chief Judge of Newark's Municipal Court, charged with overseeing the activities of twelve full time judges and more than one hundred staff employees in one of the country's largest municipal courts. After demonstrating his legal and administrative skills, Mayor Booker appointed Judge Neals to serve as Corporation Counsel in 2008, and as Newark's Business Administrator in 2010. The Hon. Julien X. Neals returned to CLMC as a partner in 2014. In 2015, Judge Neals became County Counsel for Bergen County and President Barack Obama nominated him to serve as a U.S. District Court Judge for the District of New Jersey.

In 2011, partner **Patrick J. Arre** was appointed as Judge of the Superior Court of New Jersey, Hudson County. Prior to taking the oath of office, Judge Arre was the head of the Personal Injury and Medical Malpractice Department for CLMC.

In 2012, the Hon. **Thomas P. Olivieri**, P.J.Ch joined CLMC. Judge Olivieri had served as a New Jersey Superior Court Judge for 20 years, the last 10 as Presiding Judge of the Chancery Division in Hudson County. He brings his considerable skills to the firm, offering expertise in the areas of complementary dispute resolution and arbitration. Judge Olivieri will also be available to manage litigation as a special master and will offer guidance to the firm on complex matters.

In 2013, partner **Mitzy Galis-Menendez** was appointed Judge of the Superior Court of New Jersey, Hudson County. Judge Galis-Menendez concentrated her civil litigation practice on public entity representation with a concentration on sexual harassment cases, Law Against Discrimination, Title VII and civil rights matters.

In 2016, partner **Anthony V. D'Elia** was appointed Judge of the Superior Court of New Jersey, Hudson County. Prior to taking the oath of office, Judge D'Elia's practice encompassed all areas of civil litigation, including commercial; construction; medical, legal and professional malpractice; products liability; automobile; and other personal injury matters. He also served as municipal, labor and board of education counsel to various public entities.

In 2017, partner **Martha D. Lynes** was appointed Judge of the Superior Court of New Jersey, Hudson County. Prior to taking the oath of office, Judge Lynes' practice encompassed all areas of insurance defense litigation. She was also named to serve as a Committee Member on Liberty Mutual's National Construction Practice Group which served as a resource for attorneys who practice in the construction field across the nation.

Joseph M. Andresini, formerly Of Counsel to the Firm, was appointed by Governor Jon S. Corzine as Judge of the Tax Court of New Jersey in 2009. Prior to his appointment, Judge Andresini's practice focused on governmental entity work, real estate and tax appeals. He also served as General Counsel to the Bergen County Improvement Authority and Judge of the Municipal Court for the Borough of Haworth.

Robert M. Czech, formerly Of Counsel to the Firm, was appointed by Governor Christopher J. Christie as the Chair/Chief Executive Officer of the State of New Jersey Civil Service Commission in February 2010. Mr. Czech's extensive prior public service included positions as executive officer of Middletown Township, deputy budget director of the City of Jersey City, Passaic business administrator as well as project specialist with the New Jersey Department of Community Affairs charged with conducting audits and fiscal reviews of, among others, Camden, Atlantic City, Hoboken and Elizabeth. Mr. Czech re-joined the Firm as Counsel in March 2018.



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MALLON & CAPPUZZO

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PHONE: 201-348-6000 | FAX: 201-348-6633 | WWW.CHASANLAW.COM

MEMBERS OF THE FIRM EARN DISTINCTION

Best Lawyers in America®

Ralph J. Lamparello was recognized by Best Lawyers in America® as 2015 Lawyer of the Year in Litigation—Labor and Employment and 2021 Lawyer of the Year in Employment Law—Management. Ralph J. Lamparello, Cindy Nan Vogelmann, Steven L. Menaker, John V. Mallon, Kenneth A. Porro, Philip W. Lamparello, Raymond J. Seigler, and Mollie F. Hartman Lustig are consistently selected for inclusion in the Best Lawyers list. Best Lawyers in America® is the oldest peer review publication in the legal profession covering 79 legal specialties and including attorneys in all 50 states. Lawyers are chosen for inclusion based upon evaluation by other lawyers in their own specialty and jurisdiction.

New Jersey Super Lawyers® "Top 100"

Ralph J. Lamparello was also selected to the "Top 100" attorneys by New Jersey Super Lawyers® in 2017 for the eighth year in a row. Attorneys in the "Top 100" received the highest point totals in the New Jersey Super Lawyers® nomination, research and blue ribbon review process.

New Jersey Super Lawyers®

Since 2005, our attorneys have been selected in their respective practice areas to the "New Jersey Super Lawyers" list. Managing partner Ralph J. Lamparello was selected in the area of employment and labor law, Cindy Nan Vogelmann for appellate, John V. Mallon in insurance coverage, Steven L. Menaker for general litigation, Kenneth A. Porro for business litigation, and Maria P. Vallejo for general litigation. The attorneys that are chosen have attained a high degree of peer recognition and professional achievement. Additionally, the candidates' background and experience are closely examined and selection criteria includes, but is not limited to, outstanding achievements, special licenses and certifications, professional activities, pro bono and community service and honors and awards.

New Jersey Super Lawyers Rising Stars®

Thomas N. Zuppa, Philip W. Lamparello, Mollie Hartman Lustig, Ryan J. Gaffney, Philip W. Lamparello, Raymond J. Seigler, Maria P. Vallejo, Thomas A. Morrone, Kirstin Bohn, Nicole R. Cassata, & Peter L. MacIsaac were each named as "New Jersey Super Lawyers Rising Stars" by Law & Politics and published by *New Jersey Monthly Magazine*. "Rising Stars" are composed of New Jersey attorneys who are either under the age of 40 or have been practicing law for less than 10 years. An attorney-led research team evaluates the credentials of the candidates nominated for consideration and selects only 25 percent of the best up-and-coming attorneys for inclusion in the magazine's "Rising Stars" listing. Recently, Bohn was recognized in the area of General Litigation, Gaffney for Insurance Coverage, Hartman Lustig for Employment & Labor, and Zuppa for Civil Litigation.

"New Leaders of the Bar" - formerly known as "40 Under 40"

The New Jersey Law Journal has selected several CLMC attorneys for its "New Leader of the Bar" award, formerly known as "40 Under 40," including Ryan J. Gaffney, Maria P. Vallejo, Nicole R. Cassata, Thomas A. Morrone, and Thomas R. Kobin. The list recognizes outstanding young New Jersey attorneys for their noteworthy professional endeavors. Honorees are chosen on the basis of career achievement, recognition by peers and professional organizations, membership and leadership in bar and other associations, and records of lectures and publications. Gaffney, selected in 2020, concentrates his practice in insurance coverage and defense litigation. Vallejo, selected in 2013, works primarily as a commercial litigation and land use attorney. Cassata, selected in 2012, concentrates her practice on appeals and insurance defense. Morrone, selected in 2011, concentrates in insurance and public entity defense. Kobin, selected in 2006, is an accomplished attorney in the fields of governmental law, education law and litigation.

No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

GOVERNMENTAL LAW

Chasan Lamparello Mallon & Cappuzzo has specialized experience in public entity representation. We presently serve as corporation counsel to The Township of North Bergen, North Hudson Regional Fire and Rescue, the Town of Secaucus, and the Bergen County Improvement Authority. We also serve as labor and employment counsel to the Passaic Valley Sewerage Commissioners. As special litigation counsel, we appear as attorneys for the State of New Jersey, the County of Bergen, the County of Hudson and multiple municipalities, including the City of Newark, the City of Paterson, the City of Bayonne, the City of Linden, the City of Hackensack, and the City of Union City.

Our governmental law litigation representation covers the spectrum from prosecution of claims by a public entity to defense of claims against a public entity. Our attorneys appear in both federal and state courts in actions encompassing civil rights litigation, employment discrimination, first amendment issues, construction litigation, the Open Public Records Act and the Open Public Meetings Act, as well as various election issues.

As labor counsel to public entities, we negotiate collective bargaining agreements and prosecute disciplinary actions before administrative tribunals. As general counsel, we present advice and guidance on all matters affecting the public entity under controlling New Jersey and federal law. In the burgeoning field of school law, our expertise as general counsel to boards of education has provided us with the ability to extend representation in all aspects of the field, including public contract's law, labor negotiation and disciplinary hearings.

GOVERNMENTAL CLIENTS

City of Bayonne	North Hudson Regional Fire and Rescue
County of Bergen	Passaic Valley Sewerage Commissioners
Bergen County Improvement Authority	City of Passaic
Borough of Dumont	City of Paterson
City of Hackensack	City of Perth Amboy
City of Hoboken	Borough of Ridgefield
Hoboken Housing Authority	Borough of Roselle
County of Hudson	Town of Secaucus
County of Morris	Secaucus Municipal Utilities Authority
City of Newark	City of Union City
Township of North Bergen	Union City Housing Authority
Borough of Northvale	

LABOR LAW

Cost savings and efficiency in the workplace – these are the goals we seek to attain for our clients in the area of labor law. Successful labor relations require savvy negotiations, aggressive representation when disputes arise, and preventive measures to avoid costly legal disputes. Chasan Lamparello Mallon & Cappuzzo has a wide range of extensive experience in labor law to attain these goals for our clients.

GENERAL LABOR ISSUES: We regularly counsel clients regarding the administration of labor contracts. We understand collectively bargained agreements and their impact on operations, and we are able to advise our clients on day-to-day issues so they are able to maximize efficiencies and avoid costly labor disputes. We have extensive experience in the proper handling of disciplinary issues and know how to avoid poorly planned and executed discipline which can result in costly employment litigation. We develop strategies and guide clients in proper documentation, evaluation and progressive discipline to help avoid these costs. Our attorneys conduct customized training for clients and seminars on these issues. We also advise clients on how to plan for and implement reductions in force. We have handled issues before the National Labor Relations Board, as well as the New Jersey Public Employment Relations Commission involving managerial prerogative versus negotiable issues (“scope” matters), unfair labor practice charges, and conciliation and arbitration matters. The Firm’s attorneys also are experienced in all matters within the jurisdiction of the New Jersey Civil Service Commission, including eligibility, testing, appointment, promotions, appeals, layoffs and disciplinary matters. The Firm’s success and experience also extends to defending complaints filed with the Occupational Safety and Health Administration and under the Public Employees Occupational Safety and Health Act. We have a wealth of experience in defending both disciplinary and contractual grievances and arbitrations. We also draft and advise clients regarding individual contracts, separation agreements, and retirement issues.

COLLECTIVE BARGAINING: We have successfully engaged in negotiations with numerous unions, including the International Brotherhood of Teamsters, the American Federation of State, County and Municipal Employees (AFSCME), The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), the New Jersey State Policemen’s Benevolent Association (PBA), the New Jersey Education Association (NJEA), and the International Union of Operating Engineers. We have attained financially sound, health care responsible and administratively favorable results for our clients. In negotiations, we are adept at critically analyzing collective bargaining agreements, understating how they can impede management either operationally or financially, and we creatively formulate strategies for clients during current negotiations while setting a foundation for future negotiations. Our collective bargaining experience involves both rank and file and supervisory unions. When matters cannot be resolved through negotiations, Chasan Lamparello Mallon & Cappuzzo has extensive experience with mediation, fact-finding, and binding interest arbitration, where we have attained ground breaking decisions for employers. We are also experienced in handling strikes and picketing situations, and invoking the emergent injunction powers of the Court to terminate these scenarios.



EMPLOYMENT LAW

The field of employment law continues to be the fastest growing category of civil litigation. Chasan Lamparello Mallon & Cappuzzo is recognized as a statewide leader in this practice area and the Employment Law Group provides the Firm's clients with advice and counsel on all facets of the employer/employee relationship. Our public sector clientele includes school boards, municipalities, counties and authorities throughout New Jersey. Private sector representation includes a variety of corporations ranging from banking to manufacturing.

Our specific practice areas encompass virtually every aspect of employment law, including:

DEFENDING MANAGEMENT IN EMPLOYMENT-RELATED LAWSUITS: We have substantial experience in evaluating and protecting clients from employee-related lawsuits and our successful and cost-efficient representation in all types of employment matters have earned us a reputation as a go to firm for both public entities and private corporations. Our experienced litigators, including certified civil trial attorneys, have an in-depth knowledge and understanding of this rapidly changing field of law, frequently handling matters involving the New Jersey Law Against Discrimination, Title VII, the New Jersey Conscientious Employee Protection Act (Whistleblower Statute), the New Jersey Family Leave Act, the Federal Family and Medical Leave Act and the Americans with Disabilities Act.

Our trial practice has included cases involving sexual harassment, race discrimination, national origin discrimination, pregnancy discrimination, disability/handicap discrimination and restrictive covenant/non-compete litigation. The Firm has obtained defense verdicts in cases involving claims of sexual harassment, racial discrimination, whistleblower actions and hostile work environment claims. Our extensive litigation background has also led to frequent successful results in mediations, settlements, motions and appellate practice.

EDUCATION/PREVENTION: Staying informed of the constant changes in the field of employment law is something on which we pride ourselves at Chasan Lamparello Mallon & Cappuzzo. Our attorneys are active on both the Executive Committee of the Labor and Employment Section of the New Jersey State Bar Association and as Masters and Barristers at the Sidney Reitman Employment Law Inn of Court. Our philosophy is to emphasize the importance of training and education to all management clients. We have significant experience in drafting and revising employment policies, employee manuals, employee handbooks and anti-harassment policies and regularly provide training seminars to our client's supervisors and staff. Our skilled employment attorneys are also often called upon to perform internal investigations of employment matters for the Firm's diverse body of clients.

REPRESENTING EMPLOYEES: The Firm also represents numerous employees in matters ranging from the negotiation of severance packages to claims of racial discrimination and whistleblowing. The Firm has obtained successful results in cases arising under the New Jersey Law Against Discrimination in the areas of sexual harassment, hostile work environment and racial discrimination.



LITIGATION SERVICES

Supervised by attorneys designated by the New Jersey Supreme Court as Certified Civil and Certified Criminal Trial Attorneys, the litigation department at Chasan Lamparello Mallon & Cappuzzo is known for its efficiency, economy and its ardent representation of its personal, organizational, regulatory and municipal clients. With more than fifty years of trial and appellate experience before the federal and state courts as well as before regulatory and administrative agencies, our attorneys provide diversified representation in the following areas: corporate, business and commercial law; criminal defense; municipal and governmental law; insurance law and defense coverage; family law; labor and employment law; education law; estate and probate law; professional (medical, legal, architectural, engineering and accounting) malpractice; environmental law; tort and serious personal injury law and workers compensation law.

As attorneys with broad experience before trial and appellate courts, we appreciate the importance – from the outset of the representation – of understanding the client's problem, of counseling to avoid litigation if possible, and of considering economical alternatives to litigation such as arbitration and mediation. As attorneys who regularly try cases to decision, we recognize that successful representation requires strategic planning, attention to detail, efficiency and economy and the enduring commitment to achieve the best result possible for our client.

JAMES A. LEWIS, V, PRINCIPAL



James Alexander Lewis, V concentrates his practice in the areas of complex civil litigation and employment matters, including representing public entities, corporations, non-profits, and individuals. His practice includes, but is not limited to, prosecuting and defending claims involving discrimination, harassment, contract disputes and allegations of civil rights violations. In addition to his extensive experience litigating matters before the state and federal courts of New York and New Jersey, James also counsels employers by way of conducting workplace investigations, and drafting handbooks and policies related to maintaining a safe workplace.

Before entering private practice, James served as a law clerk in Ocean County Superior Court, Superior Court of New Jersey. Subsequently, James served as the inaugural law clerk for the Hon. Michael A. Shipp, U.S.D.J. upon his elevation to the United States District Court, District of New Jersey.

Prior to his clerkships, James served as a summer associate in the legal department of a Fortune 100 company. James also served as a summer associate for the United States Attorney's Office for the District of New Jersey.

James attended Rutgers University on an academic scholarship and graduated with honors, before obtaining his juris doctorate in New York. While in law school, James served on the Student Bar Association and as President of the Black Law Student Association. Due to his academic performance and service, James was recognized with several scholarships and awards, including a NYC Bar Diversity Fellowship, and he was the recipient of the Dedicated Service to the Law School Award at graduation.

James is an alumnus of the Seton Hall University School of Law, Pre-Legal Program, where he was awarded the Best Legal Writing Award. In 2012, James returned to the program as a Professor of Legal Writing and Oral Advocacy.

James is a recognized leader in the legal community. Among his recent accomplishments, James is the 2019 recipient of the Professional Lawyer of the Year Award. Additionally, in 2019, he was named a Diversity Fellow by the American Bar Association. Currently, James serves on the Board of Trustees for the New Jersey State Bar Association ("NJSBA") and is an active member in several sections and committees of the organization. He is the co-chair of the Diversity Committee, and chair-elect of the Minorities in the Profession Section ("MIPS"). James was recently appointed as a founding member of the Commission on Racial Equity in the Law. In addition, James is currently serving as the Treasurer for the Garden State Bar Association. James has been appointed by the Supreme Court of New Jersey to serve on the Ethics Committee and the Committee on Jury Selection in Civil and Criminal Trials.

James currently serves on the Board of Directors for Kismet of Kings, a non-profit organization dedicated to uplifting young men ages 11-17 in his hometown of Jersey City, New Jersey. James is a member, and past General Counsel of a New York chapter, of Alpha Phi Alpha Fraternity, Inc. James has also served as a mentor for the New Jersey Law and Education Empowerment Program (NJLEEP) and a "Big Brother" for the Big Brothers Big Sisters Program.

Education

Rutgers, The State University of New Jersey, 2007 BA, cum laude

Hofstra University School of Law, 2010 JD

Clerkships

Law clerk, Honorable Marquis D. Jones, J.S.C., 2010-2011

Law clerk, Hon. Michael A. Shipp, U.S.D.J., 2012-2013

Admitted to Practice

New Jersey
New York

Membership

New Jersey State Bar Association ("NJSBA"), Trustee

NJSBA Diversity Committee, Co-Chair

NJSBA Minorities in the Profession Section ("MIPS"), Chair-Elect

NJSBA Commission on Racial Equity in the Law

Garden State Bar Association, Treasurer

Supreme Court of New Jersey Ethics Committee

Supreme Court of New Jersey Jury Selection in Civil and Criminal Trials Committee



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300 LIGHTING WAY
SUITE 200
SECAUCUS, NJ 07094
201 348 6000
CHASANLAW.COM

RALPH J. LAMPARELLO▲
ROBERT A. KAYE▲
CINDY NAN VOGELMAN
JOHN V. MALLON♦♦
STEVEN L. MENAKER♦♦
THOMAS R. KOBIN▲
ROBERT A. CAPPUZZO▲
JOHN P. BEIRNE
THOMAS A. MORRONE*
NICOLE R. CASSATA
JAMES F. DRONZEK
PETER L. MACISAAC▲*
KENNETH A. PORRO
PHILIP W. LAMPARELLO▲
JOHN M. TUNTEVSKI▲
RICHARD W. FOGARTY▲
MARIA P. VALLEJO▲
RAYMOND J. SEIGLER
THOMAS B. HIGHT
KIRSTIN BOHN▲

EDNA J. JORDAN
CHEYNE R. SCOTT
RONALD P. BOTELHO▲
MOLLIE H. LUSTIG
JAMES A. LEWIS, V▲
TEJAL FORRAR
DAVID B. ANGELUZZI
MICHAEL S. FLEMING
THOMAS N. ZUPPA, JR.▲
ELLEN L. CAMBURN♦
LEONARD V. JONES▲
KELLY A. WEBER
JAMES B. SHOVLIN▲
ASHLEY L. MATIAS▲
ALEXANDER M. AVELLAN
CORY S. BENAVIDES
MOHAMED T. HEGAZI
JOHN SIMEONE

COUNSEL
ARTHUR N. D'ITALIA
THOMAS P. OLIVIERI
ROBERT M. CZECH
OF COUNSEL
HERBERT KLITZNER
NEIL B. FINK
DREW D. KRAUSE♦
THOMAS M. BROGAN
RYAN J. GAFFNEY▲
RAYMOND CHASAN
(1904-1988)
JOEL A. LEYNER▲
(1931-2020)

CURRICULUM VITAE

JAMES A. LEWIS, V

Office Address: 300 Lighting Way
Secaucus, New Jersey 07094
(201) 348-6000
jlewis@chasanlaw.com

Bar Admissions: New Jersey, 2010
New York, 2013
United States District Court for the
District of New Jersey, 2010
Southern District of New York, 2018
Eastern District of New York, 2018
United States Court of Appeals for the Third Circuit, 2017
Supreme Court of the United States of America, 2017

Employment and Offices: Chasan Lamparello Mallon & Cappuzzo, PC
Secaucus, New Jersey
Partner, August 2020 – Present
Associate, September 2011 – August 2012

Concentration in complex civil litigation and employment matters, focusing on discrimination, harassment, contract disputes and allegations of civil rights violations.

Pennington Law Group
South Orange, New Jersey
Managing Partner, Civil Litigation, May 2016 – August 2020

Represent financial institutions, companies, and public entities in complex employment litigation and pre-litigation matters.

Parker Ibrahim & Berg, LLC
Somerset, New Jersey
Litigation Associate, October 2013 – May 2016

Represented national banks and other financial services companies in all phases of civil litigation in federal and state courts in New Jersey and New York.

Honorable Michael A. Shipp, U.S.D.J.
United States District Court, District of New Jersey
Trenton, New Jersey
Law Clerk, August 2012 – October 2013

Assisted with all judicial functions, including legal research and draft opinion writing on wide range of issues.

Honorable Marquis D. Jones, J.S.C.
Ocean County Superior Court of New Jersey
Toms River, New Jersey
Law Clerk, August 2010 – September 2011

Drafted opinions in connection with myriad issues, including allegations of fraud, contract disputes and general civil litigation.

Education:

Hofstra University Law School
Hempstead, New York
J.D. 2010
New York City Bar Association – Diversity Fellow
Distinguished Services to the Law School Award
Nassau County Bar Association Scholar

Rutgers University
New Brunswick, New Jersey
B.A. Psychology, 2007, *cum laude*
B.A. Journalism & Media Studies, 2007, *cum laude*

Lectures:

Webcast: The Impact of COVID-19 on Major Practice Areas
New Jersey Institute for Continuing Legal Education, 2020

What Lawyers Can Learn from the Murder of Emmet Till –
The Untold Story
New Jersey Institute for Continuing Legal Education, 2019

Coach I'm Ready Put Me in the Game
New Jersey Institute for Continuing Legal Education, 2019

Mastering Jury Selection in a Civil Case: Making Sure You're
Playing with the Best Cards in Your Hand
New Jersey Institute for Continuing Legal Education, 2019

2019 Labor & Employment Symposium
Garden State Bar Association, 2019

Published Articles: On the Outside Looking In: Transitioning from Litigator to In-House Counsel, New Jersey Law Journal (February 2020)

Standing Out, While Fitting In: A Young Lawyer's Guide to
Navigating Your Career, New Jersey Lawyer Magazine
(February 2020)

A More Perfect Union: Advancing Diversity in U.S. Courts,
GPSolo Magazine (2019)

May It Please the Court, Best Practices in Court
Communications, GPSolo Magazine (2018)

**Affiliations
and Memberships:**

New Jersey State Bar Association
Minorities in the Profession Committee, Chair-Elect
Diversity Committee, Co-Chair
Labor and Employment Section, Member
Amicus Committee, Member
Business and Commercial Litigation Special Committee,
Member
Young Lawyers Division, Member

New Jersey Supreme Court Committee on Jury Selection,
Member

New Jersey Supreme Court Ethics Committee, Member

American Bar Association
Diversity Fellow, 2019-2020

Garden State Bar Association

Treasurer & Social Action Committee, Chair

Hispanic Bar Association, Member

New Jersey Law and Education Empowerment Project,
Mentor