

P-42

DECOTIIS
DeCotiis, FitzPatrick & Cole, LLP

EXHIBIT A
EXHIBIT B

OFFICE
GLENPOINTE CENTRE WEST
500 FRANK W. BURR BLVD. SUITE 31
TEANECK, NEW JERSEY 07666
T: 201.928.1100 F: 201.928.0588
WWW.DECOTIISLAW.COM

DIRECT
JOSEPH M. DECOTIIS, ESQ.
JDECOTIIS@DECOTIISLAW.COM
201.907.5203

June 3, 2014

Via Overnight Mail (Original & 1 Copy)

James J. Damato, Esq.
General Counsel
Township of Union Board of Education
2369 Morris Avenue
Union, NJ 07083

**Re: Township of Union Public Schools Board of Education
Request for Proposal for Legal Services**

Dear Mr. Damato:

Thank you for the opportunity for DeCotiis, Fitzpatrick & Cole, LLP ("DeCotiis") to submit our proposal to the Township of Union Board of Education's Request for Proposal for Legal Services ("RFP"). The enclosed proposal sets forth a broad overview of the firm and the qualifications of the attorneys at DeCotiis who may provide the requested legal services due to their expertise and knowledge of those laws applicable to school districts in the State of New Jersey, as well as their understanding of the operations of a school district.

We believe that the experience and credentials of our attorneys demonstrate our ability to provide superior legal counsel to the Board for its school law matters. Thank you for your consideration of our proposal.

Sincerely yours,

DeCotiis, FitzPatrick & Cole, LLP

By: 
Joseph M. DeCotiis, Managing Partner

FIRM OVERVIEW

DeCotiis, FitzPatrick & Cole, LLP is a full service, general practice law firm located at Glenpointe Centre West, 500 Frank W. Burr Boulevard, Suite 31, Teaneck, New Jersey.

DeCotiis was founded in 1986 by M. Robert DeCotiis, the firm's current Chairman. Presently, DeCotiis is made up of sixty attorneys all of whom have developed a reputation of providing superior legal services in a prompt and efficient manner. As a result, we have been acknowledged by Martindale-Hubbell as a "Top Ranked Law Firm" in the United States.

Our experience representing of public entities is unparalleled. There are few firms within the State of New Jersey that have maintained long-term relationships with the number of public sector clients as has DeCotiis, FitzPatrick & Cole, LLP. Our firm has successfully applied the experience of its attorneys in the public sector to legal matters involving public entities throughout the State, including various school boards. A list of our public sector clients, which includes state and local agencies, county and county agencies, school boards, colleges, municipalities and independent authorities is included as Exhibit "A".

We completely understand the pressures imposed upon public entities with regard to legal services, and our firm is committed to providing our clients with timely and thorough legal advice. Our firm therefore is fully committed to providing the Township of Union Board of Education with legal advice in a cost effective manner, so that the district's financial resources can be conserved for its core educational mission.

DESCRIPTION OF SERVICES AND RELEVANT EXPERIENCE

The depth of the experience of the attorneys at our firm advising public sector clients on a wide-range of legal matters sets us apart from most law firms. The legal landscape for school districts is in flux with all the recent changes in education law. DeCotiis is well-suited to provide the district with guidance to manage through these changes in the law so the district can focus on its educational mission. We also believe on providing in-service training to the district to keep all staff and/or employees updated.

Detailed below are descriptions of our firm's practice areas that we believe the Board would deem relevant for the services sought.

The **Education Law Group** engages in a broad spectrum of activities in the specialized area of education law which range from federal and state constitutional requirements, statutes and regulations, particular to education, employment counseling and litigation, civil rights law, procurement, special education, student discipline and public financing. Our attorneys serve schools and school districts as general counsel in the areas of student and faculty relations, day-to-day-operations, codes of conduct and disciplinary matters, site acquisitions, construction projects, asbestos removal, bidding, pension issues, as well as a broad array of other related issues before all Courts, the State Board of Education, the State Commission on Higher Education, and the Office of Administrative Law. We have experience working with State operated school districts and districts where a State monitor has been appointed.

The attorneys at DeCotiis have decades of experience representing educational institutions in the State of New Jersey, including local boards of education and institutions of higher education. Therefore, we are qualified to provide legal services on all legal issues facing a school district, including, board governance, public finance, public procurement and contracting, labor and collective bargaining matters, administrative law and practice before the Department of Education (including the Office of the Commissioner, Bureau of Controversies and Disputes and the Office of Administrative Law), general and special education litigation, interpretation of changes in law that impact the public school community, and general advice as to matters involving the public school's special education population. The firm also strongly believes in providing training to school personnel on issues of education law to limit the exposure of the school district with regard to matters that can become adversarial (i.e., labor disputes, special education matters, disciplinary proceedings).

The **Municipal and Governmental Law Practice Group** provides New Jersey municipal and county governmental entities with general legal counsel on all aspects of the burgeoning number of legal issues facing local public entities. The municipal attorneys in the firm provide comprehensive, quality professional advice in the many areas of the law affecting government at the local and county level. DeCotiis' municipal and governmental law attorneys possess decades of proven experience and knowledge in the field of municipal law generally, including such matters as zoning and planning, affordable housing, public employment, municipal litigation, municipal legislation, school budget appeals, gross receipts and franchise tax replacement revenues, and sewer utility laws.

Our Municipal and Governmental Law Practice Group includes some of the State's most knowledgeable experts in the numerous statutory schemes affecting local governments: the Local Public Contracts Law; the Open Public Meetings Act; the Open Public Records Act; Local Lands and Building Law; the Municipal Land Use Law; the Local Redevelopment and Housing Law; and the Local Budget Law and Local Fiscal Affairs Law. We are confident in our representation of governmental entities and are thoroughly familiar with the New Jersey and Federal statutes governing them.

Furthermore, the firm's municipal attorneys regularly attend meetings of municipal committees, draft ordinances and resolutions and give opinions and rulings on questions of law that arise at municipal committee meetings. The firm's members have vast experience preparing and approving all legal instruments relating to the business of the municipal entities. The firm regularly represents municipalities in all types of litigation and conducts trials, appeals and other proceedings affecting the interest of municipalities when determined to be necessary or desirable and approved by the governing body.

Our **Public Procurement and Contracting Group** helps governments at all levels to face challenges from complex issues and problems. In an increasingly complex, fast-moving and dynamic society, governments are routinely and consistently expected to accomplish more and more with less and less. DeCotiis' unique, multifaceted Public Procurement and Contracting practice provides the expert knowledge; diverse experience and innovative approaches that can help government entities meet this challenge. Yesterday's model of government often does not hold the answer. One constant bridges the past and future: to protect the fiscal and procedural integrity of any selected solution, and to maximize its beneficial impact. We have extensive experience with government procurement at all levels - Federal, State, county and municipal and

Exhibit A

Exhibit B

Exhibit C

re recognized experts in matters of New Jersey public contracting. We understand that our public clients expect their attorneys to offer cutting-edge options with a solid legal foundation. Our firm assists governments through complex public/private partnerships, public/public samings, and independent authority initiatives with unimpeachable integrity. In any given project, we will handle the development and implementation of Requests for Proposals, Requests for Qualifications and other competitive bidding processes; contract negotiation and contract monitoring; negotiation and documentation of public financing transactions; and presentation to governing bodies.

The members of our **Labor and Employment Law Practice Group** are available to assist the Board with negotiations, labor counseling issues and employment disputes. There are few firms in the State of New Jersey with the experience that the attorneys at DeCotiis have in this area of the law with the representation of clients on labor matters. We are engaged in the negotiation of collective bargaining agreements, unfair labor practice proceedings, grievance arbitrations, interest arbitrations and general labor counseling involving virtually every area of labor and employment law.

For example, our firm recently has been involved with negotiations on behalf of Atlantic City Board of Education and Pleasantville Board of Education. We also have been engaged as Special Counsel for the Paterson School District and the New Jersey Department of Education to provide legal advice to the negotiation team that is working tirelessly to finalize a contract with the district's employees (the Paterson School District has been working without a contract for almost four years). Specifically, we have advised the Paterson School District and NJDOE on pension and grievance issues that have arose during those negotiations. We are also involved in representing our clients on financial matters that apply specifically to regional school districts.

Our attorneys have received invaluable experience formulating management proposals during their years of representation of New Jersey municipalities during labor negotiations, having drafted hundreds of management proposals. Should a more detailed list be required, we will be happy to provide it to the Board.

Although we have relationships with unions that promote a cooperative approach to resolving labor matters without litigation, our representation involves regular appearances before the Public Employees Relations Commission ("PERC"), the New Jersey Department of Personnel, the Office of Administrative Law, the Equal Opportunity Employment Commission, and various other State and Federal labor boards. We defend public entities in sexual harassment and Law against Discrimination ("LAD") claims, employment discrimination, wrongful termination, whistleblower actions, restrictive covenant enforcement, unfair competition proceedings, wage and hour matters, safety and health matters and employee benefits litigation.

Our compliance counseling practice helps clients address emerging and evolving issues on workplace discrimination and employee benefit legislation. Workplace training seminars have become an important service offered by our **Labor and Employment Law Practice Group**.

In the event it is necessary, our **Litigation Group** is able to assist the district with any legal issues that may arise. DeCotiis has earned a reputation of excellence in its successful representation of clients in numerous high profile matters. The **Litigation Group** has a broad practice, with an emphasis in public entity representation, labor and employment and civil rights

law, transportation agency representation, commercial litigation, white-collar criminal defense, environmental law, construction law, public procurement and contracting law, redevelopment land use, health care law, and personal injury defense. It has a particular talent and an unmatched record representing public entities in significant and politically sensitive matters.

This Group's attorneys have more than 300 published opinions to their credit, reflecting the breadth of their experience in trial and appellate courts alike, up to and including the Supreme Court of the United States. While our record of success demonstrates our ability and readiness to pursue deserved relief on behalf of our clients in any judicial forum, some of our most significant successes have involved negotiated solutions to problems that appeared to require litigation, and the utilization of alternate dispute resolution techniques to cut short matters already in litigation. The firm's efforts to resolve disputes at an early stage reflect our commitment to avoid the expense, delay and uncertainty of litigation wherever possible – a commitment that we make and uphold for all of our clients. When recourse to the courts is required, the **Litigation Group** has the resources, experience, and expertise needed to pursue relief until it is achieved.

TEAM OF ATTORNEYS

If selected, DeCotiis' **George G. Frino** and **Victoria A. Flynn** would lead the account as DeCotiis' representatives. Their contact information is as follows:

George G. Frino, Esq.
DeCotiis, FitzPatrick & Cole, LLP
Glenpointe Centre West
500 Frank W. Burr Boulevard
Teaneck, NJ 07666
Direct dial: 201.907.5277
Facsimile: 201.928.0588
E-mail: gfrino@decotiislaw.com

Victoria A. Flynn, Esq.
DeCotiis, FitzPatrick & Cole, LLP
Glenpointe Centre West
500 Frank W. Burr Boulevard
Teaneck, NJ 07666
Direct Dial: 201.907.5284
Facsimile: 201.928.0588
Email: vflynn@decotiislaw.com

George G. Frino, is an equity partner, has over fifteen (15) years of experience as special counsel to school districts in the areas of school discipline, grievance, arbitration, tenure, and other personnel issues. Mr. Frino has an active civil litigation practice in both Federal and State Courts, and in Federal and State administrative proceedings. His cases include such issues as whistleblower claims, wrongful discharge, wage and hour disputes, and seniority and tenure matters. He served as Special Labor Counsel to the Atlantic City Board of Education, advising the board on tenure and other personnel administration matters. In addition to his extensive labor law practice, Mr. Frino represents a variety of public and private clients in eminent domain and real estate tax appeals, as well as various civil and criminal litigation matters.

Victoria A. Flynn, is a partner in the firm and a member of the Litigation and Government and Regulatory Affairs practice groups. She joined the firm in 2000 and became partner in 2005. Ms. Flynn has an active litigation practice that involves complex litigation and appellate matters, and also advises clients regarding labor and employment disputes.

Ms. Flynn is presently handling a complex administrative proceeding regarding a regional school district in Northern New Jersey. Also, Ms. Flynn assisted Mr. Frino in finalizing the Atlantic

City Board of Education contract and is presently advising the Paterson School District during its negotiations regarding discrete legal issues that have arose during those negotiations.

Ms. Flynn just completed her term as a member of the school board in her community, resigning due to a change in residence. However, Ms. Flynn served as Vice President of the Board, and was an active member of the Finance Committee, Negotiations Committee, Long-Term Facility Planning Committee, the DEAC committee, middle-states, strategic planning and served as a board liaison to parental groups within the district regarding special education students. Ms. Flynn is aware of the importance of quality legal advice for a school district in light of all the responsibilities and duties imposed upon board members, superintendents and business administrators.

To fully and effectively represent the Board's needs, **Mr. Frino and Ms. Flynn** will draw upon the skills and experience of **Louis N. Rainone, Susan E. Volkert and Avis Bishop-Thompson**.

Louis N. Rainone is an equity partner and focuses on municipal law, public sector labor and employment law, land use and civil litigation. Mr. Rainone is presently advising the Paterson School District in its negotiations. Also, Mr. Rainone currently serves as the Director of Law and Corporation Attorney for the City of Rahway and Township Attorney for the Township of Franklin, Somerset County and the Township of Marlboro. Mr. Rainone also currently serves as Special Labor Counsel for the Township of Piscataway, Township of Brick, City of South Amboy, Township of Morristown, Township of North Brunswick and the Borough of Somerville. Mr. Rainone previously served as Township Attorney for the Township of Edison (1994-2006) and Labor Counsel (2010-2014), the Township of Green Brook and as Borough Counsel for the Borough of Bound Brook. Mr. Rainone has also served as the City Attorney and Director of Law for the City of Rahway from 1992 to 2000, and as Rahway Assistant City Attorney from 1982 to 1992. He has served as Special Counsel to municipalities and governmental units across the State, including Old Bridge, North Bergen, Teaneck, Sayreville, Somerville, Woodbridge, the Township of Evesham, the Borough of Red Bank, and as Special Redevelopment Counsel for Teterboro and Montclair. Mr. Rainone was appointed in June of 2010 to serve as special counsel representing the State of New Jersey for labor negotiations.

In his capacity as Labor Counsel to the previously referenced municipalities, Mr. Rainone has been primarily responsible for advising the Township Administration and Staff on all labor and employment matters as they arise. Additionally, he represents the Townships in all interest arbitrations, grievances and disciplinary hearings.

Susan E. Volkert is a partner in our firm and a member of the Labor and Employment, Healthcare and Litigation practice groups, and concentrates her practice on employment law and health law issues. She has over 30 years' experience representing management in a wide range of litigation, including employment discrimination, whistleblowing, harassment and employee benefit termination cases. In addition, Ms. Volkert provides counsel on workplace policies, compliance and other related employment issues. She has litigated cases in virtually every forum -- at the trial level and on appeal; as a trial attorney in both the U.S. Department of Justice and in the U.S. Attorney's Office.

Avis Bishop Thompson, a partner in the firm, practices in the area of Civil Litigation, and Labor and Employment Law in both public and private sectors. Ms. Bishop-Thompson currently

represents many of the firm's public entity clients on education and labor and employment matters. Ms. Bishop-Thompson currently serves as Special Labor Counsel for the Pleasantville Board of Education and as the assistant Labor Counsel for Atlantic City Board of Education. Ms. Bishop-Thompson has represented various K-12 and post-secondary institutions in the areas of student discipline, tenure, arbitration and other personnel issues. Ms. Bishop-Thompson has represented school districts before the State Board of Education, the State Commission on Higher Education, Office of Administrative Law, Public Employment Relations Commission and State Court. Ms. Bishop-Thompson has been involved in a number of employment litigations, arbitrations and agency investigations, including discrimination and wrongful termination suits, consent decree compliance, employment arbitrations, union grievances and CBA negotiations, and other traditional labor law matters. She has trial experience in both Federal and State court. Ms. Bishop-Thompson has been with the firm since 2001.

All of our attorneys are licensed to practice law in the State of New Jersey and are members in good standing with the State of New Jersey Bar Association. Resumes for these attorneys providing additional details as to their education, licensure information and practice, are attached as Exhibit "B," along with their Certificates of Good Standing and the status reports for each of the attorneys, indicating their current status as "active" and that they are at liberty to practice law in the State of New Jersey and none of their licenses have ever been suspended or revoked in New Jersey or any other State.

PUBLIC SCHOOL CLIENTS

A list of our current and former public school clients include the following:

<u>Current Public School Clients</u>	<u>Dates</u>	<u>Grade Level</u>
• Atlantic City BOE	1/02 to Present	Pre-K through Grade 12
• Barnegat Township BOE	6/10 to Present	Pre-K through Grade 12
• Beverly City BOE	5/14/14 to 5/14/15	Pre-K through Grade 8
• North Warren Regional BOE	9/11 to Present	Grades 7 through 12
• Pleasantville BOE	4/02 to Present	Pre-K through Grade 12
• Manchester Twp. BOE	9/01 to Present	Pre-K through Grade 12
• Millstone Twp. BOE	12/96 to Present	Pre-K through Grade 8
• Paterson State Operated Public School District	12/13 to Present	Pre-K through Grade 12
<u>Former Public School Clients</u>	<u>Dates</u>	<u>Grade Level</u>
• Hackensack BOE	5/98 - 12/12	Pre-K through Grade 12
• Totowa BOE	11/11 - 2/12	Pre-K through Grade 8
• Princeton International Academy Charter School	4/11 - 3/12	Kindergarten through Grade 12
• Westfield BOE	10/10 - 3/12	Pre-K through Grade 12
• Point Pleasant Beach BOE	2/10 - 1/11	Pre-K through Grade 12
• Brick Township BOE	9/97 - 9/11	Kindergarten through Grade 12
• Rahway Public Schools	6/09 - 10/09	Pre-K through Grade 12
• The Community Charter School Collaborative	2012-2013	

- Watchung Hills School Board 2010-2013 Grade 9 through 12
- Bnos Bais Yaakov High School 2010 Grade 9 through 12

ABILITY TO PROVIDE SERVICES IN A TIMELY FASHION

With the attorneys in our firm and a full complement of legal support staff, including two (2) ABA certified paralegals, fifteen (15) administrative assistants and three (3) law clerks, along with a full-time Information Technology Specialist and a fully-staffed copy and document reproduction center to support our attorneys in their representation of our clients, we are uniquely qualified to meet all of the needs and interests of the Board in a timely, efficient and professional manner. Due to our prime location, being just off the northern terminus of the New Jersey Turnpike at the intersection of Interstates 95 and 80 we have convenient access to the entire State, facilitating the commute to and from the Board. As a result, the members of our firm are available to attend any meetings of the Board (i.e., regular Board meetings, work sessions and/or special meetings) upon request, and respond promptly to the Board's inquiries. Indeed, we know that the issues the Board faces require immediate attention, and we are very cognizant of our duty to be responsive to those needs. Throughout our representation, we will make ourselves available to represent the Board's needs at the earliest convenience of its Board Members, the Superintendent, and Administrative Staff.

CLIENT REFERENCES

We are happy to provide the following references:

1. Ms. Donna L. Haye, Superintendent, Atlantic City Public, 1809 Pacific Avenue, Atlantic City, New Jersey 08101, 609.343.7200
2. Dennis Mulvihill, Business Administrator, Pleasantville Public Schools, Business Office, 801 Mill Road, P.O. Box 960, Pleasantville, NJ 08232-0960, 609.383.6800, Ext. 2526
3. Lester Richens, State Monitor for Pleasantville Board of Education, 801 Mill Road, Third Floor, Pleasantville, New Jersey 08232, 609.383.6800
4. R. Gregory Quirk Ed.D., CPA, 16 Winding Brook Way, Middletown, New Jersey 07748, 732.671.0434
5. Dr. Donnie W. Evans, State District Superintendent, Paterson Public Schools, 90 Delaware Avenue, Paterson, New Jersey 07503, 973.321.0980
6. Robert E. Murray, Esq., Labor Counsel for Paterson Public Schools, 621 Shrewsbury Avenue, Shrewsbury, New Jersey 07702, 732.345.0707
7. Photo Anagnostopoulos, Department of Education, 100 River View Executive Plaza, Route 29, P. O. Box 500, Trenton, New Jersey 08625-0500, 917.538.3086

8. Jonathan Capp, Township Administrator, Marlboro Township, Town Hall, 1979 Township Drive, Marlboro, New Jersey 07746, 732.536.0200
9. Maureen Ruane, Business Administrator, Township of Edison, 100 Municipal Blvd., Edison, New Jersey 08817, 732.248.7298
10. Robert Vornlocker, Township Manager, Township of Franklin, 475 DeMott Lane, Somerset, New Jersey 08873-7700, 732.873.2500, Ext. 201
11. Virginia Deige, Asst. Business Administrator, City of Rahway, 1 City Hall Plaza, Rahway, New Jersey 07065-9985, 732.827.2005
12. Ms. Theresa A. Sierchio, Business Administrator/Board Secretary, Hopatcong Borough Schools, 2 Windsor Road, Hopatcong, New Jersey 07843, 973.770.8844
13. Ms. Christina Sharkey, Business Administrator, North Warren Regional School District, 10 Noe Road, Blairstown, New Jersey 07825, 908. 362.8384
14. Mr. Russell M. Lazovick, Superintendent, Nutley Board of Education, 315 Franklin Avenue, Nutley, New Jersey 07110, 973.661.3500
15. Ross Haber, President, Ross Haber Associates, 24 Garden Terrace, Milltown, New Jersey, 08850, 732.422.0979

FEE PROPOSAL

Hourly Rate: We propose a blended hourly rate of One Hundred and Seventy-Five Dollars (\$175.00) per hour for services performed by attorneys. Legal services provided by paralegals and legal assistants will be billed at a rate of Seventy-Five Dollars (\$75.00) per hour.

Travel Time: Travel time during which legal work is being undertaken on behalf of the client will be billed at our normal hourly rate(s). Other travel time will be billed at One Hundred Dollars (\$100.00) per hour.

Mileage, Tolls and Parking: We propose that mileage will be reimbursed at \$0.45 per mile plus, and the cost of tolls and parking shall be reimbursed at cost.

Reimbursable Fees: In addition to attorney and indicated staff time, the Board shall be billed for all disbursements incurred on its behalf, including computerized legal research (e.g., Westlaw, Lexis, etc.). Other disbursements include:

Photocopies	\$.30 per page;	Faxes	\$.25 per page
Printing	\$.10 per page;	Color Copies	\$.65 per page
CD Copy	\$5.00;	DVD Copy	\$10.00

Any additional reimbursable expenses will be subject to the approval of the Board.

Invoices and Payment: Invoices are sent on a monthly basis and payment is due within 30 days thereafter.

ADDITIONAL DOCUMENTATION

Attached hereto as **Exhibit "C,"** please find: (1) a copy of our firm's Certificate of Employee Information Report; (2) a copy of our firm's Business Registration Certificate; and (3) Certificate of Insurance.

CONCLUSION

Thank you again for this opportunity to permit us to submit our qualification statement and fee proposal for Legal Services to the Township of Union Board of Education. If the Board needs any additional information to evaluate our qualifications, please contact our office at your earliest convenience.

Sincerely yours,

DeCotiis, FitzPatrick & Cole, LLP

By: _____

Joseph M. DeCotiis, Managing Partner

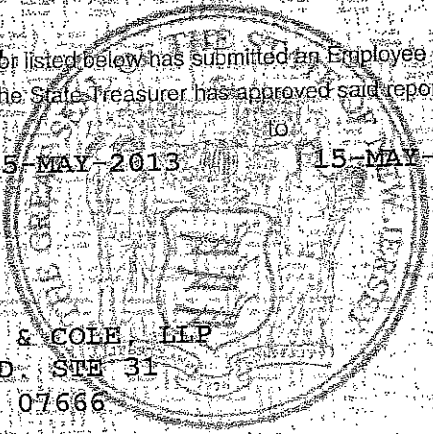
Certification 19036

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-MAY-2013 to 15-MAY-2016



DECOTLIS, FITZPATRICK & COLE, LLP
500 FRANK W. BURR BLVD. STE 31
TEANECK NJ 07666



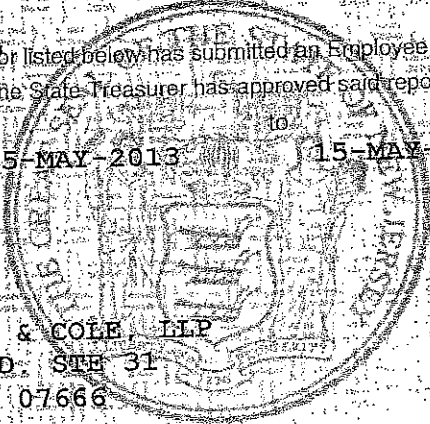
Andrew P. Sidamon-Einstoff
State Treasurer

Certification 19036


CERTIFICATE OF EMPLOYEE INFORMATION REPORT

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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-MAY-2013 to 15-MAY-2016



DECOTILS, FITZPATRICK & COLE, LLP
500 FRANK W. BURR BLVD. STE 31
TEANECK NJ 07666


Andrew P. Sidamon-Eristoff
State Treasurer

ACORD™

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

5/30/2014

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

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

PRODUCER Conner Strong & Buckelew 101 Route 73 North P.O. Box 989 Marlton, NJ 08053	CONTACT NAME: Matt Walsh	FAX (A/C, No): 856-830-1419
	PHONE (A/C, No, Ext): 877 861-3220	
	INSURER(S) AFFORDING COVERAGE	
	INSURER A: Hartford Insurance Co of the MI	NAIC# 37478
	INSURER B: Sentinel Insurance Co. Ltd.	11000
	INSURER C: Columbia Casualty Company	31127C
	INSURER D: Alterra Excess & Surplus Ins Co	33189
	INSURER E: ACE American Insurance Company	22667
	INSURER F:	

COVERAGES CERTIFICATE NUMBER: 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.

INSURER	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	GENERAL LIABILITY <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR			13SBATP6625	03/01/2014	03/01/2015	EACH OCCURRENCE \$1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$300,000 MED EXP (Any one person) \$5,000 PERSONAL & ADV INJURY \$1,000,000 GENERAL AGGREGATE \$2,000,000 PRODUCTS - COMP/OP AGG \$
A	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS			13SBATP6625	03/01/2014	03/01/2015	COMBINED SINGLE LIMIT (Ea accident) \$1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$10,000			13SBATP6625	03/01/2014	03/01/2015	EACH OCCURRENCE \$10,000,000 AGGREGATE \$10,000,000 \$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N N	N/A	13WECTC8697	03/01/2014	03/01/2015	<input checked="" type="checkbox"/> WC STATUTORY LIMITS OTHER E.L. EACH ACCIDENT \$500,000 E.L. DISEASE - EA EMPLOYEE \$500,000 E.L. DISEASE - POLICY LIMIT \$500,000
C	Lawyers Profession			287381561	05/19/2014	05/19/2015	\$5,000,000 Claim/AggLead
D	Excess Lawyers Professional			MAXA7PL0001137	05/19/2014	05/19/2015	\$5,000,000 Excess \$5,000,000 Claim/Agg

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

E. EXCESS LAWYERS PROFESSIONAL / POLICY #: G23683362001
Carrier: ACE American Insurance Company / NAIC: 22667
Limit: \$10,000,000 Excess; \$10,000,000 Claim/Aggregate
Policy Term: 5/19/2014 - 5/19/2015

(See Attached Descriptions)

CERTIFICATE HOLDER Township of Union Public Schools Board of Education 2369 Morris Avenue Union, NJ 07083	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 <i>W. Michael Trapani</i>

DESCRIPTIONS (Continued from Page 1)

CLASS: LAWYERS PROFESSIONAL / POLICY #: 001666801
Carrier: Ironshore Specialty Insurance Company / NAIC: 25445
Limits: \$10,000,000 Excess; \$20,000,000 Claim/Aggregate
Policy Term: 5/19/2014 - 5/19/2015

Township of Union Public Schools Board of Education is included as an Additional Insured on the
mentioned Commercial General Liability Policy if required by written contract.

WEINER | LESNIAK LLP

ATTORNEYS AT LAW

www.weinerlesniak.com

JACQUELINE A. DEGREGORIO
A Member of the Firm

jdegregorio@weinerlesniak.com

May 27, 2013

Via Lawyer's Service

James J. Damato, Esq.
Board Secretary/General Counsel
Union Public Schools
2369 Morris Avenue
Union, New Jersey 07083-5712

Re: Request for Proposal

Dear Mr. Damato:

Kindly accept this letter as Weiner Lesniak LLP's response to your Request for Proposal.

Weiner Lesniak LLP is a forty-eight (48) attorney, Parsippany, New Jersey law firm performing a diversity of legal work. The firm practices in all areas of public sector representation and defense, education law, labor/employment law, commercial, tort and civil rights litigation, bankruptcy, environmental litigation, land use and planning and real estate transactions.

Weiner Lesniak LLP has a long history of committed client service and we are a "proactive" firm. We pursue a progressive advocacy philosophy and we understand the sometime emergent nature of representing boards of education. We pride ourselves on prompt responses to all inquiries, especially telephone calls, and provide quick, accurate written responses when needed. We also have dedicated our practice to being available as needed to each of our clients. To that end, we make ourselves available to attend all meetings, negotiations or hearings at your convenience.

Weiner Lesniak LLP welcomes the opportunity to provide experienced, reliable and competent litigation counsel to the Union Township Board of Education and its insurance carrier. We propose to provide all legal services at a blended hourly rate of \$185.00 for attorneys and \$65.00 for paralegals. Expert fees and expert costs will be billed to the Board as will copying costs at \$.20 per page, faxes at \$1.00 per page, and postage and express mail costs at the cost to us. In other words, we are to be reimbursed for all necessary disbursements and expenses incurred on your behalf.

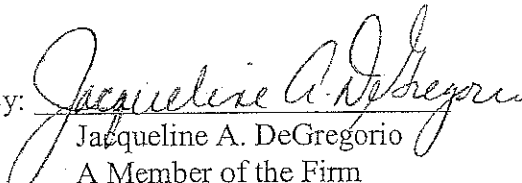
I have enclosed this firm's brochure along with a copy of my resume, as the partner in charge.

James J. Damato, Esq.
Board Secretary/General Counsel
Union Township Board of Education

May 27, 2014
Page 2

If you should have any questions or need further information, please feel free to contact the undersigned.

Very truly yours,
WEINER LESNIAK LLP

By: 
Jacqueline A. DeGregorio
A Member of the Firm

JAD/vc
Enclosure
794582_1

LAW OFFICES
APRUZZESE, McDERMOTT, MASTRO, & MURPHY

VINCENT J. APRUZZESE (2)*
FREDERICK T. DANSER, III
MAURICE J. NELLIGAN, JR. (4)
BARRY MARELL
ROBERT T. CLARKE
MARK J. BLUNDA (1)
JAMES L. FLOSIA, JR.
LISA BARRÉ-QUICK (2)(3)
ROBERT J. MERRYMAN (3)
ARTHUR R. THIBAUT, JR.
LINDA GANZ OTT
RYAN S. CAREY (2)
JONATHAN F. COHEN
NEHA PATEL (5)
TIMOTHY D. CEDRONE (2)

A PROFESSIONAL CORPORATION
(MAIL TO)
P.O. BOX 112
LIBERTY CORNER, N.J. 07938

(DELIVER TO)
SOMERSET HILLS CORPORATE CENTER
25 INDEPENDENCE BOULEVARD
WARREN, N.J. 07059

(908) 580-1776
—
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FRANK X. McDERMOTT
(1924-2011)
—
FRANCIS A. MASTRO
(1929-2008)
—
JAMES F. MURPHY
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—
521 FIFTH AVENUE
SUITE 1700
NEW YORK, NEW YORK 10017
(212) 292-4218

ALSO DC(1) NY(2) PA(3) MD(4)
VA(5)
*OF COUNSEL

June 2, 2014

(Via Federal Express)

James J. Damato
Board Secretary/General Counsel
Union Township Board of Education
2369 Morris Avenue
Union, NJ 07083-5712

Re: *Professional Services*

Dear Mr. Damato:

Pursuant to the Board's Request for Proposal for Legal Services we are pleased to submit the following information regarding our firm for consideration by the Township of Union Board of Education. Our firm has been privileged to represent the Board of Education since 1993.

Founded in 1965, Apruzzese, McDermott, Mastro & Murphy, P.C. specializes in labor, employment and education matters, exclusively on behalf of management, in both the private and public sectors. In our capacity as labor and employment counsel to clients our services regularly include collective bargaining, labor litigation, and employment litigation covering discrimination, wrongful termination, sexual harassment, disability, whistleblower and contract claims under both federal and state laws. In addition, our firm serves as Board Counsel to a number of Boards of Education. In that capacity we assist the Board's in general education matters, special education matters, commercial and construction matters.

We are pleased to advise you that for the second consecutive year Apruzzese, McDermott, Mastro & Murphy was selected by U.S. News & World Report as a "Best Law Firm" in the country. In addition, our firm is named in the Martindale-Hubbell publication, "Bar Register of Pre-eminent Lawyers". Several of the firm's principals, Vincent J. Apruzzese and Maurice J. Nelligan, were named in New Jersey Monthly as being among the "Top Lawyers" in the state. Principals Robert T. Clarke, Mark J. Blunda and Barry M. Marell were designated among New Jersey's "Super Lawyers."

Mr. Apruzzese, Mr. Clarke and Mr. Blunda are also named in "The Best Lawyers in America", and Mr. Blunda, Mr. Clarke and Mr. Nelligan are included in "The New York Area's Best Lawyers."

A primary objective of our firm is to assist clients in avoiding labor disputes and employment litigation so that they may focus their resources on achieving strategic goals, unhampered by the disruption of labor and/or employment controversies. To that end, our principals and associates employ their considerable skills and experience in guiding executives and human resource administrators through sensitive and complex business and employment decisions so that legal challenges and labor disputes can be minimized. We work closely with in-house personnel in adopting and modifying policies to assure compliance with state and federal law.

In education law, our firm has a wealth of knowledge in the wide array of legal issues that may arise with public schools. We have extensive experience handling special education cases, from the initial mediation stage through due process hearings and federal court appeals. Attorneys in our firm have litigated tenure charge matters, tenure and seniority issues, increment withholding cases, pupil suspension and expulsion issues, constitutional and statutory issues related to schools, construction and bidding issues, etc. Our broad experience with education law allows us to address and resolve many issues at the counseling stage, before these matters burgeon into potentially costly and time consuming litigation.

Employment Litigation

To deal with those circumstances when litigation is unavoidable, the firm has assembled an experienced and talented team of trial lawyers who have compiled an impressive record of success in state and federal courts and before specialized administrative tribunals. Led by Mark J. Blunda, a principal who has been certified by the Supreme Court of New Jersey as a Civil Trial Specialist and is a Fellow of the College of Labor and Employment Lawyers, our litigators have successfully defended against claims of every form of employment discrimination, CEPA retaliation, harassment, wrongful discharge, breach of contract and unfair labor practice.

Mr. Blunda and our firm have successfully defended, both public and private sector clients against such claims of sexual harassment, hostile work environment, age, race, gender and disability discrimination and whistleblower retaliation. In the academic setting, we have defended universities and other education institutions against claims brought by tenured faculty members, staff members challenging tenure and promotion decisions and other staff alleging discriminatory employment practices. When necessary, our firm has also been called upon to prosecute tenure charges. Among the clients whom we have represented in employment litigation are: Bayonne Board of Education, Kinnelon Board of Education, PSE&G, Saint Barnabas Medical Center, GPU Energy, Newark Beth Israel Medical Center, Becton Dickinson, Clara Maass Medical Center,

WWOR-TV, Fairleigh Dickinson University, Community Medical Center, Holmdel Township, The New Jersey Highway Authority, South Jersey Publishing and numerous local boards of education. In addition, we have achieved successful court verdicts in other employment discrimination trials for Jersey Central Power & Light, Borough of Sayreville, Tenafly Board of Education, Jason Furniture, PHH Corporation, Ridgewood Board of Education, Newark Beth Israel Medical Center and Zambon Corporation.

To underscore our firm's knowledge and expertise in this area of the law, Lisa Barre-Quick, another experienced member of our employment litigation group, has authored "*Reasonable*" *Isn't Necessarily "Right" And It Doesn't Necessarily Have to Be: What Constitutes A Reasonable Belief Under CEPA?*, published in the Fall 1998 edition of the New Jersey Labor & Employment Law Quarterly and *The Replacement of the Replacement Standard: The New Approach to the Prima Facie Case of Discrimination Under Title VII and the New Jersey Law Against Discrimination*, which was published in the Winter 2000 edition of the New Jersey Labor & Employment Law Quarterly.

Litigation Attorneys

Mark J. Blunda, the head of the firm's litigation group, has specialized in civil litigation and employment law in the State of New Jersey for thirty (30) years. He has been Certified by the Supreme Court of New Jersey as a Certified Civil Trial Attorney since 1994. In addition to trying cases before State and Federal Courts and Administrative agencies, he supervises the attorneys and paralegals on the litigation team. He holds a Bachelor's Degree for Georgetown University School of Foreign Service, a Master's Degree from Johns Hopkins University, a Juris Doctor Degree from Seton Hall University Law Center and an AV rating from Martindale-Hubbell. He was inducted as a Fellow in the College of Labor and Employment Lawyers in 2000 and a Master of The Bench of the Sidney Reitman International Inn of Court in 1995. He has been selected as a *Super Lawyer* by *New Jersey Monthly* in 2005 and 2006. He is an Editor of the New Jersey Labor and Employment Quarterly and Co-Chair of the State Bar Association Labor and Employment Section on Disability Discrimination. Mr. Blunda has represented governmental entities since 1978. Prior to joining the firm he was a partner with Sills Cummis in Newark, New Jersey.

James L. Plosia, Jr. has served as Defense counsel for governmental entities since 1988. He concentrates his practice in the public sector, representing many municipalities, counties and boards of education throughout the State. He is regularly representing governmental entities in State and Federal Courts, before administrative agencies, in arbitration and in the Appellate Courts. He also has extensive experience in representing boards of education in special education and general education matters. He is a graduate of Rutgers University and an honors graduate of Rutgers Law School, where he was a member of the Law Review and served as its Notes and Comments editor. Mr. Plosia has written extensively on both labor and employment and education law issues, and speaks frequently on both topics. He has also been an instructor in Fairleigh

Dickinson University's MPA program. Mr. Plosia has provided defense representation to public entities since his graduation from law school since 1988, in such areas as discrimination law; CEPA claims; Section 1983 claims, Dept. of Education issues, special education disputes, etc. In addition, Mr. Plosia has negotiated numerous collective bargaining agreements in both the public and private sectors, besides litigating numerous cases before the Public Employment Relations Commission.

Lisa Barré-Quick has over twenty-three years of litigation experience and is and has been involved in significant federal and state court litigation on behalf of public sector clients involving claims ranging from discrimination claims to civil rights violations. Ms. Barré-Quick has also represented public sector clients in a range of administrative actions and provided counseling and training to public sector clients on policy, HIPPA issues, and employment issues. Ms. Barré-Quick received her B.A. *cum laude* from the University of Pennsylvania, and her Juris Doctor with Honors from the National Law Center at George Washington University, where she was a member of the editorial board of the *George Washington Journal of International Law and Economics* and a member of the Moot Court Board. Ms. Barré-Quick was also awarded the Jacob Burns First Place Moot Court award for the National Law Center Van Vleck Constitutional Law Moot Court Competition. She is admitted to the practice of law in New Jersey, New York, Pennsylvania, and the District of Columbia, and before the Third Circuit and United States Supreme Court. Ms. Barré-Quick was a member of the Adjunct Faculty of Seton Hall School of Law from 1994 through 1998 and is a member of the Employment Law Section of the New Jersey and American Bar Associations. She was also a Barrister of the 1998 Sidney Reitman Employment Law American Inn of Court. Ms. Barré-Quick is the author of several articles in the employment law area, including: *The Open Public Records Act: Employee Records and Related Human Resource Issues*, New Jersey Labor and Employment Law Quarterly (Winter 2002); *The Replacement of the Replacement Standard: The New Approach to the Prima Facie Case of Discrimination Under Title VII and the New Jersey Law Against Discrimination*, New Jersey Labor & Employment Law Quarterly (Winter 2000); "Reasonable" Isn't Necessarily "Right" - And It Doesn't Necessarily Have To Be: What Constitutes A Reasonable Belief Under CEPA, New Jersey Labor & Employment Law Quarterly (Fall 1998); and *The Road Less Traveled: Obstacles In The Path Of The Effective Use Of The Civil Rights Provision Of The Violence Against Women Act In The Employment Context*, Seton Hall Constitutional Law Journal (Spring 1998).

Robert J. Merryman - Mr. Merryman has represented municipalities and other public entities in State and Federal Courts and before arbitrators and administrative agencies since 1992. He is graduate of Rutgers School of Law - Camden (J.D. 1991) and was the recipient of a graduate fellowship to the Eagleton Institute of Politics where he earned a Master of Arts in Political Science. Mr. Merryman has lectured extensively on educational issues. Mr. Merryman has been a frequent lecturer on education law. He is admitted to practice law in New Jersey and Pennsylvania and has served as a Vice President with the New Jersey Association of School Attorneys.

Arthur R. Thibault Jr. graduated *cum laude* from the Thomas M. Cooley Law School and has been admitted to practice law in the State of New Jersey in 1998. Since his admission, Mr. Thibault has concentrated his practice in the employment law and litigation. He has litigated

numerous employment cases, among those are claims involving discrimination and retaliation on behalf of boards of education. In addition to litigation, Mr. Thibault also counsels and advises our clients on labor and employment issues, including contract advice and grievance representation for several boards of education.

Ryan S. Carey graduated cum laude from The College of New Jersey and cum laude, Seton Hall University School of Law. Since graduating from law school, his practice has been concentrated in the area of employment law and related counseling and litigation and he has been involved in employment related disputes at the administrative, state court and federal court levels on behalf of a diverse group of clients.

Linda Ganz Ott provides litigation support in the defense of various governmental entities. She received her BA from Boston University, her Masters' Degree from University of Rhode Island and her law degree from Rutgers the State University School of Law Newark. She was admitted to the Bar in New Jersey in 1994 and since that time has concentrated in the areas of education law, employment law and civil litigation.

Collective Bargaining and Labor Litigation

Our firm has extensive experience in the areas of collective negotiations, grievance arbitration, fact finding, administrative law hearings, all aspects of labor and litigation, training and general advice with regard to personnel management, handbooks, personnel policies and practices, contract management and administration. Because our firm has sixteen labor and employment attorneys we can respond in a timely manner to matters ranging from injunctions to emergent personnel decision.

In addition to serving as chief spokesperson in negotiations, our firm counsels its clients in all aspects of the negotiations process, including planning and strategy, cost analysis of union demands, evaluating which union demands are negotiable and which are non-negotiable managerial prerogatives, and utilization of the mediation and fact finding processes. Our firm has successfully defended its clients' right to exercise their managerial prerogatives through the use of the PERC scope of negotiations process. We have also been successful in obtaining injunctions in cases where public sector unions have engaged in illegal labor disruptions. In one of these cases the union was ordered to reimburse the public employer for all legal fees and expenses incurred as a result of the illegal activity.

In the public sector we have handled negotiations on behalf of numerous municipalities, counties, boards of education, the State Judiciary, NJ Highway Authority, NJ Transit and Public Authorities. We have also handled all types of litigation on behalf of these public employers in the Federal and State Courts, Office of Administrative Law and the Public Employment Relations Commission.

Our former partner Frank X. McDermott, was involved in the drafting and enactment of the New Jersey Employer-Employee Relations Act. Another attorney in

our firm, Maurice J. Nelligan, was the first Executive Director of the Public Employment Relations ("PERC"). Former attorneys in the firm have served as Commissioner of Labor, Director of State of New Jersey Office of Employee Relations and Chairperson of the Public Employment Relations Commission. I also served as an attorney with PERC before joining our firm. Needless to say, our firm has a great deal of experience representing clients before PERC.

In the private sector, in addition to the representation of corporate clients in all phases of labor law, the firm has represented national and statewide employer organizations such as the United States and New Jersey Chambers of Commerce, the Edison Electric Institute, Associated General Contractors of America and others before the United States Supreme Court in cases involving anti-trust labor law issues, striker benefits, strike replacements, secondary boycotts and reverse discrimination. The firm's principals and associates include several attorneys who have formerly worked in the Legal Departments of major corporations, and with the National Labor Relations Board. We have extensive experience negotiating collective bargaining agreements in health care, education, manufacturing, construction, pharmaceutical industries, not for profit organizations, etc.

Labor Attorneys

Vincent J. Apruzzese – Firm founder Vincent J. Apruzzese has served as Chair of the Labor and Employment Law Section of the American Bar Association and as a member of its Board of Governors. He has also served as an officer of the International Labor Law Society. He is past Chair of the New Jersey State Bar Foundation and a Past President of the Association. Mr. Apruzzese is a former Chair and current member of the Board of Governors of the Paper Mill Playhouse, and Vice Chairman of Barnabas Health, the largest health provider in New Jersey. He also was a member of the Martindale-Lexis-Nexis Advisory Board.

Frederick T. Danser, III has been admitted to practice law in New Jersey since 1968 and has been a member of our firm since 1970. He serves as labor counsel for many employers in both the private and public sectors, and his experience includes extensive work in all aspects of labor litigation where he has made frequent appearances before the Public Employment Relations Commission, Office of Administrative Law and state and federal courts on various matters. Mr. Danser has worked extensively in the public sector where he has represented New Jersey Transit and has served as labor counsel to Middlesex County, Union County and Essex County as well. He has also served as special labor counsel to the NJ Judiciary where he negotiated the first state wide labor contracts for approximately 7,500 employees following passage of the State Judicial Unification Act. He also represents many municipalities and boards of education throughout the State. Mr. Danser is a member of the Labor and employment Law Section New Jersey State Bar Association and the Labor Law Section of the American Bar Association, and he has spoken frequently at seminars on topical labor and employment law issues.

Maurice J. Nelligan, Jr. – Mr. Nelligan served as the first Executive Director of the Public Employment Relations Commission at the time of its founding, as well as its Special Counsel. A former attorney for the National Labor Relations board, he is a member of the Labor and Employment Law Sections of the American Bar Association and the New Jersey State Bar Association. Mr. Nelligan has negotiated both faculty and non-faculty collective bargaining agreements in higher education. In addition, he has successfully litigated very complex labor and employment matters on behalf of public employers. Mr. Nelligan has served as special counsel to the New Jersey Highway Authority, Stevens Institute of Technology, Fairleigh Dickinson University and Monmouth University in various labor and employment matters.

Robert T. Clarke – Mr. Clarke, managing principal of our firm, is labor counsel and chief negotiator for some of the largest and most notable employers in both private industry and the public sector. Over the last two decades he has guided health care systems, pharmaceutical companies, airlines and manufacturing corporations through union avoidance campaigns, strikes, labor injunctions, picketing and unfair labor practices and has negotiated high profile settlements resulting in major concessions from powerful, national unions. Mr. Clarke regularly represents management in grievance arbitrations and proceedings before the National Labor Relations board and the Public Employment Relations Commission, where he served as counsel prior to joining the firm. He also practices in the public sector, representing counties, municipalities and school boards, throughout the State of New Jersey. Mr. Clarke is a member of the Labor and Employment Section of the New Jersey State Bar Association and one of the authors of "New Jersey Labor and Employment Law." Mr. Clarke also serves as a Trustee of the Board of Governors of the Paper Mill Playhouse.

Resources

Our firm maintains an experienced administrative and clerical support staff which is available on a 24-hour basis if our clients needs dictate. Our staff is proficient in preparing pleadings for emergent matters which is not uncommon in labor and employment matters. This requires our support staff to prepare pleadings within a matter of hours so that we can appear in court to seek injunctions regarding illegal strikes and/or picketing. In addition, our firm provides paralegal services for those matters that lend themselves to that type of support.

Fee Schedule

Our general billing procedures provide for the transmittal of a detailed invoice each month in which services are performed. Hourly rates are billed in units of 1/10 of an hour and all services are fully described with an indication of the day on which performed. Disbursements are also indicated. Invoices for items such as transcripts, expert fees, etc. billed to us by others will be sent to you for direct payment, with the request that you provide us with a copy of your payment transmittal letter for our files. We also bill for expenses such as copying, messenger service, computerized legal

research and other similar items. Our hourly rate will be \$200.00 per hour. In addition, our fees for disbursements are: \$.25/p. for b/w copies; \$1.00/p. color copies; \$1.00/p. facsimiles; and \$1.00/p. for scanning.

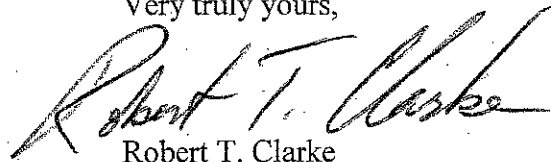
Clients

A representative list of our labor and employment clients includes:

Allamuchy Board of Education; Barnabas Health; Bayonne Board of Education; Borough of Belmar; Borough of Bernardsville; Brick Township; Clara Maass Medical Center; Community Medical Center; Township of Clark; Cooper Tire; Coppertone; East Hanover Board of Education; Fairleigh Dickinson University; General Public Utilities Inc.; GPU Energy, Inc.; Great Meadows Board of Education; Hackettstown Board of Education; Helvoet Pharma; Borough of Highlands; Holmdel Township; Town of Kearny; Kimball Medical Center; Kinnelon Board of Education; Livingston Technologies; Manasquan Board of Education; Mendham Township; Borough of Metuchen; Middlesex County; Monmouth Medical Center; Neptune City Borough; Neptune Township; New Brunswick Board of Education; City of New Brunswick; Newark Beth Israel Medical Center; Borough of New Providence; Nitto Denko; Northern Highlands Board of Education; Northern Valley Regional Board of Education; Paper Mill Playhouse; Permacer; Permacer Automotive; Plainfield Community Health Center; Township of Princeton; Raritan Valley Community College; Borough of Red Bank; Saint Barnabas Medical Center; Borough of Sayreville; Service Corporation International; Smithklyne Beecham, Inc.; South Brunswick Township; Southern Regional Board of Education; Sparta Board of Education; Borough of Spotswood; Stanhope Borough; Stevens Institute of Technology; City of Summit; The ARC; The Sharing Network; the State Theatre; Borough of Tinton Falls; Township of Union; Union County Educational Services; U.S. Metals & Refining Co.; United States Chamber of Commerce; Vernon Township Board of Education; and Town of Westfield.

Should you have any questions regarding our firm please do not hesitate to contact us or any of the clients that we represent. It has been an honor to represent the Township of Union Public Schools since 1993. We believe that in conjunction with your administration we have achieved outstanding results on behalf of the Board of Education. We look forward to the opportunity to continue to do so.

Very truly yours,


Robert T. Clarke

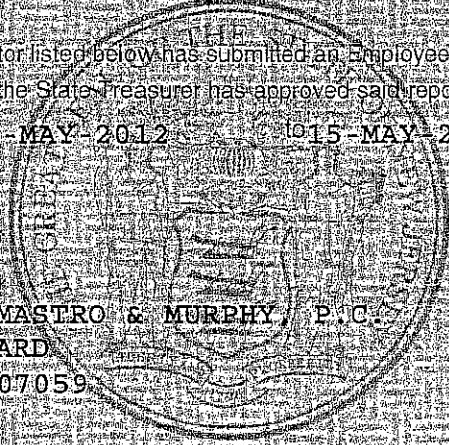
RTC/mjf/

Certification 8149

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 - MAY - 2012 to 15 - MAY - 2019.



APRUZZESE, MCDERMOTT, MASTRO & MURPHY, P.C.
25 INDEPENDENCE BOULEVARD
WARREN TOWNSHIP NJ 07059



Andrew P. Sidamon-Eristoff
State Treasurer

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

DEPARTMENT OF TREASURY/
DIVISION OF REVENUE
P.O. BOX 252
TRENTON, N.J. 08646-0252

TAXPAYER NAME:

APRUZZESE, MCDERMOT, MASTRO & MURPHY PC

TRADE NAME:

TAXPAYER IDENTIFICATION#:

221-911-336/000

SEQUENCE NUMBER:

0934804

ADDRESS:

25 INDEPENDENCE BLVD
WARREN NJ 07059

ISSUANCE DATE:

08/31/04

EFFECTIVE DATE:

07/22/70

John S. Tully
Acting Director

FORM-BRC(08-01)

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