

WDNY Mediator Biographies (Rochester)



T. Andrew Brown

Background: T. Andrew Brown has been practicing law for over thirty-seven 37 years. His experience and success has earned him recognition by *Super Lawyer* as one of the best trial lawyers in New York. He has also been rated “AV” (*preeminent*) by his colleagues and judges, the highest attorney rating by Martindale Hubbell.

Education: Michigan Law School, J.D., 1984, Syracuse University, B.A., Political Science, 1981, Foreign and Comparative Study, Amsterdam, The Netherlands, Europe, 1980

Work History: Andrew is a founder and principal of Brown Hutchinson LLP, currently serving as Managing Partner, providing the overall management and direction of the firm. His practice is statewide. His clientele is nationwide. His litigation experience is inclusive covering all phases of trial and appellate practice.

Upon graduating from The University of Michigan Law School in 1984, he practiced with the New York City and Rochester offices of Nixon, Hargrave, Devans & Doyle (now Nixon Peabody). In 1988, he was appointed Deputy County Attorney for Monroe County. In May 1994, he returned to private practice, forming Brown Hutchinson LLP shortly thereafter. From January 1, 2014 through August 1, 2015 he served as Corporation Counsel and Chief Legal Officer for the City of Rochester. Andrew’s clients have included Fortune 500 companies, small businesses, hospitals, colleges and universities, public utility companies, municipalities, school districts, state agencies and not-for-profit organizations.

Professional Achievements: Andrew has been a mediator and an arbitrator on the commercial, employment and complex case panels of the American Arbitration Association since 1996. He has been a certified mediator in the WDNY since inception of the District’s ADR program. Andrew is a former General Counsel of the National Bar Association. He is also a past president of the Monroe County Bar Association, and past president of the Rochester Black Bar Association. He is the former Vice-Chancellor and presiding officer of the New York State Board of Regents. He is currently President of the New York State Bar Association.

Community Achievements: He is a past adjunct professor of political science and American government with the State University of New York, and has past service on many boards and commissions. He has received numerous awards for his business, professional and civic achievements. He has been a frequent presenter at seminars and conferences on legal matters, and has written and published many articles on legal issues.



Elizabeth A. Cordello

Background: I represent both plaintiff and defendants in a wide range of all aspects of employment and labor law in a variety of industries including health care, manufacturing, technology, airline contractors, food services and education.

Education: New York Law School, - Juris Doctor, Cum Laude, 2002
Bowling Green State University, - Bachelor of Arts, Political Science, 1997

Work History: Practiced employment law in New York City from 2003 – 2005. I relocated to Rochester, NY in 2005 and have represented individuals and businesses in all aspects of labor and employment from 2005 to date. I am currently a Member of Pullano & Farrow and Chair of the Labor & Employment Practice Group. I handle matters related to Title VII employment discrimination, ADA, ADEA and FMLA Compliance, ERISA Actions, Employee Terminations, NLRA Labor Matters, FLSA Wage & Hour Matters, Non-Compete and Non-Disclosure Agreement Enforcement, Computer Fraud and Abuse Act Claims, Whistleblower claims including claims arising under the Food Safety Modernization Act. Within the healthcare industry, I have extensive experience in assisting with union and labor matters unique to the healthcare space. This includes but is not limited to; health care collective bargaining, union avoidance, grievance, discipline matters, and NLRB matters. I am admitted to practice in the Western, Eastern and Southern United States District Courts of New York.

Areas of Practice: Labor & Employment

Professional Achievements: Leaders in Law, New York Daily Record, 2020; Top Women in Law, New York Daily Record, 2017; Up & Coming Attorney, New York Daily Record, 2011; Listed in SuperLawyers®, 2015-2021; NYLS Dr. Max Reich Award for Civil Trial Advocacy.

Personal Achievements: Former Combat Medic in the United States Army Ohio National Guard; Volunteers of America, Board Member; committee Member of Rochester Area Business Ethics Foundation; Elevate Rochester, Board of Directors, Member; Rochester Broadway Theatre League, Board Member; NYLS Legal Association for Women, President (Former); Young Audiences of Rochester, President (Former).



Thomas B. Cronmiller

Background: Trial Attorney for Hiscock and Barclay, LLP, Rochester, N.Y.

Education: State University of New York at Geneseo, B.A.; University of New Hampshire School of Law, J.D.

Work History: Admissions: New York State Bar (1988-); New Hampshire Bar (1981-); Federal Courts: U.S. Court of Appeals, Second Circuit; U.S. District Court, Northern District of New York; U.S. District Court, Western District of New York; U.S. District Court, Southern District of New York; U.S. District Court, District of New Hampshire; Federal Court Mediator for the Western District Court of New York; Defended and negotiated the resolution of the current refurbishing of equipment essential to the manufacture of Portland Cement; Defended product liability claim involving industrial equipment resulted in summary judgment; Defended a class action suit arising out of alleged violations of the Securities and Exchange Law by a certified accounting firm. Successful on case dismissal; Successfully defended product liability against a global diversified industrial company claim involving re-access system and electrocution; Represented a franchisor of retail restaurants in a successful resolution of a breach of license agreement.

Areas of Practice: Experienced trial lawyer who has tried a variety of cases to verdict in both federal and state courts, including appellate practice. Focuses on products liability, complex personal injury, commercial litigation, intellectual property litigation, professional liability litigation, including medical malpractice, legal malpractice, accounting malpractice, and director and officer liability. Tom has written and lectured on a number of topics concerning professional liability issues, risk management, trial practice, and ethics. He has provided multiple CLE and CE programs for clients throughout the Northeast.

Professional Achievements: *The Best Lawyers in America*, Personal Injury Litigation – Defendants; Selected by Peer Review for Inclusion in *Super Lawyer Directory* 2008-2013 for Personal Injury Defense: Products; Martindale-Hubbell “BV” Peer Review Rated for High to Very High Ethical Standards and Legal Ability; U.S. District Court for the Western District of New York, Local Rules Committee; Certified Continuing Education Provider, Florida and Texas; Federal Bar Association, Western District of New York Chapter, Member; Council Litigation Management (“CLM”); Defense Research Institute, State Liaison Trial Tactics and Techniques; Assoc. of Defense Trial Attorneys, Primary Member; New York State Bar Association, Torts, Insurance and Compensation Law Section; New Hampshire Bar Association; Monroe County Bar Association.

Personal Achievements: Boys & Girls Club of Rochester, Golf Committee 2012; Commodity Resource Corporation, Board of Directors; Lakeside Memorial Hospital, Foundation Board of Directors, Treasurer and Public Relations Committee Chair; Lakeside Health System Capital Campaign Steering Committee, Vice Chair.



Thomas S. D'Antonio

Background: Born and raised in Nassau County. I have lived and worked in Rochester since September 1982 (except for a period when we relocated to the downstate New York area after my firm opened a Garden City office), we raised our four adult children here.

Education: Union College, Schenectady, NY—B.A. (cum laude); College of William & Mary, Marshall-Wythe School of Law—J.D.

Work History: Founding Partner, Ward Greenberg Heller & Reidy LLP—May 2000-present;
Partner, Nixon Peabody LLP and Nixon Hargrave Devans & Doyle—January 1991-April 2000;
Associate, Nixon Hargrave Devans & Doyle LLP—September 1982-December 1990; Bar Admissions: New York (1983-present); Pennsylvania (pending). Court Admissions: U.S. Court of Appeals, Second Circuit; U.S. District Courts (E.D.N.Y., N.D.N.Y., S.D.N.Y., W.D.N.Y.); U.S. District Courts, pro hac vice (E.D. Pa, M.D. Pa., W.D. Pa., S.D. Ind., M.D. Fla., S.D. Fla.); New York State Bar Association, CPLR Committee

Areas of Practice: Areas of Practice: My practice focuses primarily on the representation of colleges, universities, healthcare systems, hospitals, nursing homes and other educational and health-related institutions. With respect to colleges and universities, I assist in their defense of discrimination and retaliation claims, tenure denial and tenure revocation proceedings, academic and scientific misconduct investigations, student discipline matters and serious personal injury cases. My work with institutional healthcare providers and physician practices includes the defense of claims asserted under the False Claims Act, internal and governmental investigations, Medicare and Medicaid reimbursement matters, staff credentialing and governance issues. I also work with businesses and management staff in the for-profit sector, primarily in connection with labor and employment matters, commercial disputes, defamation claims and unfair competition claims. I am a member of the following Firm Practice Groups: Administrative & Regulatory Proceedings; Business Litigation & Counseling; Education (chair); Utilities; Government & Internal Investigations (chair); Healthcare (chair); Insurance Recovery & Counseling; Labor & Employment (chair); and Professional Liability.

Professional Achievements: Ranked by Chambers USA (Upstate New York) in Litigation: General Commercial and in Labor & Employment; Best Lawyers in America® since 1995 (Commercial Litigation, Education Law, Health Care Law and Litigation - Health Care; 2014 Health Care “Lawyer of the Year”; New York Super Lawyers® (Upstate Edition) since 2007 (inaugural year); Martindale-Hubbell AV® Rating; Inaugural United Educators “Distinguished Counsel Award”; National Association of College and University Attorneys (Annual Program Committee, Publication Committee, and NACUA Notes Editorial Board; New York State Bar Association (CPLR Committee, Health Law Section Executive Committee, Past Chair (Fraud, Abuse and Compliance Committee); Monroe County Bar Association

Personal Achievements: McQuaid Jesuit High School (Vice Chair of Board, Executive Committee Member, Governance Committee Chair); Our Lady of Mercy High School (Capital Campaign Steering Committee and Gala Chair); Kirkhaven Nursing Home (former Board Chair); Seniors first Communities (former Board Chair); Community Management Services of Western New York (former Board Chair); Union College (Alumni Affairs); William & Mary Law School (Alumni Counselor).



Meghan M. DiPasquale

Background: Meghan is an accomplished litigator who has resolved disputes through both negotiation and litigation in state and federal courts across the country.

Education: Georgetown University Law Center, J.D., 1992; Georgetown University, A.B. in English, 1988

Work History: Founding Partner, Ward Greenberg Heller & Reidy LLP—May 2000-present; Partner, Hallenbeck Lascell--September 1998-May 2000; Associate, Hallenbeck Lascell--May 1997-October 1998; Associate, Harris Beach--September 1992-May 1997.

Bar Admissions: New York (1993-present). Court Admissions: U.S. Court of Appeals, Second Circuit; U.S. District Courts (E.D.N.Y., N.D.N.Y., S.D.N.Y., W.D.N.Y).

Areas of Practice: Meghan’s practice has focused on employment law, commercial matters, and toxic and complex mass tort. She has represented corporations and colleges and universities in cases involving discrimination and sexual harassment claims, workplace malfeasance and discipline, and non-compete and confidentiality agreements. She regularly counsels employers on employment matters, legal updates, policies and regulations. Meghan’s commercial experience includes breach of contract and misappropriation of trade secrets. Serving as national counsel for a Fortune 500 company, Meghan has represented clients in cases involving multiple plaintiffs claiming personal injury from alleged toxic exposure.

Meghan has significant training and experience in alternative dispute resolution, and serves as a certified federal court mediator, appointed to the ADR Panel of Neutrals in the ADR Program for the U.S. District Court for the Western District of New York in 2012.

Professional Achievements: Selected to The Best Lawyers in America, since 2012 (Commercial Litigation; Health Care Litigation; Labor and Employment Litigation; Personal Injury Litigation (Defendants “Lawyer of the Year” Rochester, NY)); Martindale-Hubbell AV Rating; Selected to New York Super Lawyers Upstate Edition (2021 Top 25 Women); William E. McKnight Volunteer Service Award.

Community Involvement: Foodlink, Inc., Member, Board of Directors; Volunteer Legal Services Project, Member, Board of Directors; Wilmot Cancer Institute, University of Rochester Medical Center, Advancement Committee Member; Center for Youth, Crisis Nursery Volunteer; McQuaid Jesuit High School, Chair, Building a Scholastic Heritage Fundraiser; Friends of the Rochester School of the Arts Board, Past Member.



John W. Dreste

Background: Litigation and trial attorney for Ernstrom & Dreste, LLP, Rochester, New York. Resident of Town of Victor.

Education: Rochester Institute of Technology, B.S.; University at Buffalo School of Law, J.D.

Work History: Admissions: New York State Bar (1985-); Vermont Bar (2019-); U.S. Supreme Court; U.S. Court of Appeals, Second Circuit; U.S. District Courts (Western, Northern, Eastern and Southern Districts); U.S. Court of Federal Claims; Bankruptcy Courts for Western and Southern Districts of New York, Federal Court Mediator for the W.D.N.Y; current practice with Ernstrom & Dreste, LLP (and predecessor firm) since 1987; I have mediated multiple matters involving the construction and surety industries and related topics; I have been admitted pro hac vice in multiple other states and federal courts for litigation matters and related trials.

Areas of Practice: Experienced trial lawyer who has tried a variety of cases to verdict in both federal and state courts, including appellate practice. Primary focus is on complex construction contracting issues and disputes, construction suretyship issues, contract drafting and analysis and other contract matters (representing contractors and owners). Related issues and matters have involved design professional liabilities and claims (representing design professionals, contractors and owners); environmental matters and labor issues arising from construction projects; and property damage and personal injury matters arising from construction worksites and construction defects. Extensive related practice involves contract drafting, risk analysis, claims assistance and litigation avoidance strategies. Further information available at www.ernstromdreste.com.

Professional Achievements: Selected by Peer Review for inclusion in the Super Lawyer directory for multiple years for construction litigation; Martindale-Hubbell "AV" Peer Review Rated denoting that a lawyer's peers rank him or her at the highest level of professional excellence; selected as Best Lawyer's Lawyer of the Year for Construction Law, 2019; Fellow, Construction Lawyer's Society of America; Member, ABA Tort and Insurance Practice Section, Construction Fidelity and Surety Sections; Member, National Bond Claims Association; Member, Defense Research Institute; Member, Philadelphia and Chicago Surety Associations.



Richard J. Evans

Background: Resident of Pittsford, New York. Born in Buffalo, New York, 1947; family moved to Rochester in the mid-1950's. A resident of Monroe County since the mid 1950's.

Education: State University of New York at Buffalo, BA; Suny at Buffalo School of Law, Juris Doctor, Cum Laude, 1972. State University of New York at Buffalo, BA; 1969 chairman of the moot court board at UB law school; Winner of the Jessup moot court competition and international moot court competition.

Work History: Practicing attorney in private practice, Rochester, New York, since graduation from law school in 1972. Av. rated by Martindale-Hubbell since 1992.

Areas of Practice: Extensive courtroom and trial experience before state courts and federal court; Focus on commercial litigation and tort law; and personal injury matters; defense counsel for asbestos litigation matters.

Professional Achievements: Chair of the Judiciary Committee-Monroe County Bar Assn. (1989- 1992); Trustee of the MC Bar Assn.; Member of the dean's advisory counsel of UB law school (1995-1999).

Personal achievements: Trustee of the Jewish home of Rochester (2002-2008); former member of the board of trustees of Ge VA theatre; One of the initial organizers of the drug court program - city court of Rochester (1993-1994); presiding judge for the regional competition of the assn. of trial lawyers of America-student trial advocacy program; president of Park Square Homeowners Assn. (2006-present) completion of mediation intensive training program conducted by the center for mediation in law (December 2009); previously served as a volunteer mediator for NYS Supreme Court, Monroe County program to reduce calendar congestion and long outstanding civil cases.

Jon P. Getz

Background: Born in Jacksonville, North Carolina. Grew up in Buffalo/Rochester region. Married, two daughters.

Education: A graduate of the University of Rochester in 1989 with honors in history and political science and received Juris Doctor degree from the State University of New York at Buffalo School of Law in 1992.

Work History: Solo Practitioner 2021- Present; Partner – Vahey Getz LLP from 2018 to 2021; Partner – Muldoon Getz & Reston from 2009 to 2018; Partner – Muldoon & Getz from 2002 to 2009.

Areas of Practice: Mediation; Civil litigation (both plaintiff and defendant); Criminal defense; Civil Rights (both plaintiff and defendant); Civil & Criminal Appeals in the state and federal courts.

Professional Achievements: President of the Monroe County Bar Association from 2018 to 2019; WDNY Magistrate Merit Selection Panel in 2019; WDNY Magistrate Review Panel in 2018; Board of Directors of Volunteer Lawyer Services Program; New York State Bar Association Delegate for 7th Judicial District from 2017 to present; Recipient of Leader in Law in 2018; Recipient of President’s Award from the Monroe County Bar Association in 2012 and 2014; Recipient of Charles F. Crimi Award from the Monroe County Bar Association; Recipient of Criminal Justice Act Award from the United States District Court for the Western District of New York in 2012; Recipient of New York State Association of Criminal Defense Lawyers Gideon Award in 1999; Recipient of New York State Bar Association’s Most Outstanding Young Lawyer Award in 1995; Co-director of the Innocence and Justice Project at the State University of New York at Buffalo School of Law; Instructor at the College at Brockport– Political Science – Constitutional Law.

Personal Achievements: Past President of the Penfield Strikers Soccer Club. Head coach of the Penfield Strikers Soccer Club from 2008 to 2019. Board member of University of Rochester History Advisory Counsel.



Gary J. Gianforti

Background: Born in Rochester and current resident of Brighton NY.

Education: St. John Fisher College, B.A. *cum laude*, 1973. Catholic University of America School of Law, J.D., 1976.

Work History: Assistant Public Defender for Monroe County, 1976-1979; Solo Practitioner, 1979-1983; Partner, Mangione, Gianforti & Roisman, 1983-1993; Partner, Culley, Marks, Tanenbaum & Pezzulo, LLP, 1993- present.

Areas of Practice: Originally a criminal defense attorney and after entering private practice has handled a diverse practice including real estate and commercial matters and various civil litigation areas including product liability cases, personal injury prosecutions and insurance defense matters. Defended a patent infringement action including a successful appellate defense at the Federal Circuit in Washington, D.C. Currently has an active mediation practice since 1977 handling commercial, construction, personal injury, products liability and estate disputes.

Professional Achievements: Member of the New York State and Monroe County Bar Associations and the New York Academy of Trial Lawyers. Certified Mediator with the American Arbitration Association, Resolute Systems, Inc. and is a mediator for the Monroe County Bar Association's Fee Arbitration Committee.



Peter J. Glennon

Peter J. Glennon is a trusted and experienced litigation and appellate attorney. He is the Principal of The Glennon Law Firm, P.C., which is a boutique 8-person litigation firm focusing its practice on business litigations, employment law, and private matter litigations for professionals, executives, businesses, and their owners. The Glennon Law Firm, P.C. has been recognized as a U.S. News & World Report® Best Law Firm for Commercial Litigation for several consecutive years and Peter has been named a Best Lawyer® and Super Lawyer® for the past several years.

Peter's extensive litigation experiences include contract disputes, intellectual property issues, partnership, LLC, & shareholder disputes and dissolutions, employment law cases, discrimination, non-compete and restrictive covenant matters, franchise and distribution law cases, high net worth matrimonial matters, civil rights issues, and aviation law matters, in both state and federal courts and administrative venues. Peter is also a certified federal court mediator in the Western District of New York.

Prior to starting his own law firm, Peter served as a law clerk for the Honorable Elizabeth W. Pine, Associate Justice of the New York Supreme Court, Appellate Division, Fourth Department, where he had also been a pool clerk. He previously was an extern law clerk to the Honorable David R. Homer, Federal Magistrate, Northern District of New York. Peter began his private practice as a litigator with Nixon Peabody LLP.

Peter retired from the military after 24 years of service, including as the former Deputy Staff Judge Advocate (JAG) for the 107th Airlift Wing, Niagara Falls, New York and served as the 107th Logistics Readiness Squadron Commander. He was a 2018 inductee into the New York State Veterans' Hall of Fame, nominated by Senator Rich Funke for his military and community service.

In the community, Peter is the Co-Founder and the Chairman of the Board of Directors of Honor Flight Rochester, Inc., and he serves as the Vice President of Engagement for the Rochester Rotary Club, and will be the President-Elect for 2019-2020 and the Club President for 2020-2021. He previously served on the Monroe County Bar Association's Board of Trustees and on the New York State Bar Association's Special Committee on Veteran's Affairs. He is a long-time member of the Monroe County Bar Association, New York State Bar Association, and American Bar Association.



Jeffrey Harradine

Background: I was born in Rochester, and raised in Brockport, where I currently reside with my wife and 3 children.

Education: I earned a Bachelor of Arts degree from Cornell University (Government and Science & Technology Studies) in 2001. I earned my J.D. from Cornell Law School in 2004. I expect to receive my Master of Science degree in December 2025.

Work History: After graduation, I clerked for the Hon. Franklin S. Van Anterwerpen of the U.S. Court of Appeals for the Third Circuit. Then, in 2005, I joined Clifford Chance in New York City as an associate attorney. Upon my return to Rochester in 2007, I became an associate at Ward Greenberg Heller & Reidy, and was elevated to partner in 2013. In 2021, I became Senior Counsel to Xerox Corporation. I am now Associate General Counsel and responsible for Xerox's global litigation program

Areas of Practice: UCC and other commercial disputes, labor and employment, intellectual property, ERISA, insurance coverage, shareholder disputes, corporate governance, and regulatory matters.

Professional Achievements: I am a member of the American Arbitration Association's Consumer Arbitration Panel and hold an AV Preeminent® Rating from Martindale-Hubbell. While in private practice, I was listed in Best Lawyers in America© and Chambers USA. I was named an Up & Coming Attorney by The Daily Record in 2012, and one of Rochester's Forty Under 40 by the RBJ in 2018. I also remain proud to have received the 2014 Pro Bono Award from the Judges of the U.S. District Court for the Western District of New York. I previously served as a trustee of the Monroe County Bar Association and Chair of the MCBA Diversity Committee.

Personal Achievements: I have been a member of the Brockport Central School District Board of Education since 2017, serving as the Board's vice-president since 2018 to 2023 and its president from 2023 to 2024. I also serve as a director of Kilian J. and Caroline F. Schmitt Foundation.



Janice M. Iati

Education: Albany Law School, Albany, New York J.D.; St. John Fisher College, Rochester, New York B.A.

Work History: 2007 to Present: The Law Firm of Janice M. Iati, P.C., New York State Certified Woman Owned Business Pittsford, New York. This is a civil litigation firm focusing on defense litigation, in all levels of state and federal trial and appellate courts, in cases involving negligence, contracts, products liability and Labor Law. I have acted as General Counsel and assisted General Counsel for corporate clients who are self-insured. I have also worked nationwide with counsel to ensure compliance with the companies' policies and standards. 1990 to 2007: Martin & Iati, LLP Rochester, New York Partner. This was a civil litigation firm focusing on defense litigation, in all levels of state and federal trial and appellate courts, in cases involving negligence, contracts, products liability and Labor Law. 1988 to 1990: Culley, Marks, Tanenbaum, Reifsteck, Potter & Cappell Rochester, New York, Associate Attorney. As an associate in this general litigation firm, I handled the insurance defense litigation for several carriers. 1984 to 1988: Monroe County District Attorney's Office Rochester, New York, Assistant District Attorney. As an ADA, I handled the criminal prosecution of major felony crimes including homicide, assault, burglary and rape. I also participated in White Collar Crime prosecution. 1981 to 1984: Monroe County Legal Aid Society Rochester, New York, Attorney Law Guardian, Monroe County Family Court.

Professional Achievements: New York State Certified Women-Owned Business Enterprise; Federally certified Woman-Owned Business; Selected as one of the Top Attorneys of North America 2019-2020 Edition by The Who's Who Directories; Rated AV Preeminent by Martindale Hubbel.

Personal Achievements: I have been married to my husband Gerard for 28 years and have one son, Christopher, who graduated from Syracuse Law and has passed the New York and Colorado bar. He is admitted to practice in Colorado and waiting to be admitted in New York. He works in a Syracuse civil litigation firm.

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| <p>Paul F. Keneally</p> | <p>Background: Native of Bronxville, New York (Westchester County)</p> <p>Education: Amherst College (B.A. 1989, English and Economics) Fordham University School of Law (J.D. 1993, Cum Laude, Associate Editor Law Review, Order of the Coif)</p> <p>Work History: USDC Law Clerk CD Ill. (Hon. Harold A. Baker) Weil Gotshal & Manges LLP – Associate (1994-1996) Underberg & Kessler LLP – Associate (1996-2001), Partner (2001- Present)</p> <p>Areas of Practice: Litigation, Employment, Commercial/Business, Labor, Tort and Insurance.</p> <p>Professional Achievements: Partner, Underberg & Kessler LLP (2001) Rochester Up & Coming Attorney (2002); Rochester 40 Under 40 (2005); Chair, Labor & Employment Practice Group, Underberg & Kessler LLP (2010-Present); SuperLawyers (2007-Present); Best Lawyers in America (2013-Present)</p> <p>Personal Achievements: Longtime Youth Sports Coach (Four Sons) Board Member/Advisor: Literacy Volunteers of Rochester; Wilson Commencement Park; Young Audiences of Rochester; Career Development Services; and Tennis Club of Rochester.</p> |
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Alan Knauf

Background: Born in Rochester, raised in Irondequoit and Perinton, graduated from Pittsford Sutherland High School. Reside on Park Avenue in Rochester, married with two sons at Georgia Tech.

Education: B.S.C.E. in Environmental Engineering from MIT, J.D. from University of Michigan.

Work History: Bond Schoeneck & King (1980-1981); Harris Beach (1982-1986); started own practice in 1986 which evolved into Knauf Shaw LLP, a boutique firm of eight lawyers practicing environmental, energy, municipal, land use and real estate law and civil litigation.

Areas of Practice: Alan J. Knauf concentrates his law practice in environmental, municipal, land use and real estate law, and civil litigation and appeals. He represents businesses, developers, municipalities, landowners and citizens on issues including hazardous waste and petroleum spill cleanup, brownfield development, environmental impact review, water pollution and wetlands, zoning and planning, cell tower and project siting, alternative energy, municipal law, and commercial real estate. Alan is attorney for the Towns of Huron and Sodus in Wayne County, New York.

Professional Achievements: Alan is a former Chair of the Environmental Law Section of the New York State Bar Association, is Co-Chair of the Committee on Land Use and Environment of the Real Property Law Section of the New York State Bar Association, and is a member of the Section on Environment, Energy and Resources of the American Bar Association. He was founding Chairperson of the Environmental Law Committee of the Monroe County Bar Association. He has also served as Chairman of the Real Estate Council of the Monroe County Bar Association, and Chairman of the Center for Environmental Information, Inc. Alan has taught Environmental Law at the Rochester Institute of Technology and the University of Rochester, and is a frequent lecturer at continuing education programs. He is rated "AV" by Martindale. Alan was designated by Best Lawyers® as the Litigation - Land Use and Zoning "Lawyer of the Year" for 2019 in Rochester, NY (his fifth "Lawyer of the Year" designation), and listed for Environmental Litigation, Land Use and Zoning Law, and Land Use and Zoning Litigation. He is also listed with Super Lawyers® in the areas of Environmental Law, Environmental Litigation, Land Use and Zoning Law and Real Estate Law. Alan was counsel on over 150 reported decisions, and has successfully argued appeals in the New York Court of Appeals and Second Circuit.

Personal Achievements: Alan has run 14 marathons, hiked with his son (now an Eagle Scout) on an 11-day trek at Philmont Scout Ranch in New Mexico, and is a retired Brighton Little League and Brighton Soccer coach. He co-founded a commercial recycling company operating in Virginia and Tennessee, and has partnered to develop several brownfield properties. Alan has served as President of the Park-Meigs Neighborhood Association, and was an organizer of the Park Avenue Summer Art Festival.



Greta K. Kolcon

Background: Greta K. Kolcon has served the Western New York community for 25 years as an experienced legal strategist, trial attorney, and risk manager in private practice representing public and private companies, government agencies, and individuals. Greta has served on the Western Districts ADR panel since 2012 and regularly provides mediation services as well as serving as a faculty presenter for continuing legal education and mediator certification programs. She is a resident of Pittsford, NY.

Education: University of Michigan (Ann Arbor, MI), Bachelor of Arts with distinction, Dual Concentrations in English and Theater & Drama. Stetson University College of Law (St. Petersburg, FL) Juris Doctor cum laude, Stetson Law Review Member and teaching fellow.

Work History: Greta is a Partner in the law firm of Woods Oviatt Gilman LLP. She is admitted in every federal court in New York State, as well as the United States Court of Appeals for the 2nd Circuit and the Supreme Court of the United States. Greta regularly serves as a faculty presenter for continuing legal education programs.

Areas of Practice: Litigation and trial law in a broad range of subject areas, including environmental law, products liability, transportation torts, insurance, commercial and business litigation including employment, intellectual property, administrative and appellate law practice, and alternative dispute resolution.

Professional Achievements: Greta is the immediate Past President of the Women's Bar Association of the State of New York (WBASNY). She previously served as co-Chair of the Environmental Law Committee for the Women's Bar Association of the State of New York, and is a sustaining member and Past President of the Greater Rochester Association for Women Attorneys. An active member of the Monroe County Bar Association, she has served in a number of leadership roles. She is a past member of the Rochester Inns of Court, and previously served as a trustee for the Historical Society of the Court of the State of New York.

Personal Achievements: Greta was named as a "Woman of Excellence" by the Rochester Business Journal, an award which is scheduled to be presented in September 2020. An innovative program initiated by Greta called "The Promotion Project" developed for WBASNY received the "Outstanding Member Program Award" awarded by the National Conference of Women's Bar Associations, as well as the "Bar Leaders Innovation Award" in the large bar category from the New York State Bar Association. Greta was named an "Outstanding Woman in Law" by Hofstra University Maurice A. Dean School of Law, and was recognized by the Rochester Business Journal as a "Leader in Law". The Greater Rochester Association of Women Attorneys bestowed the "Crennel-Branch Award" upon her for her dedication to the advancement of justice and service to the organization. She also received the Rochester Business Journal Forty Under 40 Award and the Daily Record "Up and Coming Attorneys" award.



Mary Jo S. Korona

Background: Born: Rochester, New York; Raised: Penfield, New York

Education: B.A. St. John Fisher College 1978, Summa Cum Laude; J.D. University of Dayton School of Law 1983, Cum Laude; Legislative Note Editor – University of Dayton School of Law, Law Review.

Work History: Legal practice began in 1983 with the Dayton, Ohio firm of Logothetis & Pence. The practice area included employment and labor relations law. In 1992 the legal practice shifted to creditor's rights, bankruptcy law and commercial litigation with the Rochester, NY law firm of Suter Doyle, a/k/a Lawrence Werner Kesselring Swartout & Brown. In 2000 Ms. Korona became associated with Wolford & Leclair LLP and her practice focused on commercial litigation, employment law and municipal litigation. In 2007 Ms. Korona formed Leclair Korona Giordano Cole LLP with Paul Leclair, Steven Cole, and Laurie Giordano, where she continues to focus on commercial litigation, employment law and municipal litigation.

Areas of Practice: Litigation practice focuses on a wide variety of commercial matters that include employment, warranty and insurance coverage, creditors' rights, real property disputes, tax certiorari, collections and other matters involving municipalities and matters involving disputes among shareholders, partners and members of corporations, partnerships and limited liability companies as they relate to buyouts, dissolutions and breaches of fiduciary duty.

Professional Achievements: AV Rated: Best Lawyer in category of Commercial Litigation; Listed in Super Lawyers Business Edition for Business Litigation; Sustaining Member of Greater Rochester Association for Women Attorney; Member of NYSBA and Monroe County Bar Association; Member: National Association of College and University Attorneys.



Cindy Lapoff

Background: I am from Ithaca, New York and have lived in Upstate New York for most of my life.

Education: I attended Hobart and William Smith Colleges, and was awarded a B.A. in History, in 1988. I also attended University at Buffalo School of Law, graduating cum laude in 1995. I was admitted to practice in 1996.

Work History: I have practiced labor and employment law in the Upstate New York area since 1996. My practice has involved representing individuals, small businesses, and large national corporations in jurisdictions throughout the United States. More recently, I have become Of Counsel at the Washington, D.C. firm of Slevin & Hart, P.C., focusing exclusively on representation of employee benefit plans, while continuing to live full-time in upstate New York.

Areas of Practice: ERISA and related laws (current), Labor, Employment, Civil Rights (past)

Professional Achievements: Top Women in Law Honoree, 2013, Volunteer Attorney, Pro Bono Assistance Program, WDNY, Completed 40-hour mediator training course on Employment Mediation at the Cornell ILR School in 2010.

Personal Achievements: Rochester Toastmasters Club 476, past President, Vice-President of Membership (current)

Miscellaneous: Because of the variety of my practice, I have literally sat in every seat in the mediation room at some point. I have represented plaintiffs and defendants, and I have insight into the needs and concerns of both sides in the employment context. It is truly a privilege to utilize this experience to assist parties in finding common ground.



Paul L. Leclair

Background: Born: Plainfield, NJ; Raised: Mountaintop, PA; living in Rochester NY since 1984.

Education: JD, Georgetown University Law Center, 1987, BA, *magna cum laude*, University of Scranton, 1984.

Work History: Founding partner of Adams Leclair LLP and its predecessor where he has practiced since 2007. Previously, a partner at Wolford & Leclair LLP with which he had been associated since 1993. Began his career as an associate in the litigation practice group at Nixon, Hargrave, Devans & Doyle and practiced there from 1987 to 1991. From 1991 to 1993, he managed litigation at the Rochester Telephone Company.

Areas of Practice: Litigation practice focused in commercial, construction, partnership, employment, and personal injury in state, federal and bankruptcy courts. Considerable experience conducting mediations and arbitrations in commercial, construction, civil rights, personal injury, and class actions. Admitted to practice in New York State; US Supreme Court, US Court of Appeals for the Second Circuit; US District Courts, all districts of New York; and, US Bankruptcy Courts, WDNY and SDNY.

Professional Achievements: Named “The Best Lawyers in America” and a “Super Lawyer” for Bet-the-Company and Commercial Litigation. AV Preeminent rated by Martindale-Hubbell. In 2016, presented the Monroe County Bar Foundation’s Humanitarian Award for launching the Bar’s SOLACE program, designed to assist legal professionals who suffer a loss or have a particular need because of a sudden catastrophic event. Recognized with the 2015 United States District Court WDNY Pro Bono Award for vigorous representation in a federal court civil rights case, the second time the U.S. District Court WDNY honored Mr. Leclair with the award. Recognized as a “Leader in Law” in 2013 by The Daily Record. Has been invited regularly to Rochester’s sister-city, Novgorod, Russia, to address Russian judges and lawyers on advocacy skills to promote the rule of law through the Russian American Rule of Law Consortium. Former Trustee of the Monroe County Bar Association and Past-President of the Rochester Inns of Court.

Personal Achievements: Board Member, Baden Street Settlement, Rochester, NY. Completed the Chicago Marathon and the Marine Corps Marathon in Washington, D.C. Raised 4 children with his wife of more than 30 years, Rebecca. Waiting for grandchildren.



Heidi S. Martinez

Background: Born and raised in Rochester, NY.

Education: Boston College Law School, J.D., *summa cum laude*, 1990. Note Editor, Boston College Law Review. University of Rochester, B.A., *cum laude*, 1986.

Work History: Xerox Corporation, Associate General IP Counsel, September 2013 – present. Ward, Greenberg, Heller & Reidy LLP, Partner/Counsel, January 2008 - September 2013. Eastman Kodak Company, Director, Patent Litigation/Senior Counsel, Digital & Applied Imaging Business Unit, December 2000 – January 2008. University of Rochester, Associate Medical Center Counsel & Risk Manager, April 1997 – November 2000. Hallenbeck, Lascell, Norris & Zorn LLP, Associate Attorney, June 1994 - April 1997. Kirkland & Ellis LLP, Associate Attorney, August 1992 - June 1994. United States District Court for the Western District of New York, Law Clerk to the Hon. Michael A. Telesca, August 1990 – August 1992.

Admissions: New York State; Commonwealth of Massachusetts (retired); United States District Courts for the Western, Northern, Eastern and Southern Districts of New York; United States District Court for the Eastern District of Texas.

Areas of Practice: Intellectual property litigation (patent, copyright, trade secret). Patent and software licensing. Commercial litigation (breach of contract, covenants not-to-compete).

Professional Affiliations/Achievements: Member, Rochester Intellectual Property Lawyers Association, American Intellectual Property Lawyers' Association, Licensing Executive Society of America, Monroe County Bar Association (former member, Litigation Committee). Member, WDNY Local Rules Committee (Patent Rules Subcommittee). Order of the Coif, Boston College Chapter.



Steven V. Modica

Background: Born and raised in New York City. I have lived in Rochester continuously since 1986 except for a two-year period that I lived and worked in Washington, DC.

Education: State University of New York at Albany 1983, *B.A. Summa Cum Laude*; Syracuse University 1986, Master of Public Administration & Juris Doctor, *Cum Laude*.

Work History: Judicial Law Assistant, Appellate Division, Fourth Department 1986 – 1988; Staff Attorney, United States Federal Trade Commission 1988 – 1990; Blitman & King, LLP associate 1990 – 1993; Dolin & Modica, P.C. partner 1993- 1995, Modica Law Firm principal 1995 – Present.

Areas of Practice: Employment discrimination, civil rights, whistleblower (including qui tam), wage & hour and other labor and employment law cases. Personal injury cases including cases under the NY Labor Law 200, 240 & 241. Workers' compensation, long term disability, Social Security and NYS Retirement System benefit cases. Significant work as a neutral including special master in class action litigation, labor and employment arbitrator (Panelist, American Arbitration Association), hearing officer and mediator under contract with the US Equal Employment Opportunity Commission.

Professional Achievements: Adolph J. Rodenbeck Award (2020) from the Monroe County Bar Association (its highest honor) recognizing work to improve the administration of justice and commitment to community service and the legal profession; Robert H. Jackson Award (2017) for distinguished service as a certified mediator. Chairperson, 4th Department (7th Judicial District) Attorney Grievance Committee; President, Monroe County Bar Association 2014-15; AV Rated & Top-Rated Labor & Employment Lawyer by Martindale Hubbell Best Lawyer in Employment Law- Individual & Workers' Compensation Upstate New York Super Lawyer in Workers' Compensation; Nathaniel Award for Champion of Justice & Community Service; America's Most Honored Professionals Award; Fellow of the New York Bar Foundation

Personal Achievements: Former Member and President of the Board of Directors of the Upstate New York Chapter of the National MS Society; Lifetime Achievement & Norman Cohn Awards from MS Society; Greater Rochester Award for Non-Profit Board Leadership



Lucien A. Morin II

Background: Lou and his wife currently reside in Fairport, New York.

Education: Albany Law School of Union University, J.D.; Boston College, A.B.

Work History: Associate, Woods Oviatt Gilman LLP 1974 – 1982; Partner, McConville Considine Cooman & Morin, PC 1982 - present

Areas of Practice: Lou has extensive experience in numerous areas of law, including: commercial and consumer bankruptcy, commercial real estate for large and small businesses, banking, commercial litigation, debt collection, fair credit reporting, disputes involving commercial patents and licensing, securities litigation, municipal governance and transactions, and constitutional matters. Lou is a frequent speaker on ethics, real estate and bankruptcy-related matters for professional organizations, including the Monroe County Bar Association, the New York State Bar Association, the Volunteer Legal Services Project, the Greater Rochester Association of Realtors.

Professional Achievements: Lou has been selected for inclusion in the 2016 Upstate New York Super Lawyers® list and in The Best Lawyers In America® list in the field of Bankruptcy and Creditor Debtor Rights/Insolvency and Reorganization Law. Lou has also been named as Best Lawyers®' 2017 Rochester, NY Bankruptcy and Creditor Debtor Rights/Insolvency and Reorganization Law "Lawyer of the Year." Lou has served as Dean of the Academy of Law, Monroe County Bar Association and served on the Grievance Committee for the 7th Judicial District. In addition, he has received the following honors: Monroe County Bar Association's Bankruptcy Committee Achievement Award 2017; New York State Pro Bono Award 2012; Recipient of The Daily Record Leaders in Law Award 2012; and the 2010 William E. McKnight Volunteer Service Award.

Personal Achievements: Lou is a veteran of the U.S. Army and is the current Post Commander of the American Legion Brooks-Shepard Post 765 in Fairport. He is actively involved with the Perinton-Fairport Chapter of Dollars for Scholars, where he served as a founding Board Member and continues to act as an advisor. In 2001, Lou received the Chapter's Certificate of Honor for Service to the Community. A dog lover, Lou also has served as Parliamentarian for the Old English Sheep Club of America.



Gary Muldoon

Background: Practiced in Monroe County since 1977. Raised in Orchard Park, NY.

Education: SUNY at Buffalo Law School, Saint Lawrence University, Skidmore College.

Work history: *Current:* Kaman, Berlove, Marafioti, Jacobstein, Goldman LLP;; adjunct professor, SUNY at Buffalo Law School (2010–present); adjunct professor, Monroe Community College (2000–present). *Previous:* Partner at Vahey, Muldoon, Reston, Getz, LLP Law clerk, Rochester City Court and Monroe County Court; Assistant Public Defender, Monroe County; Instructor, Cornell Legal Aid clinic; VISTA attorney and Legal Services Corp. attorney.

Areas of Practice: Appellate practice, state and federal; Criminal law, state and federal; Family law; Professional discipline; Real estate; Estates law; Mediation and arbitration experience; Referee, NYS Commission on Judicial Conduct.

Professional Achievements: AV-rated, Martindale-Hubbell; past chair of various committees and sections, Monroe County Bar Association, including Fee Arbitration Committee for Seventh Judicial District; former dean of the Academy of Law, Monroe County Bar Association; columnist, Rochester *Daily Record*.

Personal Achievements: Author of Handling a Criminal Case in New York, The Education of a Lawyer, as well as Handling a Family Law Case in New York, a contributing lawyer editor for 10th edition of Black's Law Dictionary. Columnist for the Rochester Daily Record on the subjects of Criminal Law, as well as Attorney & Client. Articles have also appeared in the Buffalo Law Review, New York Law Journal, and NYS Bar Journal.



Paul V. Nunes

Background: Fairport, New York; Born in Ludlow, Massachusetts.

Education: Syracuse University, College of Law (Syracuse, New York) - J.D. 1977. Research Assistant, Professor Samuel Donnelly (Commercial Law); Instructor of Legal Research and Writing; Member, Moot Court Board; Phi Alpha Delta; James Z. Naurison Scholar. College of the Holy Cross (Worcester, Massachusetts) - B.A. 1974 (English) Walter S. Barr Scholar; University of Durham (Durham, England) -1972-73.

Work History: Partner, Heisman Nunes & Hull LLP (Rochester, NY) -2019- Present; Partner, Underberg & Kessler LLP (Rochester, New York) -1985-2019; Associate, Thacher Proffitt & Wood (New York City, New York) - 1980-1985; Senior Law Clerk, Associate Justice Emmett J. Schnepf, Appellate Division Fourth Department (Rochester, New York) -1977-1980; Clerk, United States Attorney's Office - Northern District of New York (Syracuse, New York) – 1976.

Areas of Practice: Personal Injury (plaintiffs and defense): Toxic torts, food-borne illnesses, motor vehicle accidents, and construction site accidents. Business Torts: Misappropriation of trade secrets, unfair competition, non-compete agreements. Copyrights and Trademarks. General Civil Litigation: Trust and estates, partnership law/corporate governance, land use, municipal liability, contracts, etc.

Professional Achievements: A/V Rating - Martindale-Hubbell; Empire State Counsel 2006 Award; Best Lawyers – 2009-2020; New York Super Lawyer – 2007-2020; AVVO Rating - 10/10 (superb).

Personal Achievements: Board Member and President (former), The Landmark Society of Western New York; Board Member (former), Arts and Cultural Council of Rochester; ASCAP Plus Award (songwriting); President's Award: The Landmark Society of Western New York; Dual-citizenship - USA and Portugal.



Anthony J. Piazza

Background: Resident of Pittsford, NY; I was born and raised in Rochester; attended SUNY Binghamton, then went to law school at Villanova University School of Law, in suburban Philadelphia. I practiced in Philadelphia for 5 years before coming home to Rochester in 1987.

Education: Villanova University School of Law, J.D., 1982; State University of New York at Binghamton, B.A., 1979

Work History: I am admitted to practice in New York and in Pennsylvania, and those states' Federal courts. I began practicing in 1982 in Philadelphia, where I worked as in-house counsel at a small insurance company. I then moved on to a plaintiff's personal injury firm. In 1983, I accepted an in-house counsel position with Firemans Fund Insurance Company in Center City Philadelphia, where I handled insurance defense and workers compensation cases. In late 1987, I took an associate position with Saperston & Day in Rochester, and began trying insurance defense cases. I was made partner at Saperston. In the early 1990s, I began to concentrate on insurance coverage and regulatory matters, and was able to grow that practice over the years. In 2002, Saperston merged into Hiscock & Barclay, and I was made an equity partner, and elected Managing Director of the Rochester office, a position I held for a few years. I now chair our firm's Insurance Coverage and Regulation group, and also handle commercial litigation and high exposure appeals. I serve on Hiscock & Barclay's Compensation Committee

Areas of Practice: I focus on insurance coverage and regulation, appellate law and commercial litigation. My work in handling insurance matters has prompted national insurance companies to retain me on a regional and statewide basis. I have prepared hundreds of coverage analyses and actively litigate declaratory judgment actions throughout New York State, and (on occasion) the northeast. I have been successful with regard a number of leading appellate insurance coverage cases in New York. I have also successfully tried a number of cases to verdict. Additionally, I advise insurers, third-party administrators, self-insured entities and others on claims handling procedures and practices, addresses complaints with state Insurance Departments, and litigate matters arising out of claims handling practices. I am also called upon to counsel individuals and companies within the insurance industry - such as agents, brokers, adjusters, consultants, and related entities - on licensing, formation of companies, compliance, and disciplinary issues.

Professional Achievements:

I am frequently asked by the New York State Bar Association to speak at statewide seminars on the topic of insurance coverage. I have been selected by peer review for inclusion in the Super Lawyer Directory 2007-2012 for Insurance Coverage. Additionally, I have been selected as a Key Author for Thomson West Publishing Group.



Scott D. Piper

Background: Partner in Labor and Employment Practice Group at Harris Beach PLLC, Pittsford, NY; Resident, Town of Victor, 2010-Present.

Education: University of North Florida, B.A., summa cum laude; University of Florida College of Law, J.D., with honors.

Work History: Practicing labor and employment attorney since graduation from law school in 1995. Fisher Phillips, LLP (1995-1998); Harris Beach (1998-2004; 2008-current); Paychex In-House Labor and Employment Counsel (2004-2006); Piper Schultz LLP (2006-2008).

Areas of Practice: The spectrum of Labor and Employment matters including discrimination, harassment, retaliation, whistleblower, reasonable accommodations, medical and other leaves, wage and hour matters (including individual, class and collective action cases), WARN Act, employee noncompete agreements, and employment contracts. Business disputes involving employees including interference with contract cases, unfair competition, and independent contractor disputes. Americans with Disabilities Act website accessibility matters.

Professional Achievements: Super Lawyers, Employment and Labor Law, Employment Litigation (since 2014); Best Lawyers, Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment (since 2019); Former chair of Disability, Labor and Employment Section, Monroe County Bar Ass'n; United States District Court for the Western District of New York, served as Special Master; U.S. Equal Employment Opportunity Commission, served as mediator.

Personal Achievements: St. Paul's Day Care Center, former board member; YMCA of Greater Rochester, former member of Human Resources and Executive Compensation Committees; Victor Little League, Baseball Coach.



Edward F. Premo

Background: Retired Partner Harter Secrest & Emery LLP

Representative Experience: In 2016, obtained a seven-figure judgement for a local municipality enforcing a payment-in-lieu-of-taxes agreement and upholding the termination of future tax abatements. In 2016, obtained a multi-million dollar arbitration award for breach of a contract for a large “software as a service” project. In 2012, successfully represented a school district in a legal challenge to its environmental determination for field lights. In 2012, obtained summary judgment dismissing state and federal constitutional taking claims against a municipality for the designation of a historic property. In 2011, obtained all necessary approvals and environmental reviews for the development of a county-wide public safety communications facility with construction in twenty municipalities. In 2009, in a case of first impression, obtained a judgment that a town could use an incentive zoning process to offset adverse environmental impacts from wind energy projects pursuant to the State Environmental Quality Review Act and Town Law § 261-b. In 2009, successfully affirmed a declaratory judgment that a municipal annexation by default would violate Home Rule Provisions of the New York State Constitution. In 2005, defended school district with respect to multi-million dollar capital project and obtained a judgment that the district had adequately considered impacts to historic farm site. Obtained all necessary permits and approvals with respect to various facilities including big box retail stores, gravel mines, senior living facilities, industrial facilities, water treatment facilities, school construction and other large public work projects. Successfully pursued a challenge by a county before the United States Supreme Court declaring a provision of a federal law for disposal of low-level radioactive waste to be unconstitutional thereby preventing location of the facility in the county.

Education: Columbia University, J.D., 1982; Hobart and William Smith Colleges, B.A., magna cum laude, 1979

Work History: Retired Partner Harter Secrest & Emery LLP – May 2019; Partner Harter Secrest & Emery LLP - 1993-2019; Associate Harter Secrest & Emery LLP - 1985-1992; Associate Christy & Viener (NYC) - 1982-1985

Areas of Practice: Environmental Law and Litigation; Land Use and Zoning Law and Litigation; Telecommunications Facilities Approvals and Related Litigation; Real Property Condemnation and Valuation; Municipal Law and Municipal Liabilities; General Commercial Litigation.

Professional Achievements: Named as Best Lawyers® 2018 Litigation - Real Estate “Lawyer of the Year” in Rochester, NY; Named as Best Lawyers® 2017 Litigation - Municipal “Lawyer of the Year” in Rochester, NY; Named as Best Lawyers® 2016 Litigation - Real Estate “Lawyer of the Year” in Rochester, NY; Named as Best Lawyers® 2013 Land Use and Zoning Law “Lawyer of the Year” in Rochester, NY; Named as Best Lawyers® 2012 Litigation - Land Use and Zoning “Lawyer of the Year” in Rochester, NY; Selected by his peers for inclusion in The Best Lawyers in America© in the fields of Land Use & Zoning Law, Environmental Litigation, Land Use & Zoning Litigation, Municipal Litigation, and Real Estate Litigation; AV Preeminent® Peer Review Rated by Martindale-Hubbell; Selected to the Upstate New York Super Lawyers list, 2007, 2009-2019; Harlan Fiske Stone Scholar, Columbia University; Phi Beta Kappa, Hobart and William Smith Colleges.

Personal Achievements: Member, Board of Trustees, Finger Lakes Museum; Member, Environmental Law Section and Executive Committee, New York State Bar Association; Member, Environmental Section, New York State Business Council; Former Member and President, Board of Directors, Empire Justice Center; Former Member, Board of Directors, Executive Committee and Vice President, Finger Lakes Land Trust; Former Chair, Professional Division, United Way of Greater Rochester; Former Town Attorney, Town of Brighton (1992-1993); Former Chair (Two Terms), Environmental Law Committee, Monroe County Bar Association; Former Pro Bono Coordinator, Harter Secrest & Emery LLP.



Linda T. Prestegaard

Background: I live in Rochester, NY; Born in Oslo, Norway. Raised in Westport, CT. Moved to Rochester, NY in 1990.

Education: Tufts University, B.A., *magna cum laude*, 1985 (political science); Cornell Law School, J.D., 1988.

Work History: Stroock & Stroock & Lavan LLP, 1988-1990; Underberg & Kessler LLP, 1990-1994; Phillips Lytle, 1998-present.

Areas of Practice: In addition to traditional labor matters and employment discrimination claims, I handle wage and hour litigation, class actions, business disputes and matters involving higher education.



Fernando Santiago

Background: Born: Rochester NY and current resident of Pittsford NY.

Education: Cornell University, B.A., 1986; University of Pennsylvania Law School, J.D., 1989.

Work History: Founding partner of Santiago Burger LLP, a litigation-based law firm in Rochester, NY, since 2012 and he is a founding member of Neutral Mediation Group LLC. Prior to that, Mr. Santiago was a partner in a Rochester firm for approximately a decade. Before returning home to Rochester, New York, in 1997, Mr. Santiago spent approximately seven years practicing law in Philadelphia in a large international firm, Duane Morris, and another large Philadelphia-based law firm which has since merged with a national firm.

Areas of Practice: Construction; Commercial; Contracts; Employment; Insurance Coverage.

Professional Achievements: Previously named, one of Rochester, New York’s “40 Under 40”, by the Rochester Business Journal; Member of the Board of Trustees, Monroe County Bar Association; Member of the Litigation Council; past board member of Rochester's Volunteer Legal Services Project (VLSP).

Personal Achievements:

Ronald McDonald House Charities of Rochester New York, Vice Chair of the Board of Directors;
Foodlink Foundation, Board of Trustees Member and Vice Chair;
PathStone Corporation, Board of Directors and Executive Committee Member;
PathStone Foundation, Chair;
Foodlink Inc., Former Member of the Board of Directors.



Jill K. Schultz

Background:

Jill has over thirty years of experience handling a variety of civil litigation matters. She has successfully litigated cases involving labor and employment, breach of contract, fraud, products liability, torts, and the False Claims Act. Jill focuses her practice on representing individuals and employers in labor and employment matters. She is proficient in mediations, arbitrations, trials, motions, depositions, and negotiations. She represents clients in a variety of areas including discrimination, harassment, and retaliation. She counsels clients on matters such as hiring, discipline, termination, severance, covenants not to compete, employee handbooks, and wage and hour compliance. She also litigates and provides training to her clients on many issues including sexual harassment, Title VII, Title IX, FMLA, FLSA, ADEA, ADA, USERRA, WARN Act, and New York employment statutes.

Education:

J.D., Vanderbilt University School of Law; B.A., State University of New York at Buffalo (Summa Cum Laude, Phi Beta Kappa, History Honors).

Work Summary:

Founding Partner, Burns & Schultz LLP (current)
Partner, Davidson Fink LLP
Partner, Nixon Peabody LLP

Areas of Practice:

Civil Litigation; Employment Litigation; Employment and Labor Law; Employment Counseling.

Professional Achievements:

President, Monroe County Bar Association (2006-2007); Recognized as an outstanding lawyer by New York Super Lawyers Magazine every year since 2007; Member: American Bar Association; New York State Bar Association; New York State Bar Foundation; Monroe County Bar Association (Fee Arbitration Committee); Greater Rochester Association for Women Attorneys; Legal Aid Society (Past Officer and Board Member); Leadership Rochester, Class of 1999. Received, Rochester Business Journal's 40 Under 40 Award in 2000.



Thomas G. Smith

Background: Born in Dobbs Ferry, NY; Resident of Rochester since 1975

Education: Georgetown University Law Center, J.D. 1974; Canisius College, B.A. cum laude 1971

Work History: Confidential Law Assistant, NYS Appellate Division, Third Dept. 1974-75; Associate and Partner at Harter Secrest & Emery, LLP, 1975-2014. Adjunct Professor, Canisius College since 2014. Private Mediator, Legal Writing Coach and Pro Bono appellate attorney since 2014.

Areas of Practice: Litigator and Appellate Attorney for 39 years in NYS and Federal Courts, representing both plaintiffs and defendants in complex business litigation, Constitutional challenges including First Amendment and civil rights matters, negligence and product liability matters, securities arbitrations, professional malpractice and health care disputes involving doctors, hospitals and nursing homes.

Professional Achievements: Past President, Monroe County Bar Association; Receptient of the Humanitarian Award, Monroe County Bar Foundation and the President's Award, Monroe County Bar Association; NYS Governor's Judicial Screening Committee; Founding Chair, Business Torts Committee and Committee on Health Care Payment Issues, New York State Bar Association; House of Delegates, NYSBA; Executive Committee, Metropolitan Bar Caucus; Repeatedly named in Best Lawyers, Super Lawyers and as Lawyer of the Year in Rochester for Health Care and Appellate Practice; Rated AV Preeminent for 30 consecutive years.

Personal Achievements: LaSalle Medal for Service, Canisius College; Board of Regents, DiGamma Honor Society and Chair of Annual Fundraising Committee, Canisius College; President, Mercury Opera Rochester; Board Member, Help Us Give Smiles Foundation; BOA Editions, Ltd; Former Division I college athlete, and high school basketball referee.



Erika N. D. Stanat

Personal Background: Born in Jamestown, New York; Currently resides in Brighton, New York

Education: Bucknell University, B.A. Economics with a Minor in Philosophy; The Dickinson School of Law of Pennsylvania State University, J.D.

Work History: 1994-1999 - The U.S. Army Judge Advocate General's Corps: 25th Infantry Division, Schofield Barracks, Hawaii - Served in a variety of legal positions, including Legal Assistance counsel, Operational Law Advisor to the Commanding General of the 25th Infantry Division, Trial Counsel/Prosecutor and Officer in Charge of the U.S. Army, Hawaii, Tax Program; U.S. Army Claims Service, Fort Meade, Maryland - Served as a Claims Judge Advocate for tort claims exceeding \$25,000 in areas ranging from medical malpractice to premises liability filed pursuant to the Federal Tort Claims Act.
1999-Present - Partner, Trial Dept., Harter Secrest & Emery LLP, Rochester, New York - Served as Hiring Partner for the firm from 2006 - 2010 and as a member of the Hiring Committee from 2001-2011, currently serve as a member of the Firm's Management Committee.

Areas of Practice: Commercial, ERISA, and Intellectual Property Litigation. Additional experience litigating and mediating cases involving labor and employment disputes.

Professional Achievement: *Super Lawyers*® - Top 25 Women Lawyers in upstate New York (2011, 2012); *Best Lawyers in America* in the field of Commercial Litigation (2012); *Super Lawyers*® 2007-2012 in the areas of Commercial, Intellectual Property and ERISA litigation; Fellow, Litigation Counsel of America (2010-Present); 40 Under 40 Award, *Rochester Business Journal* (2004); William E. McKnight Volunteer Service Award - Monroe County Volunteer Legal Services Program (2003); Up and Coming Attorney Award, *Daily Record* (2002).

Personal Achievement: Young Alumni Award, Bucknell University (2005); Member, Bucknell University Alumni Association Board of Directors (2003-2012), Chair, Development Committee (2006-2009), First Vice President (2009- 2010), President (2010-2012); Member, Genesee Valley Women's Foundation Board of Directors (2002- 2005); Event Chair, Brighton Parent Teacher Student Association (2007-Present).

**Hon. Thomas A. Stander
(Ret.)**

Background: Life-long resident of Rochester, having grown up in West Irondequoit and now residing in Fairport.

Education: Syracuse University College of Law 1970; Denison University – BA in History 1967
Admitted to the New York State Bar and the Connecticut Bar in 1971.

Work History: Justice Stander was in the private practice of law for over twenty years before becoming a full-time judge. In private practice Judge Stander served the community in a variety of legal areas, but specialized in business, contract, corporate and tax matters. In 1975, at the age of 29, Judge Stander was elected to the first of four terms as a part time Village Justice in the Village of Fairport, New York. Subsequently, Justice Stander was nominated and elected to the Supreme Court for the Seventh Judicial District in 1991. At the age of 45, Stander was one of the youngest justices to be elected in the Seventh Judicial District to that date. In 2004, Judge Stander was re-elected to a second 14-year term of office. After serving on the court of general jurisdiction on a variety of civil matters for five years, New York State’s Chief Judge, Judith Kaye, selected Judge Stander to start the newly created Commercial Division of the New York State Supreme Court in Monroe County. In part from Judge Stander’s efforts, the Commercial division has become a highly successful specialized court handling complex contract and business disputes. After 10 years as the Presiding Justice of the Commercial Division, Justice Stander returned to the Supreme Court Civil Part handling cases of general jurisdiction and civil litigation. Justice Stander retired from the bench in June 2018.

Areas of Practice: Business & Contract; Commercial; Civil Litigation; Medical Malpractice; Tort; and Environmental.

Professional Achievements: 15 Years as a Village Justice in Fairport NY; 28 Years as Supreme Court Justice in the Seventh Judicial District; Founder and Presiding Justice Commercial Division 1995 – 2005

Personal Achievements: Justice Stander enjoys tennis, golf, biking and grandchildren. He lives in the village of Fairport with his wife of 48 years, Sally.



Sharon P. Stiller

Background: Primarily engaged in the below areas of law. 70% of practice devoted to labor and employment law, primarily representing employers and some employees/plaintiffs. Frequent lecturer in employment law matters and has handled all types of employment related litigation, including discrimination cases, cases under the Fair Labor Standards Act (“FLSA”), New York’s Labor Law (“NYLL”) and wage and hours claims, Defamation, Non-Competation, Tort Claims, Compensation and Contract claims. Also represented employers in matters related to reductions in work-force. Has worked with the EEOC, representing both Plaintiffs and management. Worked with the NYS Labor Department, representing management, and with OSHA. Handled statutory labor disputes relating to New York’s wage and hours laws, as well as all types of discrimination claims. Advised employers on matters concerning the Family Leave Medical Act and New York leave laws. Has lectured at various workshops and seminars on employment related issues sponsored by Council on Education and Management, Cornell University, School of Industrial and Labor Relations and Monroe County Bar Association. Author, Volume 13A, Employment Law in New York.

Education: Albany Law School Union University, Albany, New York J.D., Doctor of Jurisprudence – 1975 Honors: Notes Editor, Albany Law Review; State University of New York, Albany, New York B.A., Bachelor of Arts (Magna Cum Laude) - 1972

Work History: Attorney and Director of Employment Group, Abrams, Fensterman, Fensterman, Eisman, Formato, Ferrara, Wolf & Carone, LLP, 2010-present; Boylan Brown Code Vigdor & Wilson LLP, 2007-2010; Jaeckle Fleischmann & Mugel LLP, 2005-2007; Attorney, Underberg & Kessler, LLP, 1983-2005; Prosecutor, Monroe County District Attorney’s Office, 1976-1983; Assistant Professor Business Law, Monroe County Community College, 1990-2018.

Areas of Practice: Alternative Dispute Resolution; Employment Law; Family Law; Insurance Defense Litigation; Litigation; Medical – Marijuana Law

Professional Achievements: Volunteer Legal Services Project William C. McKnight Volunteer Service Award, 2018; New York Super Lawyer, 2007-Present; The Best Lawyers in America®, 2013-Present; Pauley Award Monroe County Bar Association, 1999; W Award, Rochester Women’s Network, 1997; Kate Stoneman Award, 2007; Seneca Falls Hall of Fame, Wall of Fame, 1997; The World Who’s Who of Women, 1988; Who’s Who of Emerging Leaders in America, 1990; Who’s Who Among Emerging Leaders, 1987-1988 Distinguished American Leaders, 1987-1988; Martindale-Hubbell Bar Register of Preeminent Women Lawyers

Personal Achievements: Artist admitted into various art shows; Ran 5 marathons



J. Nelson Thomas

Background: Raised in Rochester, NY

Education: Emory University, SA History 1990; University of Virginia, JD 1993.

Work History: Nixon Peabody LLP 1993 - 2000 (employment law for management); Started own firm, now Thomas & Solomon LLP, 2000 – present (employment law for employees).

Areas of Practice: Represented both management and employees in all aspects of employment law, generally in litigation. Have had extensive class action experience.

Professional Achievements: Speaks nationally at a number of CLEs on employment topics and written extensively on those topics; Pro Bono award, Western District of New York, 2002; Rochester Business Journal 40 Under 40 Recipient; American Bar Association, Board of Editors, The Fair Labor Standards Act.

Personal Achievements: Involved in various bar association and community boards.



Harry P. Trueheart

Background: I grew up in the Rochester, New York community and practiced there during most of my career. I also practice in New York City and internationally.

Education: Harvard University, A.B. Harvard Law School, J.D., University of Michigan School of Business Executive Program, Harvard Law School Executive Education Program.

Work History: Nixon Peabody LLP 1969 to present, associate, partner, Managing Partner, Chair and CEO, Chair Emeritus and Senior Counsel. TerraLex Global Law Firm Network, Chair and CEO 2011-2018.

Areas of Practice: I am an experienced arbitrator and mediator and for many years a business and commercial litigator representing parties in courts, before national and international arbitration panels and in mediations in the United States, Europe, the Middle East, South America and Asia. I have also held leadership positions in the legal industry including as Chair and CEO of TerraLex, a global law firm network of over 150 law firms in 100 countries; as Chairman, CEO, Managing Partner and Litigation Practice Group Leader at the law firm Nixon Peabody LLP; and Chair of the Commercial and Federal Litigation Section of the New York State Bar Association.

I act as a mediator on an ongoing basis. Matters have included business, commercial, contract, intellectual property, real estate, sale of businesses, and professional liability disputes among others. My professional training has included extensive mediation training through CPR programs, court sponsored programs, and others.

I am a Fellow, College of Commercial Arbitrators; a Fellow, Chartered Institute of Arbitrators; a member of the Panel of Neutrals of CPR International Institute for Conflict Prevention & Resolution; and a member of the CPR Council and an arbitrator and mediator for the American Arbitration Association all for over 20 years. I serve on the panel of a court annexed ADR program. Over the years, I have had extensive training with these organizations.

I have served as an arbitrator under a variety of rules including AAA, CPR, ICDR, ICC, DIS (German arbitration institute) and court annexed programs. I have served as a panel chair, panel member, and sole arbitrator. Recent cases in which I have served as an arbitrator include claims related to the mortgage backed securities market, international contract disputes between internet service providers, disputes between private equity investors, company founders and management, disputes under international distribution agreements, corporate insurance disputes, and construction disputes.

I have been involved in disputes or in other capacities in a variety of economic sectors, including manufacturing, sales and distribution, international construction and energy projects, privatization, private equity, finance, real estate development, accounting, technology, intellectual property, internet services, aircraft, insurance, telecommunications, healthcare, law firms and professional services, securities, mortgage backed securities, executive employment, higher education, telecommunications, public broadcasting, and others.

Professional Achievements: 2022 Best Lawyers in America in the field of Arbitration, Rochester Arbitration Lawyer of the Year, listed since 2020. Fellow, College of Commercial Arbitrators; Fellow, Chartered Institute of Arbitrators; Panel of Neutrals of CPR International Institute for Conflict Prevention & Resolution and a member of the CPR Council; American Arbitration Association Arbitrator; New York State Bar Association; pas chair of the Commercial and Federal Litigation Section; past member of the House of Delegates, American Bar Association; Dispute Resolution, Litigation, Antitrust, and Business Law sections; Fellow of the College of Law Practice Management.

Personal Achievements: Past Chair, CEO and Managing Partner of Nixon Peabody LLP. Past Chair and CEO of TerraLex (2011-2018), an international network of 150 independent law firms in 100 countries and 45 U.S. states comprising more than 19,000 lawyers. Past chair and trustee of a regional public broadcasting corporation. Current trustee of a leading technical university. Past director and current advisor for a regional telecom company. Past director of regional business alliance. Past member of a regional advisory board of leading banking institution.



Eric J. Ward

Background: I've lived in Rochester since 1982 and with my wife, raised 5 children here.

Education: Washington and Lee University, J.D., *cum laude*, 1982; Albion College, B.A., *cum laude*, 1978

Work History: Ward Greenberg Heller & Reidy LLP (Partner, 2000-present); Nixon Peabody (Partner, 1992-2000); Admitted to Practice in N.Y. (1983); U.S. Courts of Appeals, Second Circuit; U.S. District Courts (E.D.N.Y., W.D.N.Y., N.D.N.Y., S.D.N.Y., E.D. Tex.), Various *pro hac vice* admissions throughout the country

Areas of Practice: Business Litigation and Intellectual Property; Health Care; Education; Medical Malpractice

Professional Achievements: American Board of Trial Advocates (former Vice President, Executive Committee - Rochester Chapter); Ranked by *Chambers USA* (Upstate New York; Litigation: General Commercial); Selected to *The Best Lawyers in America*® (Commercial Litigation; 2013 "Lawyer of the Year" in Rochester, N.Y. for Medical Malpractice Law; 2016 "Lawyer of the Year" in Rochester, N.Y. for Personal Injury Litigation - Defendants); Selected to *Super Lawyers*® and *New York Super Lawyers*®; American Intellectual Property Law Association; New York State Bar Association (Commercial and Federal Litigation Section); Monroe County Bar Association (Litigation Section)

Personal Achievements: Multiple pro bono matters; Golisano Children's Hospital (various support activities); Pittsford Rowing (former Board Member)



Eugene (Gene) Welch

Background: Resides in the Town of Greece, New York; I was raised and lived in the 19th Ward of the City of Rochester until I married in 1967. Thereafter I lived for four years in the Washington, D.C. area and another 4 years in the Syracuse, New York area.

Education: McQuaid Jesuit High School; St. John Fisher College, Rochester, New York, BA, English; Columbus School of Law at the Catholic University of America, Washington, D.C., JD (While in Law School I was selected to become the lead articles and book review editor for the Catholic University Law Review based upon my academic achievement.)

Work History: Upon graduation from law school I became the Confidential Law Clerk to United States District Court Judge Aubrey E. Robinson, Jr., United States District Judge, Washington, D.C. ; then became an Assistant United States Attorney (Federal Prosecutor) in the Northern District of New York at Syracuse, New York for four years, where I was the attorney in charge of organized crime prosecutions and Economic Stabilization Act matters; I was appointed Assistant United States Attorney for the Western District of New York at Rochester, New York for four years, where my work was exclusively in Federal Court involving 40% civil cases and 60% criminal cases; I was appointed as the Assistant Attorney General in charge of the New York State Attorney General's Rochester Regional Office where I served for 15 years managing a staff of lawyers, investigators and paralegals, supervising, advising, setting policy of civil and criminal litigation on behalf of the State of New York, its agencies and consumers.

Areas of Practice: Practice involves litigation in all federal and state courts defending towns and municipalities, police departments that are sued civilly, litigating commercial disputes, personal injury and insurance defense work, and defending Civil Rights claims and other forms of commercial litigation.

Professional Achievements: Recipient of the United States Attorney General Edward H. Levi Special Achievement Award for my work in the United States Attorney's Office in Syracuse. Recipient of the U.S. Drug Enforcement Administration's The Award of Honor for my work as an Assistant United States Attorney in Rochester, New York.; selected as a trial techniques instructor at the United States Attorney General's Advocacy Institute in Washington, D.C., training newly appointed Assistant United States Attorneys; selected as a Trial Advocacy Instructor for the New York State Attorney General's Annual Fall Training Seminars; selected as a "Super Lawyer" by the New York Super Lawyers Magazine, Upstate Edition 2008,2009, 2010,2011.

Personal Achievements: A founding member of the Monroe County Bar Association's Academy of Law that provided continuing legal education for attorneys before it was mandatory; long standing member and past Chairman of the Monroe County Bar Association's Ethics Committee advising members about their own prospective conduct; long standing member of the Monroe County Bar Association's Fee Arbitration Committee, arbitrating disputes between attorneys and clients about legal fees; long standing member of the Board of Directors of the Better Business Bureau and a member of the Ethics and Standards Committee of the Better Business Bureau which polices member's conduct; member of the Board of Directors and former Chairman of the Board of the Greece Chamber of Commerce and currently serving as a Board Member of the Greece Chamber Charitable Foundation; past member of the Canandaigua National Bank; Greece Advisory Board; founding member of the Board of Directors of Sojourner House for Women and past Chairman of the Board of Sojourner House for Women; member of the Board of Directors of the Consumer Credit Counseling Service of Rochester, New York; currently a member of the Board of Trustees and President of the Board of Trustees of the Greece Public Library.



Michael R. Wolford

Background: Born in Rochester, New York. Attended McQuaid Jesuit High School. Presently resides in Victor, New York, having resided in Fairport, New York for approximately 25 years.

Education: John Carroll University, B.S. 1963; University at Buffalo School of Management, M.B.A. 1965; University at Buffalo School of Law, J.D., 1968

Work History: Assistant U.S. Attorney in charge of the Rochester Office from 1969 – 1972; Nixon, Hargrave, Devans & Doyle 1972 – 1993, both as an associate and partner. 1993-2006 established the predecessor firm of Michael R. Wolford & Associates; 2007-2020 The Wolford Law Firm; 2020- Present Bond, Schoeneck, & King, PLLC.

Admitted to practice in the New York State Courts, U.S. Supreme Court, U.S. Court of Appeals for the Second Circuit and the U.S. District Courts in New York for the Southern, Northern and Western Districts of New York.

Areas of Practice: Commercial Litigation; Labor and Employment Litigation; Appellate Practice; White Collar Criminal Defense; Environmental Litigation; Municipal Litigation; Personal Injury Litigation

Professional Achievements: President of the Monroe County Bar Association for the 2004 - 2005 term; Fellow of the American College of Trial Lawyers and past Chair of the College's Upstate New York Committee; Past President of the Rochester Chapter of the American Board of Trial Lawyers; and Past Chairman of the Monroe County Board of Ethics; Martindale-Hubbell AV rating.

Personal Achievements: The Daily Record Nathaniel Award – 1997; U.S. District Court Special Service Award for representing a pro bono client in 2000; Monroe County Bar Association Adolph J. Rodenbeck Award – 2001; University at Buffalo Law School Distinguished Alumnus Award – 2003; Rochester Black Bar Association Award for Commitment to Diversity – 2005; University of Buffalo Law School Students of Color Trail Blazer Award – 2009; Monroe County Bar Association Humanitarian Award – 2014; Bridge Building Award, Rochester Black Bar Association – 2018; Thurgood Marshall Award from the Federal Bar Council of the Second Circuit – 2018. He has been listed in Best Lawyers in America for “Bet-The-Company Litigation”, as well as Personal Injury Litigation, Commercial Litigation, Labor and Employment Litigation, Environmental Litigation and Municipal Litigation and Super Lawyers.



Andrew P. Zappia

Background: Andrew P. Zappia is a partner at Pepper Hamilton LLP, and is resident in the Rochester and New York offices. He is the partner in charge of the firm's Rochester office. Mr. Zappia has represented a wide variety of companies in commercial, employment, business tort, and intellectual property disputes, including trials and arbitrations. He is experienced in the full array of issues that arise in connection with business, commercial and intellectual property disputes, including patent, trademark, and copyright protection and infringement; International Trade Commission proceedings; antitrust issues; business torts, and trade secret and trade dress protection and disputes.

Mr. Zappia also has an active licensing and litigation practice representing dozens of technology, franchise and distribution companies in a wide range of areas, including business formation, regulatory and disclosure practice, dispute resolution, and litigation and arbitration work. Mr. Zappia has represented numerous national companies in litigations and arbitrations on issues such as patent/trademark/copyright infringement, trade secret misappropriation, employment discrimination, tort claims, sales fraud, distribution disputes, encroachment, implied covenant claims, and antitrust disputes.

Education:

J.D., University of Virginia School of Law, 1995, Order of the Coif; assistant editor, Harvard Journal of Law and Public Policy; B.A., summa cum laude, Tufts University, 1991, Phi Beta Kappa

Work History: Pepper Hamilton, Rochester, New York (February 2019 to present); LeClairRyan, Rochester, New York (2010 to 2019); Nixon Peabody, Rochester, New York (1999 to 2010); Wiley Rein, Washington, DC (1996 to 1999).

Areas of Practice: Commercial Litigation; Intellectual Property Litigation; Employment, Franchise and Licensing Disputes.

Professional Achievements: Listed in Upstate New York Super Lawyers (2011-2018); Recognized as a New York Super Lawyer in Intellectual Property (2011)

Personal Achievements:

Has run 3 marathons and survived.