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FPSF

FLORIO PERRUCCI
STEINHARDT & FADER
Attorneys at Law LLC

RESPONSE TO BOROUGH OF GLEN ROCK RFQ FOR BOROUGH ATTORNEY

Partners In Our Clients' Success

Section 3.2 Administrative Information Requirements

1. Executive Summary

Florio Perrucci Steinhardt & Fader, L.L.C. ("FPSF" or the "Firm") is a full-service law firm of over forty (40) attorneys with New Jersey offices located in Rochelle Park, Phillipsburg, and Cherry Hill. Our Firm prides itself on having the experience to provide municipalities the broad spectrum of legal services facing public entities. Our attorneys have significant experience representing both public and private entities in complex matters including municipal law, public ethics laws, land use and redevelopment law, COAH and fair housing issues, general litigation, all aspects of environmental law, OPRA, and Statewide regulatory issues such as open space preservation and Green Acres.

FPSF presently serves as counsel to numerous municipalities in New Jersey including the Borough of Bogota, Borough of Waldwick, Town of Hackettstown, Hope Township, White Township, Borough of Haledon, City of Trenton, City of Paterson, Township of Willingboro, and the Borough of Roselle. The Firm also represents numerous municipal planning and zoning boards including the Borough of Edgewater, Borough of North Arlington, and the Pennsauken Zoning Board, multiple housing authorities including the Phillipsburg Housing Authority, the Warren County Housing Program, and the Newark Housing Authority as well as multiple county and State public entities.

FPSF was founded by Governor James J. Florio and Michael J. Perrucci in 1996 to build on their personal and professional strengths of working with all levels of government and public entities. Since then, FPSF has added two named partners – Douglas J. Steinhardt, the former five-term Mayor of Lopatcong, New Jersey and Paul T. Fader, former Chief Counsel to Governors James E. McGreevey and Richard J. Codey.

Our attorneys have served at the highest levels of State and local government and understand the nuances of dealing with multiple stakeholders, interest groups, and governmental departments and agencies. FPSF has the breadth of experience and quality attorneys to provide effective and efficient legal counsel to the Borough of Glen Rock (the "Borough").

Our public entity representation ranges from the straight forward to the complex, including providing general counsel, special counsel, litigation/defense counsel, labor counsel, development/redevelopment counsel, workers' compensation counsel, tax appeals attorney and other various legal services to over eighty (80) public entity clients throughout the State of New Jersey. Our clients include municipalities, counties, local, state, and federal authorities, associations, commissions, boards, and other governmental entities.

FPSF has the type of diverse legal expertise required by the Borough for this complex and important appointment, having successfully represented public entity clients in all phases of day-to-day operations and special projects.

This experience includes, in addition to those already mentioned, serving as special redevelopment counsel to the City of Newark, Newark Housing Authority, Newark Downtown Core Redevelopment Corporation, and the Borough of Wallington. We also handle environmental matters on behalf of the Borough of Lodi, the City of Jersey City and regularly work with the Department of Environmental Protection on remediation, development, and open space issues. Our attorneys have handled various tax appeals, are currently litigating COAH issues on behalf of the Borough of Wallington, and are condemnation counsel to the New Jersey Meadowlands Commission.

Our named partners collectively possess more than 100 years of experience serving as advocates for the public agencies we represent. The FPSF team has the experience, vision, and legal expertise necessary to help guide the Borough in providing legal counseling services. A copy of key attorneys' biographies and Firm practice areas are attached hereto as **Exhibits A** and **B**.

2. **Letter of Qualification**

The Firm's executed Letter of Qualification is attached hereto as **Exhibit C**.

3. **Letter of Intent**

The Firm's executed Letter of Intent is attached hereto as **Exhibit D**.

4. **Name, address and telephone number of the Firm submitting the Qualification Statement pursuant to the RFQ, and the name of the key contact person for the RFQ.**

Florio Perrucci Steinhardt & Fader, LLC
218 Route 17 North, Suite 410
Rochelle Park, New Jersey 07662
T: 201-843-5858
F: 201-843-5877
Ravinder S. Bhalla, Esq., Partner, will serve as lead attorney to the Borough.

Serves may also be provided by our other offices in Phillipsburg and Cherry Hill, New Jersey:
235 Broubalow Way
Phillipsburg, NJ 08865
T: 908-454-8300
F: 908-454-5827

1010 Kings Highway South
Bldg. 2.
Cherry Hill, NJ 08034
T: 856-853-5530
F: 856-354-8318

5. **Description of business organization (i.e., corporation, partnership, joint venture, etc. of each firm, its ownership and its organizational structure.**

a) Florio Perrucci Steinhardt & Fader is a Limited Liability Corporation. The Principals of the Firm are:
Michael J. Perrucci, Esq., 60 W. Broad Street, Bethlehem, PA 18018
Paul T. Fader, Esq., 218 Route 17 North, Rochelle Park, NJ 07662

Douglas J. Steinhardt, Esq., 235 Broubalow Way, Phillipsburg, NJ 08865

b) Not Applicable

c) Not Applicable

d) Not Applicable

6. **A statement that the Respondent has complied with all applicable affirmative action (or similar) requirements with respect to its business activities, together with evidence of such compliance.**

The Firm is fully compliance with all affirmative action requirements. A copy of our Certificate of Employee Information Report is attached hereto as **Exhibit E.**

7. **The number of years Respondent has been in business under the present name.**

The Firm has been in business as Florio Perrucci Steinhardt & Fader for almost 10 years, since 2006.

The Firm was originally founded in 1996 as Florio Perrucci by Governor James Florio and Michael J. Perrucci, Esq. It was reorganized in 2005 when Douglas J. Steinhardt, Esq. came on changing the name to Florio Perrucci & Steinhardt. It was reorganized again in 2006 with the addition of Paul T. Fader, Esq. to Florio Perrucci Steinhardt & Fader, LLC.

8. **The number of years Respondent has been under the current management. If Respondent is a Corporation, please provide a current list of corporate officers.**

The Firm has been under its current management for nearly 10 years, since it was reorganized as Florio Perrucci Steinhardt & Fader in 2006.

9. **Judgements within the last three (3) years in which Respondent has been adjudicated liable for professional malpractice.**

None.

10. **Bankruptcy or reorganization proceedings in the last ten (10) years.**

None.

11. **Confirm appropriate federal and state licenses to perform the services required by the position or contract for which the RFQ is made.**

All members of the Firm that will be assigned to provide legal services to the County are admitted to practice law in the State of New Jersey and are listed in good standing with the Supreme Court of New Jersey.

12. **New Jersey Business Registration Certificate**

The Firm's New Jersey Business Registration Certificate is attached hereto as **Exhibit F**.

Section 3.3 Professional Information Requirements

13. **EXPERIENCE/QUALIFICATIONS**

As demonstrated throughout this qualification statement, the firm is well-versed in providing the general legal counsel services required by municipal clients similar to those sought by the Borough, on matters including but not limited to drafting and approving legal documents, contracts, deeds, ordinances and resolutions, conducting appeals from orders, decisions or judgments as directed by the Borough, handling litigation matters including arbitrations and settlements, rendering legal opinions on any questions of law of interest to the Council, supervising and directing the work of

additional attorneys and technical professional assistants, tax appeals, real estate transactions, attendance at public meetings, and all other aspects of municipal law.

a) **Description and scope of work**

MUNICIPAL LAW

The Municipal Law Group brings practical, first-hand experience to its clients to help communities better serve their citizens. Our firm presently serves as counsel to a number of municipalities including the Town of Hackettstown, Borough of Waldwick, White Township, Borough of Bogota, Township of Montville, City of Paterson, City of Trenton, and the Borough of Roselle. We have also served as special counsel to Franklin Township, the Borough of Haledon and the Borough of Dumont; redevelopment counsel to a number of communities including the Boroughs of Roselle, Wallington and South Plainfield, environmental counsel to the Borough of Lodi, City of Jersey City and Middlesex County, tax appeal counsel to several communities, including Roselle Park, and serve as counsel to several planning and zoning boards, including the Borough of New Providence, Borough of Edgewater, Cumberland County, and Winslow Township. In addition to our broad municipal experience, we represent a number of county governments, state and county colleges, regional authorities, housing authorities and boards of education. We have one of the most seasoned teams of municipal lawyers in the Mid Atlantic region, many of whom are officials in their own communities.

Our attorneys regularly serve as counsel at public meetings, drafting resolutions, ordinances, opining on matters of special interest, and performing the appropriate legal research and due diligence so that the Mayor and Council are fully informed when making important public policy decisions. We are versed in the Open Public Meetings Act, Open Public Records Act, Municipal Land Use Law, representation of planning and zoning boards, handling municipal tax appeals, redevelopment matters, the Local Public Contracts Law, preparation of bid documents, bid reviews, and handling bid challenges.

The Firm offers a comprehensive range of practice areas that complement municipalities. We engage our Labor and Employment Group to manage personnel-related issues, including labor negotiations and compliance with state and federal

employment laws. Our Environmental Group works closely with public entities to ensure that projects meet environmental regulations. Our Construction and Public Contract Group assists in the management of capital projects large and small as well as procedures to analyze bids for municipal work. Our Land Use and Real Estate Group works seamlessly with municipalities on zoning changes and all land use matters. Our Government and Regulatory Affairs Group assists municipalities to correctly interpret and respond to complex rules, regulations, protocols, ethics regulations, and laws. In addition, our experienced Litigation Group resolves difficult municipal issues through a variety of avenues, including trials and out-of-court settlements.

We are skilled in advising our municipal clients on day-to-day matters as well as complex matters such as competitive bidding procedures, smart growth development, zoning changes and restrictions, and election laws.

In addition to our expertise representing public entities, our attorneys provide expert services to private clients who require assistance in negotiations, land use and zoning, regulatory, and contractual issues with government agencies and organizations, including state, county and local.

LITIGATION

The Firm's Litigation Group has the experience, resources, and commitment to prepare and try a case successfully before a judge, jury or arbitration panel. The Firm regularly represents clients before all State and Federal courts, administrative agencies and in alternate dispute resolution forums, including arbitration and mediation.

Firm Experience with Litigation/Defense Counsel Services

We have substantial experience in handling matters where a client's political relationships and public image are also at stake. We work closely with our client to select experts, control costs, and develop effective and efficient litigation and settlement strategies.

The following is a partial listing of the types of litigation handled by the Firm:

- Insurance Coverage
- Condemnation

- Employment Discrimination and Wrongful Discharge
- Environmental
- Toxic Tort
- Class Actions

In some matters, a lengthy litigation is necessary and cannot be avoided. However, FPSF's attorneys regularly counsel clients on the avoidance of litigation through the development of favorable litigation positions and negotiation. The Firm's litigators employ, whenever appropriate, tactics and techniques aimed at obtaining a favorable disposition without trial. In those instances where trial cannot be avoided, our litigators are experienced in a wide range of trial and appeal proceedings. However, we strive to strike a delicate balance of zealous representation of our clients while proceeding in a cost-effective manner.

LABOR & EMPLOYMENT

FPSF's Labor & Employment Group has extensive experience representing management in all facets of employment and labor law issues. These areas include employment litigation, counseling with management and traditional labor relations. A sampling of clients we currently represent as labor/employment counsel includes: Warren County, Woodbridge Public Library, Borough of Lodi, Phillipsburg School District, Evesham Municipal Utilities Authority, Phillipsburg Housing Authority, Bergen County Utilities Authority, Woodbridge Housing Authority, Jersey City Public Schools, Town of Hackettstown, Jersey City Police Athletic League, County of Cumberland, and County of Hudson.

Employment Litigation

Florio Perrucci Steinhardt & Fader represents clients before State and Federal trial and appellate courts, as well as administrative agencies, in lawsuits pertaining to various employment matters. We also advise clients on cost-effective alternatives to litigation such as arbitration and mediation. When litigation is necessary, Florio Perrucci Steinhardt & Fader will vigorously defend its clients in a cost-effective manner. Below is a listing of the types of claims handled by the Firm:

- Wrongful termination claims
- Breach of contract and employment tort claims

- Employment discrimination and harassment claims
- Whistleblower claims under Sarbanes-Oxley and state law such as the New Jersey Conscientious Employee Protection Act
- Common-law and contractual claims relating to non-competition, non-solicitation and confidentiality
- Alleged violations of various employee leave laws, including those asserted under state and federal family and medical leave statutes
- Alleged violations relating to failure to accommodate physically challenged employees
- Claims asserted before the Equal Employment Opportunity Commission and/or equivalent state agency governing fair employment, and other federal, state, and local civil rights agencies.
- Claims asserted under the Worker Adjustment & Retraining Notification Act ("WARN")

Employment Counseling

Members of the Labor & Employment Group routinely provide counsel and assistance to clients on numerous employment-related issues including:

- Employment issues relating to employee training, workforce reductions, corporate acquisitions, reorganizations and relocations
- Appropriate discipline of employees
- Drafting and enforcement of employment contracts, including non-competition agreements
- Preparing and auditing employee handbooks and personnel policies
- Wage-hour obligations
- Occupational safety and health issues

Traditional Labor Relations

Florio Perrucci Steinhardt & Fader's attorneys have substantial experience and expertise in dealing with labor unions on behalf of management. Their expertise encompasses such areas as:

- Union avoidance campaigns
- Union election representation and litigation
- Negotiation of collective bargaining agreements
- Arbitration of disputes arising under collective bargaining agreements

- Responding to unfair labor practice charges under the National Labor Relations Act and related statutes

Administrative Hearings

The Firm has handled numerous administrative hearings. We have over twenty (20) years experience handling internal disciplinary matters and appeals to the Civil Service Commission, Merit Systems Board, and the Public Employment Relations Commission ("PERC"). Our attorneys have appeared before the Office of Administrative Law and the National Labor Relations Board ("NLRB"). The Firm has handled several unfair labor practice charges before PERC and the NLRB on a variety of legal issue, and has dealt with interest arbitration and fact-finding proceedings with PERC.

Grievance Arbitration

The Firm has over ten (10) year's grievance arbitration experience dating back to the 1990s. The grievance arbitrations have involved issues ranging from just cause termination/discipline for matters, which include but are not limited to positive drug tests, violence in the workplace issues, safety violations, fraud, horseplay, insubordination, and misuse of equipment. It has also handled grievance arbitration matters which relate to contract language issues regarding tuition reimbursement clauses, accrual and use of paid leave benefits issues, vacation eligibility, hours of operation, changing of healthcare providers and subcontracting, among others.

Collective Bargaining Agreement, Negotiations, etc.

Our attorneys have over twenty (20) years experience representing management in collective bargaining, which includes labor relations with approximately 20 international unions with some 15,000 members in the United States and Canada. Our attorneys have appeared before the National Labor Relations Board, are well versed in arbitration skills and procedure, and have drafted and implemented labor policy for companies, both small and large. We have been called on and, as an independent mediator, resolved several major strikes at Fortune 500 companies. We have engaged in negotiations with the CWA, AFSCME, PBA, FOP, Teamsters, NJEA, the United Steelworkers, and others.

A sampling of the union negotiations handled by members of the Firm over the past 10 years includes:

- 2015 - current – Represented Township of Irvington in contract negotiations with the following: IAFF Irvington Firefighters Local 2004 and IAFF Irvington Firefighters Local 305, PBA (Policemen Benevolent Association) Local 29, IUOE Local 68D (Blue Collar), IUOE Local 68 (White Collar), SEIU, and SOA (Superior Officers Association).

- 2013-current – Represented Willingboro Township School District in collective bargaining negotiations with the Willingboro Education Association, grievance proceedings against employees, and ongoing litigation with former employees.

- 2013-present – Represented Jersey City Public Schools in negotiations with six (6) unions including impasse negotiations. Appear before PERC on Unfair Practice Charges. Handled grievances through arbitration.

- 2009 to current – Represented the Evesham Municipal Utilities Authority in negotiations with the Teamsters.

- 2007 to 2009 – Represented the County of Warren as labor counsel in collective bargaining negotiations with the FOP Corrections Officers Units, PBA Sheriff's Officer Units, CWA/TASS and PHNA Units, AFSCME Local Supervisory and Non-Management Units, and PBA Prosecutor's Investigator's and Secretarial Units; prosecuted disciplinary hearings on behalf of County; handled Merit System Board appeals; responded to unfair labor practice filings before PERC; and filed Scope Petitions with PERC. Participated in interest arbitration mediation and fact-finding proceedings.

- 2009 – Represented the Borough of Lodi in collective negotiations with the PBA on a successor contract. Participated in interest arbitration mediation.

- 2007 to 2008 – Represented Phillipsburg Board of Education in labor negotiations with the Phillipsburg Education Association as relates to the para-professional and security guards units.

- 2008 – Provided legal advice to the Township of North Brunswick in connection with its collective negotiations with the PBA.

- 2006 to 2008 – Represented United Steelworkers in negotiating new collective bargaining agreement, handled multiple Grievance Arbitration matters, and NLRB unfair labor practice matters as relates to the Covidien/Mallinckrodt Baker, Inc. manufacturing plant in Phillipsburg, New Jersey.

- 2002 to 2003 – Negotiated collective bargaining agreement on behalf New Haven Towers with Teamsters; Negotiated CBA on behalf of textile company with UFCWU

REAL ESTATE AND LAND USE/REDEVELOPMENT

The Firm has unparalleled expertise in large scale public redevelopment projects. Our attorneys have negotiated redevelopment agreements in connection with the New Giants/Jets Stadium, served as general counsel to the Newark Downtown Core Redevelopment Corporation, overseen redevelopment within the City of Camden and the City of Trenton while serving within as the Governor's Counsel, and currently serve as redevelopment counsel to the Borough of Wallington, and numerous other private entities currently engaged in redevelopment projects throughout the State of New Jersey.

Our redevelopment experts are supported by the Firm's Real Estate and Land Use Group, which includes attorneys skilled in negotiating and drafting of contracts for conveyances of title, options, construction and redevelopment, easements, licenses, land use and occupancy agreements, brokerage and commission agreements, all forms of partnership and joint venture agreements, and lease agreements. Owners, developers, landlords, tenants and lenders involved in all aspects of real property rights and development are counted among our satisfied clients.

The members of the Real Estate and Land Use Group have effectively represented clients in a variety of matters, including commercial land acquisition, financing, and development, and zoning and planning issues, as well as related negotiation and transaction documentation. Attorneys in the Real Estate and Land Use Group have also been involved in the conversion of rental housing to condominiums as well as the sale of cooperatives on behalf of sponsors, owners, and lenders including end-loan lenders. They have represented clients, including federal government entities, in mortgage pool transactions, primarily involving single-family loans, multi-family and strip shopping center mortgages, construction mortgages, and commercial mortgages.

In conjunction with the attorneys in the litigation area, our real estate and land use attorneys have successfully represented clients in foreclosure, title, land use litigation, the defense, and prosecution of real estate tax appeals, and negotiation of tax assessments.

Their experience also includes real estate security interests, mechanics liens, and equitable liens. The attorneys have handled many real estate ownership and title quality issues, title insurance and re-insurance, and survey matters. In addition, this group works closely with our skilled environmental attorneys. More often than not, environmental matters play an ever-increasing role in real estate considerations. The depth of experience the Firm offers in the environmental area greatly enhances the Group's ability to effectively represent our clients.

ENVIRONMENTAL LAW

The Firm's Environmental Group specializes in counseling and litigation for clients on issues of federal, state, and local environmental law. Our clients include Fortune 500 companies, in-house environmental compliance officers, and small businesses. Issues range from multi-million dollar remediation, to civil and criminal violations, to compliance advice and counseling. The group's members include a former Deputy Attorney General and New Jersey Department of Environmental Protection counsel, a former New Jersey Governor, and Chief Counsel to two other Governors. The Firm takes pride in the breadth of the Group's experience and its combination of state and federal litigation skills, regulatory knowledge, and environmental transactional experience.

The Environmental Group handles a wide range of environmental issues in New Jersey, Pennsylvania and throughout the entire the Northeast region. Our prior professional activities and affiliations with both federal and state environmental regulatory agencies are particularly helpful in our practice. Examples of areas of service are as follows:

Hazardous and Solid Wastes

- Advise on compliance with applicable statutes and regulations in connection with waste disposal, and on acquisition of permits for treatment, storage, and disposal of hazardous wastes.
- Representation in cleanups, obtaining designations as Brownfield's Development Areas, oversight of technical consultants, advice regarding contribution among parties, settlement, and cost allocation.

- Representation in site remediation, defense of governmental clean-up actions, and representation of litigants in private cost-recovery actions.

Air, Noise, and Water Pollution and Regulatory Compliance

- Provide permit application services and compliance advice for public and private clients on complex air-emission requirements for existing plants and new construction.
- Advise public and private clients concerning acquisition of and compliance with industrial discharge permits, storm water discharge permits and U.S. Army Corps of Engineers "dredge and fill" permits.
- Counsel and represent private and public clients faced with the legal, governmental and economic complexities of aviation noise and route systems, airport construction, expansion and land use.

Environmental Litigation

- Pre-trial, trial, appellate and administrative agency matters involving environmental issues under federal, New York, and New Jersey law.
- Private cost-recovery actions and defense of potentially responsible parties (PRPs) in governmental clean-up matters.
- Toxic tort and product liability litigation involving chemicals, toxic air emissions, and hazardous substances.

No field of law is changing as quickly, or with such important consequences for businesses and government, as environmental law. At FPSF, we strive to remain on the cutting edge of new developments in the field and to advise our clients as to how those changes may affect them.

ENERGY PROGRAMS

The principals of FPSF have been at the forefront of energy policy, both nationally and within the State of New Jersey, for the past twenty years. The Energy Group is headed by former Governor James J. Florio, who has served as a senior member of the Committee on Energy and Commerce while a member of the United States House of Representatives. Governor Florio also took the groundbreaking step of creating the

Department of Environmental Protection and Energy, which, for the first time, focused New Jersey public policy on the creation of a renewable, sustainable, and environmentally sensitive energy supply.

The web page is :(http://www.state.nj.us/infobank/circular/eof38.htm).

The Energy Group, in addition to providing government affairs services to major New Jersey utility companies, can assist municipalities implement Energy Savings Improvement Programs, promote energy efficiency programs, install solar facilities, apply for SRECs, implement net metering, and apply for State and Federal grant programs.

EMINENT DOMAIN

The Firm served as condemnation counsel to the New Jersey Meadowlands Commission ("NJMC"), a public planning and conservation agency responsible for planning and redevelopment in ten (10) Bergen County and four (4) Hudson County communities, the Newark Housing Authority, and the South Jersey Transportation Authority. In this capacity, we have initiate takings, litigated the value of said taking before Commissioners, entered in Relocation Assistance Agreements, and handled all aspects of the real estate transaction.

(b) Name and contact information for any references; and

Client Name & Address	Contact Information
Borough of Waldwick 63 Franklin Turnpike Waldwick NJ 07463	Mary Ann Viviani, CFO P: (201) 652-5858
Borough of Lodi One Memorial Drive Lodi NJ 07644	Anthony Luna, Business Administrator P: (973) 365-4005 ext. 400
Borough of Wallington 24 Union Blvd. Wallington NJ 07057	Witold J. Baginski, Business Administrator P: (973) 777-0318
Borough of Roselle Park 110 East Westfield Avenue Roselle Park NJ 07204	Doreen Cali P: (908) 245-6222

14. Explanation of perceived relevance of the experience to the RFQ.

Please see Section 13.a. above.

15. Describe the services that the Respondent would perform directly.

The Firm plans to directly perform all work for the Borough.

16. Describe those portions of the Respondent's services, if any, that are sub-contracted out. Identify all subcontractors the Respondent anticipates using in connection with the position or contract for which the RFQ is made.

The Firm does not plan to sub-contract any services.

17. Is any portion of the Respondent's workforce unionized?

None.

18. Professional history of all individuals whom Respondent anticipates performing the professional services required by the position or contract for which the RFQ is made.

Firm Partner, **Ravinder S. Bhalla,** would serve as Borough Attorney. Mr. Bhalla would be in attendance at all scheduled meetings for the Borough and would serve as the direct liaison between the Firm and the Borough. He would also be responsible for assigning work to other attorneys in the Firm, if necessary, to ensure all matters are being handled in the most professional and cost effective manner possible.

Mr. Bhalla is seasoned litigator who brings a wealth of knowledge and experience in municipal law, employment, commercial, civil rights, criminal defense, and governmental affairs litigation. Prior to joining the firm, Mr. Bhalla maintained a law practice in Hudson County that focused on all aspects of employment law, commercial litigation, criminal defense, and public entity litigation. During this time, Mr. Bhalla tried cases to verdict in the areas of corporate disputes, complex environmental litigation, and criminal law, including

the successful trial of a corporate executive at UMDNJ charged criminally with violations of the New Jersey Water Pollution Control Act. In recognition of his accomplishments, New Jersey Super Lawyers Magazine named Mr. Bhalla one of its Rising Stars in 2009.

Mr. Bhalla began his career as an Associate of Krovatin & Associates, LLC, where he gained his first trial experience handling matters in the areas of white-collar criminal defense litigation, complex civil litigation, and cutting edge civil rights litigation. It was during his tenure at Krovatin & Associates that Mr. Bhalla earned national recognition in the *New York Times* for his legal advocacy after a jail visit to a client which resulted in a violation of his own constitutional and civil rights. The incident motivated Mr. Bhalla to lead a successful campaign to reform the federal government's visitation policies at correctional facilities nationwide.

Over the years, Mr. Bhalla has been recognized for his public interest advocacy on behalf of Asian Americans and other minorities, receiving the Thurgood Marshall Award from Muslim Advocates, the Professional Achievement Award from the Asian Pacific American Legal Association of New Jersey, the Community Leadership Award from Asian Americans for Equality, and the Community Service Award from the Sikh American Chamber of Commerce.

Mr. Bhalla earned his B.S. in Political Psychology from the University of California at Berkeley and an M.S. in Public Administration and Public Policy from the London School of Economics. He received his law degree from Tulane Law School in New Orleans.

Craig P. Bossong will be assisting Mr. Bhalla where necessary. He presently is the Borough Attorney to Waldwick and Bogota advising their governing bodies on all matters affecting municipal governments, and is responsible for drafting resolutions and ordinances. In addition to the transactional side of the municipal representation, Mr. Bossong is responsible for all litigation matters that stem from the borough or any of its Land Use Boards. Mr. Bossong also presently provides workers' compensation defense for the South

Bergen Municipal Joint Insurance Fund, as well as the New Jersey Sports and Exposition Authority, Pennsylvania Manufacturer's Association, Statewide Insurance Fund, West New York Board of Education and Zurich North America. Mr. Bossong also currently serves as the Planning Board Attorney for the Town of Secaucus and the Borough of North Arlington. In that capacity, he is responsible for guiding the Planning Board through all applications that come before them in accordance with the Municipal Land Use Law.

Upon conclusion of the hearings, Mr. Bossong is responsible for drafting the appropriate resolutions and presenting them to the Board for approval. Mr. Bossong has also represented the Borough Waldwick, White Township, Cranford Township, Roselle Park Township and the Borough of Fanwood in municipal tax appeals. Mr. Bossong earned a Bachelor of Arts degree from the Pennsylvania State University and received his Juris Doctorate from Duquesne University School of Law.

Brian R. Tipton serves as the Firm's managing partner and chairs the Litigation Group. Mr. Tipton specializes in defending public entities, and has served as tax appeal counsel to White and Franklin Townships. Mr. Tipton also serves as lead counsel to NJ Transit and has defended numerous claims saving NJ Transit millions of dollars in verdicts. Mr. Tipton received his undergraduate degree from Washington College and a Juris Doctorate from Vermont Law School. Mr. Tipton is licensed to practice in New York, New Jersey, Pennsylvania, and the U.S. District Court in New Jersey, the U.S. District Court in the Eastern District of Pennsylvania, and the U.S. District Court in the Middle District of Pennsylvania.

Philip J. Morin III, Esq., joined the Firm as a partner in 2009. Mr. Morin has spent nearly 20 years practicing law in New Jersey with an emphasis on public entity representation. Mr. Morin is a member of the Municipal Law practice group and has substantial experience in tax appeals, public contracting and the Open Public Meetings Act ("OPMA") as well as in land use and environmental matters.

Mr. Morin previously served for six (6) years as a member of the Township Committee in Cranford, including a term as mayor, and, as a result, understands the impact of negotiations and municipal issues from the perspective of an elected official as well. Mr. Morin graduated *cum laude* from Drew University with a B.A. and earned his J.D. from Rutgers University School of Law, serving as articles editor of the *Rutgers Law Review*. He is admitted to practice law in New Jersey and New York.

J. Andrew Kinsey will assist with providing labor, personnel and related legal services to the Board. Mr. Kinsey is a Partner with the Firm and the chair of the Labor and Employment Group and a member of the Education Law Group. He specializes in day-to-day desk counseling for clients faced with workplace issues; he drafts personnel policies and procedures to comport with federal and state laws, and he handles all forms of employment litigation, including civil trials and appeals. Mr. Kinsey has extensive experience defending healthcare, utility, construction, railroad, hotel, restaurant and public-sector clients from various types of discrimination, whistle blower, FELA and civil rights claims. In the field of traditional labor law, he negotiates collective bargaining agreements, and handles arbitration, NLRB, PERC and Merit Systems Board proceedings. In addition, Mr. Kinsey handles commercial and construction law matters. Mr. Kinsey has successfully negotiated dozens of labor agreements with various bargaining units on behalf of public and private employers.

Mr. Kinsey received a Bachelor of Science degree *cum laude* from American University and his Juris Doctorate *cum laude* from New York School of Law. Mr. Kinsey is a member of the New Jersey Bar Association and a past participant in the Sidney Reitman Labor and Employment Law Inn of Court. He is also a member of the Society of Human Resource Managers.

For more detailed information, please refer to the attorneys' biographies attached hereto as **Exhibit A**.

19. **A narrative statement of Respondent's understanding of the Borough's needs and goals to be accomplished by the appointment or contract for which the RFQ is made.**

The public trust is a matter of importance that cannot be violated. Therefore, it is crucial to have the right attorneys – ones that will aggressively pursue the Borough's goals while at the same time assisting the Mayor and Council in upholding their sworn oath to protect the public interest. Our Firm has unique experience in the areas of law of interest to the Borough.

20. **List all immediate relatives of Principal(s) of Respondent who are City employees or elected officials of the City.**

There are no immediate relatives of Principals of the Firm who are Borough employees or elected officials of the Borough.

FEE PROPOSAL

We propose a blended hourly rate of $150 for all Partners and Associates and $95 per hour for work done by Paralegals.

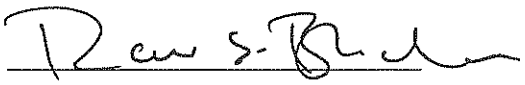
ATTACHMENTS

Exhibit A – Key Attorney Bios
Exhibit B – Practice Areas
Exhibit C – Letter of Qualification
Exhibit D – Letter of Intent
Exhibit E – Certificate of Employee Information Report
Exhibit F – New Jersey Business Registration Certificate
Exhibit G – Business Entity Disclosure Certification
Exhibit H – Stockholder Disclosure Certification
Exhibit I - C. 271 Political Contribution Disclosure Form

CONCLUSION

Thank you for the opportunity to submit the Firm's qualification statement to provide the Borough with legal services as Borough Attorney. We look forward to discussing our qualifications with you further.

Florio Perrucci Steinhardt & Fader, LLC

By: 

Ravinder S. Bhalla, Esq., Partner

Dated: December 11, 2015

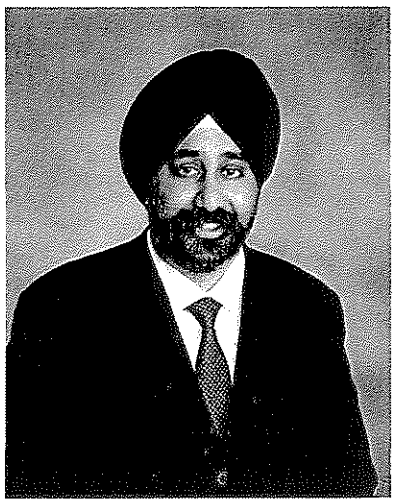
EXHIBIT A

FPSF FLORIO PERRUCCI STEINHARDT & FADER LLC

Attorneys at Law

Ravinder S. Bhalla

Partner



e: rbhalla@fpsflawfirm.com
p: (201) 843-5858

Ravinder S. Bhalla is a Partner in the Rochelle Park office at Florio Perrucci Steinhart & Fader, LLC. Ravi is an experienced federal and state court litigator in the areas of local government law, employment law, complex civil litigation, and criminal defense law. Ravi also serves as Chair of the Firm's Diversity and Inclusion Committee and is a recognized leader in diversity and social justice issues both in New Jersey and nationwide.

Ravi's experience in local government, public entity and municipal law includes the representation of various municipalities, boards, agencies, counties and related public bodies in a broad range of issues and challenges confronting public employees and officials. He has provided both legal counsel and litigation services to various mayors, council members, governing bodies and municipal and county agencies in the areas of interpretation of the Faulkner Act, public contracting and bidding matters, and the respective rights, obligations and limitations upon certain municipal officials in the execution of their duties. Ravi has also represented municipalities in complex redevelopment and land use matters, employment law and police litigation. As a municipal official himself, serving as a council member and a planning board member in his home town, Ravi brings a unique perspective and keen sensitivity to the need for local government officials to have the benefit of competent, diligent and strong legal counsel.

Ravi's expertise in complex civil litigation includes the successful handling of a variety of matters in the areas of trademark litigation, energy law, corporate disputes, securities litigation and investigations before the United States Securities and Exchange Commission, and land use and zoning litigation on behalf of private corporations. Ravi's expertise in employment law includes counseling employees and employers in the area of compliance with federal and state anti-discrimination laws, internal investigations of complaints of workplace discrimination, investigations of Title VII claims and proceedings before the Equal Employment Opportunity Commission, and litigation brought under federal and state anti-discrimination laws.

Education
University of California at Berkeley
London School of Economics
Tulane Law School

Bar Admissions
New Jersey
New York

Court Admissions
District of New Jersey
Southern District of New York
Eastern District of New York
Court of Federal Claims, Washington, D.C.

Ravinder S. Bhalla *(continued)*

During this time, Ravi has tried several cases to verdict in the areas of corporate disputes, complex environmental criminal litigation, and discrimination law, including the successful trial of a corporate executive charged with criminal violations of the New Jersey Water Pollution Control Act. In 2009, Ravi was named a Rising Star by New Jersey Super Lawyers Magazine & New Jersey Monthly.
Ravi began his career in Newark, NJ where he gained trial experience and handled matters in the areas of white-collar criminal defense, complex civil litigation, and cutting-edge civil rights litigation. Ravi earned national recognition in the New York Times for his legal advocacy after suffering a violation of his own constitutional and civil rights during a jail visit to a client. The incident motivated Ravi to lead a successful campaign to reform the federal government's visitation policies at correctional facilities nationwide. Ravi also earned national recognition for serving as lead counsel in a successful challenge to the New York Police Department's policies that restricted his client's religious practice as a Sikh American officer.

Over the years, Ravi has been recognized for his public interest advocacy on behalf of Asian Americans and other minorities, receiving the Thurgood Marshall Award from Muslim Advocates, the Professional Achievement Award from the Asian Pacific American Legal Association of New Jersey, the Community Leadership Award from Asian Americans for Equality, and the Community Service Award from the Sikh American Chamber of Commerce. Ravi currently serves as Co-Chair of the Diversity and Inclusion Committee of the New Jersey Association for Justice's employment section. Most recently, Ravi was appointed as a Trustee of the Association of the Federal Bar of New Jersey, the premiere federal bar association in the State of New Jersey.

Ravi received his undergraduate B.A. degree from the University of California at Berkeley in Political Psychology, a Masters of Science from the London School of Economics in Public Administration and Public Policy, and a Juris Doctorate degree from the Tulane University School of Law in New Orleans, Louisiana.

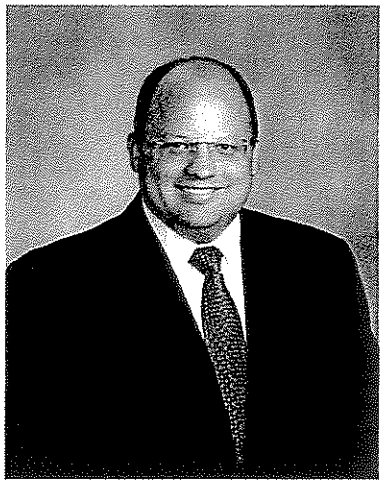
Ravi lives in Hoboken, NJ with his wife and two children, where he remains active in the community, currently serving as the Hoboken City Council President and a Councilman-at-Large since 2009. Ravi also served as Hoboken's City Council President from 2011-2012, Council Vice-President from 2010-2011, and Chairman of the Hoboken Democratic Party from 2010-2011.

FPSF FLORIO PERRUCCI STEINHARDT & FADER

Attorneys at Law LLC

Craig P. Bossong

Partner



Craig P. Bossong is a Partner in the Rochelle Park office and concentrates his practice in municipal law, land use, real estate tax appeals, workers' compensation, government affairs and election law.

Craig represents both public and private clients in the prosecution and defense of tax appeals both at the county level and state tax court level, as well as land use and zoning matters before numerous planning and zoning boards.

Craig has also served as planning board and zoning board of adjustment attorney for numerous municipalities and serves as defense counsel on worker's compensation matters. He is also currently the Borough Attorney for the boroughs of Waldwick and Bogota and is the Planning Board Attorney for the Borough of Edgewater, the Township of Secaucus, and the Borough of North Arlington.

He has been recognized as a New Jersey Super Lawyer Rising Star four years in a row, from 2012 to 2015.

He currently serves on the New Jersey State Bar Association General Council and as chair of the Continuing Legal Education Committee, Membership and Golf and Tennis Outing Committee for the Bergen County Bar Association. Craig was recently elected a Trustee of the Bergen County Bar Assocation.

Additionally, he is a member of the land use and municipal law committees of the Bergen County Bar Association.

Craig also coordinates the annual Toys for Tots drive on behalf of the Bergen County Bar Foundation.

e: cbossong@fpsflawfirm.com
p: (201) 843-5858

Education
Pennsylvania State University
Duquesne University School of Law

Bar Admissions
New Jersey
Pennsylvania

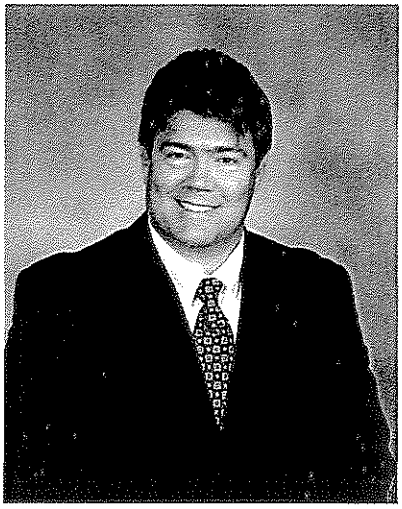
Court Admissions
District of New Jersey
Eastern District of Pennsylvania
Western District of Pennsylvania

FPSF FLORIO PERRUCCI STEINHARDT & FADER LLC

Attorneys at Law

J. Andrew Kinsey

Partner



e: akinsey@fpsflawfirm.com
p: (908) 454-8300

J. Andrew Kinsey is a partner at Florio Perrucci Steinhardt & Fader LLC and chairs the labor and employment group. Andrew has decades of experience representing management and prides himself on responsiveness and the ability to handle all facets of federal, state, administrative and arbitral matters in a cost-effective manner.

Andrew has significant experience mediating and litigating employment discrimination, harassment, whistle-blowing, retaliation, wrongful discharge, defamation, misappropriation, and other employment-related cases before federal and state courts at both the trial and appellate levels. As a defense attorney, he has successfully dismissed and "no caused" discrimination and whistle-blower cases and is one of the few attorneys to have ever obtained attorneys' fees and costs in favor of his clients after the dismissal of a plaintiff's lawsuit. Andrew also handles administrative proceedings before the Equal Employment Opportunity Commission, National Labor Relations Board, Public Employment Relations Commission, Civil Service Commission, New Jersey Division on Civil Rights, Pennsylvania Human Relations Commission, Office of Administrative Law and other federal, state, and local fair employment practice agencies.

Andrew represents employers in labor-management disputes, including collective bargaining negotiations, grievance arbitrations and interest arbitration proceedings. He also provides employers with day-to-day desk counseling on a wide array of labor, employment and compliance issues, including reductions in force, employment separations, leaves of absence, reasonable accommodations, employment policies, contracts, discipline, complaints, investigations, benefits, proprietary information, restrictive covenants, restructuring and executive compensation. He advises employers on risk management, such as by providing comprehensive employment practices audits and training. Andrew works throughout New Jersey, New York and Pennsylvania serving clients in each of the firm's branch offices. He is a past participant in the Sidney Reitman Labor & Employment Law Inn of Court.

Education
The American University (*Cum Laude*)
New York Law School (*Cum Laude*)

Bar Admissions
New Jersey
New York
Pennsylvania

Court Admissions
District Court of New Jersey
Southern District of New York
Eastern District of New York
Eastern District of Pennsylvania
Middle District of Pennsylvania

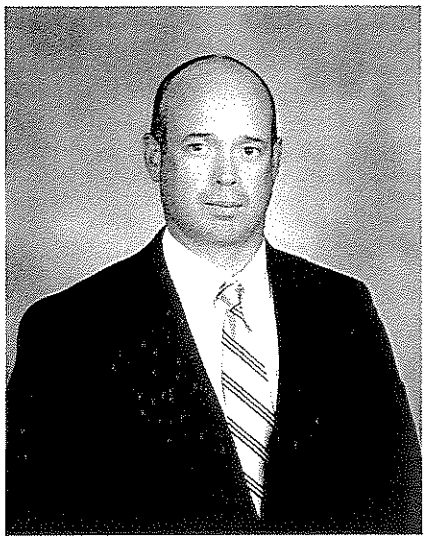
Clerkship
Representative Marge Roukema, United States Congress
Geoffrey Lawlor, Member of Parliament, British House of Commons
Hon. F. Michael Caruso, Judge of the New Jersey Superior Court

FPSF FLORIO PERRUCCI STEINHARDT & FADER LLC

Attorneys at Law

Brian R. Tipton

Partner



e: btipton@fpsflawfirm.com
p: (908) 454-8300

Brian R. Tipton is the managing partner at Florio Perrucci Steinhardt & Fader and chairs the firm's litigation group. Brian has extensive experience in complex business, commercial, and construction and public contract law matters. Brian also represents clients in matters involving commercial real estate, redevelopment, and land use matters.

Brian regularly represents corporate and individual clients before state and federal courts in New Jersey, Pennsylvania and New York, administrative law courts in New Jersey, the New Jersey Board of Public Utilities, and in numerous arbitration and mediation forums. Although he has successfully tried numerous cases to verdict, Brian also places equal focus and effort on resolving matters prior to trial when in the best interest of his clients.

Brian has counseled contractors in construction claim matters including delay damage claims and bid disputes. He has also represented New Jersey Transit and the Pennsylvania Turnpike Commission in various litigation matters. Brian's work has involved complex business cases involving claims of civil RICO violations, consumer fraud actions, contract breach, corporate disputes, employment issues, and various other related claims.

Brian's accomplishments as a litigator include successfully defending Orbitz Worldwide in a fraud case brought by the Attorney General of the State of New Jersey related to the alleged improper sale of Bruce Springsteen tickets. He also represented a cable operator at trial before the Board of Public Utilities in defense of a claim by Verizon to interconnect their cable lines with those of an existing cable operator.

He is a member of the Warren County, New Jersey and Northampton County, Pennsylvania bar associations. In addition, Brian is a Phillipsburg Firth Youth Center Board Member.

Brian lives with his wife and three children in Harmony Township, where he has served as the Mayor since 2006. He has also contributed to his community by sitting on the Harmony Township Land Use Board since 2003 and is the Chairperson of the Harmony Township Republican Party Committee.

Education
Washington College
Vermont Law School

Bar Admissions
New Jersey
New York
Pennsylvania

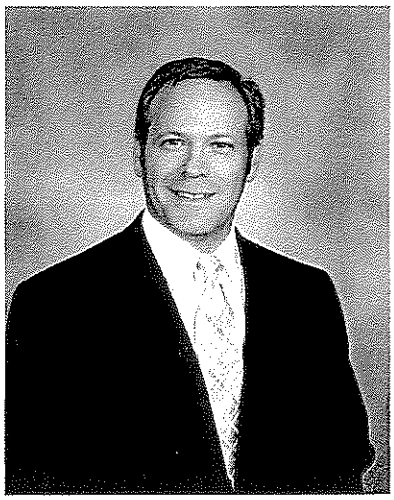
Court Admissions
District Court of New Jersey
Eastern District of New York
Southern District of New York
Eastern District of Pennsylvania
Middle District of Pennsylvania
Third Circuit Court of Appeals
United States Supreme Court

FPSF FLORIO PERRUCCI STEINHARDT & FADER LLC

Attorneys at Law

Philip J. Morin III

Partner



e: pmorin@fpsflawfirm.com
p: (908) 454-8300

Education
Drew University
Rutgers Law School - Newark

Bar Admissions
New Jersey
New York

Philip J. Morin III is a partner at Florio Perrucci Steinhart & Fader. Phil has substantial experience in complex litigation matters in a variety of disciplines, including employment defense, professional and fiduciary liability, director and officer liability, environmental, land use, real estate, tax appeals and affordable housing.

Phil regularly represents businesses in defense of charges of discrimination and discrimination suits and has successfully defended matters before the New Jersey Division of Civil Rights, the U.S. Equal Employment Opportunity Commission, the Office of Federal Contract Compliance Programs and in state and federal court involving claims of age, obesity, pregnancy, racial, ethnicity, sex and disability discrimination, as well as whistleblower and retaliation claims under various state and federal anti-discrimination laws. Phil also provides counseling to clients on various employment matters, including creation of and revisions to employment policies and in-house training involving company policies and anti-discrimination laws.

In addition to his litigation expertise, Phil has extensive experience representing businesses in connection with land use and environmental regulatory approvals before local, county, regional, state and federal agencies. He has obtained land use approvals on behalf of clients including major expansions of manufacturing facilities, mixed-use development, transit-oriented development and retail development projects. Phil has also counseled clients on compliance obligations under federal and state health and safety, air and water pollution, hazardous and solid waste, Brownfields development and property transfer laws such as the New Jersey Industrial Site Recovery Act ("ISRA"). He currently serves as Middlesex County Environmental Civil Prosecutor, involving enforcement of New Jersey environmental laws.

Phil also provides general and special counsel services to public entities in the areas of labor, environmental, tax appeals, land use, redevelopment and affordable housing.

Philip J. Morin III *(continued)*

Phil serves as chairman of the NJDEP's Small Business Compliance Advisory Panel. He is a member of the Union County Bar Association, the Gateway Regional Chamber of Commerce and the New Jersey Institute of Local Government Attorneys. In 2007, Phil was named as one of New Jersey's "Forty Under 40" Lawyers by the *New Jersey Law Journal.*

Phil is a lifelong resident of Cranford, New Jersey, where he is active in the community as a member of the Board of Trustees of Union County College, as a member of local service organizations, including the Cranford Jaycees and Knights of Columbus, and as a youth soccer and basketball coach. He is active in numerous charitable causes, including Special Olympics New Jersey. Phil served as Cranford's Mayor in 2000, and was a member of the Township Committee from 1997-2002. Phil served as Chairman of the Republican Committee of Union County from 2004 until 2014.

Publications

Editor, New Jersey Zoning Watch blog

EXHIBIT B

FPSF FLORIO PERRUCCI STEINHARDT & FADER LLC

Attorneys at Law

Municipal

The Municipal Law Group brings practical, first-hand experience to its clients to help communities better serve their citizens. We have one of the most seasoned team of municipal lawyers in the Mid Atlantic region, many of whom are officials in their own communities.

Florio Perrucci Steinhardt & Fader offers a comprehensive range of practice areas that complement municipalities. We engage our Labor and Employment Group to manage personnel-related issues, including labor negotiations and compliance with state and federal employment laws. Our Environmental Group works closely with public entities to ensure that projects meet environmental regulations. Our Construction and Public Contract Group assists in the management of capital projects large and small as well as procedures to analyze bids for municipal work. Our Land Use and Real Estate Group works seamlessly with municipalities on zoning changes and all land use matters. Our Government and Regulatory Affairs Group helps municipalities and school boards correctly interpret and respond to complex rules, regulations, protocols and laws. And our experienced Litigation Group resolves difficult municipal issues through a variety of avenues, including trials and out-of-court settlements.

We are skilled in advising our municipal and school board clients in day-to-day matters as well as complex matters such as competitive bidding procedures, smart growth development, the Highlands and Pinelands Acts, zoning changes and restrictions, and election laws.

In addition to our expertise representing public entities, our attorneys provide expert services to private clients who require assistance in negotiations, land use and zoning, regulatory and contractual issues with government agencies and organizations, including state, county and local.

The Municipal Law Group uses the vast resources of several key members of Florio Perrucci Steinhardt & Fader -- former New Jersey Governor Jim Florio; Doug Steinhardt who is chairman of the Warren County, N.J., Republican Committee and the former five-term Mayor of Lopatcong Township, N.J.; Mark Peck who is the former Mayor of Bloomsbury, N.J., and Brian Tipton who is Mayor of Harmony Township.

FPSF FLORIO PERRUCCI STEINHARDT & FADER LLC

Attorneys at Law

Litigation

The firm regularly represents plaintiffs and defendants before state and federal courts, administrative agencies and in alternate dispute resolution forums, including arbitration and mediation. Our litigation practice group recognizes that a lengthy litigation is sometimes necessary and cannot be avoided but we also employ tactics and techniques aimed at obtaining a favorable disposition without a trial. Where a settlement cannot be reached, our attorneys have the expertise, experience, resources and commitment to prepare and try a case successfully before a judge, jury or arbitration panel.

In addition, our firm has substantial experience in handling matters where a client's business relationships and public image are at stake. We work closely with our clients to select experts, control costs, and develop effective and efficient litigation and settlement strategies. Some areas of law in which our firm litigates matters include general corporate, commercial and business, construction, employment, land use and real estate, environmental, wills, trusts, and estate disputes, and insurance defense claims. The firm has successfully represented a diverse groups of clients including construction, pharmaceutical, trucking and transport, product testing, telecommunications, insurance, and land development companies.

Labor & Employment

The labor and employment group has extensive experience representing management in all facets of employment and labor law. These areas include employment litigation, counseling with management and traditional labor relations.

The firm represents clients before state and federal trial and appellate courts as well as administrative agencies in lawsuits pertaining to various employment matters. We also advise clients on cost-effective alternatives to litigation such as arbitration and mediation. The firm regularly represents clients in the following types of employment litigation matters:

-Wrongful termination claims
-Breach of contract and employment tort claims
-Employment discrimination and harassment claims
-Whistleblower claims under Sarbanes-Oxley and state law such as the New Jersey Conscientious Employee Protection Act
-Common-law and contractual claims relating to non-competition, non-solicitation and confidentiality
-Alleged violations of various employee leave laws, including those asserted under state and federal family and medical leave statutes
-Alleged violations relating to failure to accommodate physically challenged employees
-Claims asserted before the Equal Employment Opportunity Commission and/or equivalent state agency governing fair employment, and other federal, state, and local civil rights agencies.
-Claims asserted under the Worker Adjustment & Retraining Notification Act

Our attorneys also routinely provide counsel and assistance to clients on general employment-related issues including employee training, employment agreement drafting, workforce reductions, corporate reorganizations, employee discipline, enforcement of employment contracts (including non-competition agreements), preparing and auditing employee handbooks, wage-hour obligations and occupational safety and health issues.

The firm's attorneys have substantial experience with labor unions on behalf of management including union avoidance campaigns, union election representation and litigation, negotiation of collective bargaining agreements, arbitration of disputes arising under collective bargaining agreements and responding to unfair labor practice charges under the National Labor Relations Act and related statutes.

FPSF FLORIO PERRUCCI STEINHARDT & FADER LLC

Attorneys at Law

Real Estate & Land Use

The attorneys in our real estate and land use practice group regularly represent clients in a diverse range of matters including land use approvals, negotiation and drafting of contracts, conveyances of title, construction and re-development, easements, licenses, land use and occupancy agreements, brokerage and commission agreements, all forms of partnership and joint venture agreements, lease agreements, commercial land acquisition, residential real estate transactions, financing and development, and zoning and planning issues. The firm's extensive history of counseling clients is paired with our understanding that every client's matter is unique, and demands a tailored approach.

In conjunction with the attorneys in the firm's litigation group, the real estate and land use group has successfully represented clients in foreclosures, title disputes, land use litigation, defense and prosecution of real estate tax appeals, and negotiation of tax assessments. The group also benefits from drawing on the firm's environmental attorneys. More often than not, environmental matters play an ever-increasing role in real estate transactions.

The firm has also been involved in the conversion of rental housing to condominiums as well as the sale of cooperatives on behalf of sponsors, owners and lenders including end-loan lenders. Our attorneys have represented clients, including federal government entities, in mortgage pool transactions, primarily involving single family loans, multi-family and strip shopping center mortgages, construction mortgages, and commercial mortgages.

Environmental

The firm's environmental law group focuses on an array of federal, state, and local environmental issues in New Jersey, Pennsylvania and throughout the region. Our clients include Fortune 500 companies, in-house environmental compliance officers, small businesses and others seeking advice on various environmental issues. Many of the attorneys in the firm's environmental law group have prior professional activities and affiliations with both federal and state environmental regulatory agencies. Below are a few examples of the firm's environmental matters:

Hazardous and Solid Wastes

-Advice on compliance with applicable statutes and regulations in connection with waste disposal, and on acquisition of permits for treatment, storage, and disposal of hazardous wastes
-Representation in cleanups, oversight of technical consultants, advice regarding contribution among parties, settlement and cost allocation
-Representation in site remediations, defense of governmental clean-up actions, and representation of litigants in private cost-recovery actions

Air, Noise, and Water Pollution and Regulatory Compliance

-Provide permit application services and compliance advice for public and private clients on complex air-emission requirements for existing plants and new construction
-Advise public and private clients concerning acquisition of and compliance with industrial discharge permits, stormwater discharge permits and U.S. Army Corps of Engineers "dredge and fill" permits
-Counsel and represent private and public clients faced with the legal, governmental and economic complexities of aviation noise and route systems, airport construction, expansion and land use

Environmental Litigation

-Pre-trial, trial, appellate and administrative agency matters involving environmental issues under federal, New York, and New Jersey laws
-Private cost-recovery actions and defense of potentially responsible parties in governmental clean-up matters
-Toxic tort and product liability litigation involving chemicals, toxic air emissions, and hazardous substances

Energy

The firm's energy group provides governmental affairs services, counsel to major utility companies, and planning and legal services for those seeking to expand electric generation or transmission capability. Our attorneys work with clients through every step of the process, from obtaining financing to the development and construction of solar farms, geothermal projects, and large scale electric generating stations. The firm's energy group has significant experience negotiating power purchase agreements, implementing energy savings improvement programs, and assisting with the sale and acquisition of major generation facilities.

The energy practice group also provide comprehensive legal counsel through every step of traditional electrical, natural gas, and pipeline projects. Throughout the firm's history, we have assisted clients with negotiating joint-venture, purchase and other agreements, providing guidance on construction, operational as well as management issues.

The firm's elite team of attorneys brings a valuable combination of extensive government and regulatory affairs experience and energy law proficiency to create a distinct advantage in helping clients who are seeking to influence energy policy or engage in energy related development. The firm has also taken the lead in the burgeoning field of renewable energy. Whether it is wind, solar, geothermal, or the creation of alternative fuels, we can assist both mature and start-up companies. The firm consistently outperforms our competition by predicting energy-related developments that, if properly planned for, can create a competitive advantage that will help a business to succeed and grow.

EXHIBIT C

FPSF FLORIO PERRUCCI STEINHARDT & FADER LLC

Attorneys at Law

December 11, 2015

Jacqueline Scalia
Borough Clerk
Borough of Glen Rock
1 Harding Plaza
Glen Rock, NJ 07452

Re: LETTER OF QUALIFICATION

Dear Ms. Scalia:

The undersigned has reviewed my Qualification Statement submitted in response to the Request for Qualifications (RFQ) issued by the Borough of Glen Rock ("Borough") in connection with the Borough's need for professional services.

We affirm that the contents of our Qualification Statement (which Qualification Statement is incorporated herein by reference) is accurate, factual and complete to the best of our knowledge and belief that the Qualification Statement is submitted in good faith upon express understanding that any false statement may result in the disqualification of

Florio Perrucci Steinhardt & Fader, LLC (Respondent)*

Signature

Ravinder S. Bhalla, Esq.
Print Name

Partner
Title

- If a joint venture, partnership or other formal organization other than a natural person is submitting a Qualification Statement, this Letter of Qualification must be signed by an individual with the legal authority to bind the organization.

EXHIBIT D

FPSF FLORIO PERRUCCI STEINHARDT & FADER LLC

Attorneys at Law

LETTER OF INTENT

December 11, 2015

Jacqueline Scalia
Borough Clerk
Borough of Glen Rock
1 Harding Plaza
Glen Rock, NJ 07452

Re: LETTER OF INTENT

Dear Ms. Scalia:

The undersigned, as Respondent, has submitted the attached Qualification Statement in response to a Request for Qualifications (RFQ), issued by the Borough of Glen Rock ("Borough"), dated in connection with the Borough's need for professional services.

Florio Perrucci Steinhardt & Fader, LLC HEREBY STATES:

1. The Qualification Statement contains accurate, factual and complete information.

2. Respondent agrees to participate in good faith in the procurement process as described in the RFQ and to adhere to the Borough's procurement schedule.

3. Respondent acknowledges that all costs incurred by them in connection with the preparation and submission of the Qualification Statement and any other documents prepared and submitted in response to the RFQ, or any negotiation which results therefrom shall be borne exclusively by the Respondent.

4. Respondent hereby declares that the only persons anticipated by respondent to perform the professional services for which the Qualification Statement is submitted are named herein and that no person other than those herein mentioned has any

participation in the Qualification Statement or in any contract to be entered into with respect thereto. Additional persons may subsequently perform professional services or extraordinary services for which the Qualification Statement is submitted, but only if acceptable to the Borough. Respondent declares that the Qualification Statement is made without connection with any other person, firm or parties who has submitted a Qualification Statement, except as expressly set forth below and that it has been prepared and has been submitted in good faith and without collusion or fraud.

5. Respondent acknowledges and agrees that the Borough may modify, amend, suspend and/or terminate the procurement process (in its sole judgement). In any case, the Borough shall not have any liability to the Respondent for any costs incurred by the Respondent with respect to the procurement activities described in the RFQ.

6. Respondent acknowledges that any contract executed with respect to the provision of professional services must comply with all applicable affirmative action and similar laws. Respondent hereby agrees to take such actions as are required in order to comply with such applicable laws.

Signed:

Printed: Ravinder S. Bhalla, Esq.

Title: Partner

*If a joint venture, partnership or other formal organization other than a natural person is submitting a Qualification Statement, this letter of Qualification must be signed by an individual with the legal authority to bind the organization.

EXHIBIT E

Certification 39397

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-FEB-2014 to 15-FEB-2017

FLORIO PERRUCCI STEINHARDT & FADER, L.L.C.
218 RTE. 17 NORTH
ROCHELLE PARK NJ 07662

Andrew P. Sidamon-Eristoff
State Treasurer

EXHIBIT F

02/15/06

Taxpayer Identification# **200-984-717/000**

Dear Business Representative:

Congratulations! You are now registered with the New Jersey Division of Revenue.

Use the Taxpayer Identification Number listed above on all correspondence with the Divisions of Revenue and Taxation, as well as with the Department of Labor (if the business is subject to unemployment withholdings). Your tax returns and payments will be filed under this number, and you will be able to access information about your account by referencing it.

Additionally, please note that State law requires all contractors and subcontractors with Public agencies to provide proof of their registration with the Division of Revenue. The law also amended Section 92 of the Casino Control Act, which deals with the casino service industry.

We have attached a Proof of Registration Certificate for your use. To comply with the law, if you are currently under contract or entering into a contract with a State agency, you must provide a copy of the certificate to the contracting agency.

If you have any questions or require more information, feel free to call our Registration Hotline at (609)292-1730.

I wish you continued success in your business endeavors.

Sincerely,

John E. Tully, CPA
Director

STATE OF NEW JERSEY

BUSINESS REGISTRATION CERTIFICATE

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

TAXPAYER NAME:

FLORIO PERRUCCI STEINHARDT & FADER, L.L.

TRADE NAME:

ADDRESS:

235 FROST AVE
PHILLIPSBURG NJ 08865-1686

SEQUENCE NUMBER:

1058647

EFFECTIVE DATE:

04/13/04

ISSUANCE DATE:

02/15/06

Director

FORM-BRC(08-01)

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

EXHIBIT G

BUSINESS ENTITY DISCLOSURE CERTIFICATION
FOR NON-FAIR AND OPEN CONTRACTS
Required Pursuant To N.J.S.A. 19:44A-20.8
BOROUGH OF GLEN ROCK

Part I – Vendor Affirmation

The undersigned, being authorized and knowledgeable of the circumstances, does hereby certify that Florio Perrucci Steinhardt Fader has not made and will not make any reportable contributions pursuant to N.J.S.A. 19:44A-1 et seq. that, pursuant to P.L. 2004, c. 19 would bar the award of this contract in the one year period preceding January 1, 2011 to any of the following named candidate committee, joint candidates committee; or political party committee representing the elected officials of the *Borough of Maywood* as defined pursuant to N.J.S.A. 19:44A-3(p), (q) and (r).

Mayor Bruce J. Packer	Council Member Kristine Morieko
Council Member Michael O'Hagan	Bergen County Republican Organization
Council Member Arthur Pazan	Glen Rock Republican Organization
Council Member Mary Jane Surrago	Bergen County Democratic Organization
Council Member Amy Martin	Glen Rock Democratic Organization
Council Member William (Skip) Huisking	

Part II – Ownership Disclosure Certification

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

Check the box that represents the type of business entity:

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

Name of Stock or Shareholder	Home Address
Paul T. Fader, Esq.	139 Schraalenburg Rd., Haworth, NJ 07641
Michael J. Perrucci, Esq.	2351 Washington Lane, Bethlehem, PA 18105
Douglas J. Steinhardt, Esq.	4 Jacob Way, Phillipsburg, NJ 08865

Part 3 – Signature and Attestation:

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

Name of Business Entity: Florio Perrucci Steinhardt & Fader, LLC
Signed: Ravinder S. Bhalla
Print Name: Ravinder S. Bhalla, Esq.
Title: Partner
Date: December 11, 2015

Subscribed and sworn before me this 10th day of December, 2015.

My Commission expires: Sept 17. 2019

PAMELA A. CASTELLON
Commission # 2108848
Notary Public, State of New Jersey
My Commission Expires
September 17, 2019

Ravinder S. Bhalla
(Affiant)
Ravi Bhalla, Partner
(Print name & title of affiant) (Corporate Seal)

EXHIBIT H

STOCKHOLDER DISCLOSURE CERTIFICATION

Name of Business:

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

OR

☐ I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned.

Check the box that represents the type of business organization:

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

Sign and notarize the form below, and, if necessary, complete the stockholder list below.

Stockholders:

Name: Paul T. Fader, Esq. Home Address: 139 Schraalenburg Rd. Haworth, NJ 07641	Name: Home Address:
Name: Michael J. Perrucci, Esq. Home Address: 2351 Washington Lane Bethlehem, PA 18105	Name: Home Address:
Name: Douglas J. Steinhardt, Esq. Home Address: 4 Jacob Way, Phillipsburg, NJ 08865	Name: Home Address:

Subscribed and sworn before me this 10th day of December, 2015.

(Notary Public)

My Commission expires: Sept 17. 2019

(Affiant)

Ravinder S. Bhalla, Esq.
(Print name & title of affiant)

(Corporate Seal)

PAMELA A. CASTELLON
Commission # 2108848
Notary Public, State of New Jersey
My Commission Expires
September 17, 2019

EXHIBIT I

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

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

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

Part I – Vendor Information

Vendor Name:	Florio Perrucci Steinhardt & Fader, LLC		
Address:	235 Broubalow Way		
City:	Phillipsburg	NJ	Zip: 08865

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

Signature	Paul T Fader, Esq.	Partner
	Printed Name	Title

Part II – Contribution Disclosure

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

☐ Check here if disclosure is provided in electronic form.

Contributor Name	Recipient Name	Date	Dollar Amount
Paul T. Fader	NJ4Ward	12/3/15	$500.00
Michael J. Perrucci	NJ4Ward	12/3/15	$500.00
Paul T. Fader	Vision for New Jersey PAC	10/29/15	$1,500.00
Michael J. Perrucci	Vision for New Jersey PAC	10/29/15	$1,500.00
Paul T. Fader	Burlington County Labor Voice	10/29/15	$500.00
Michael J. Perrucci	Burlington County Labor Voice	10/29/15	$500.00
Paul T. Fader	District 39 Democrats	10/15/15	$2,500.00
Michael J. Perrucci	District 39 Democrats	10/15/15	$2,500.00
Paul T. Fader	East Bergen First	9/24/15	$700.00
Michael J. Perrucci	East Bergen First	9/24/15	$700.00
Paul T. Fader	Dough PAC	9/15/15	$525.00
Michael J. Perrucci	Dough PAC	9/15/15	$525.00
Paul T. Fader	Rancocas Valley Citizens PAC	9/10/15	$250.00
Michael J. Perrucci	Rancocas Valley Citizens PAC	9/10/15	$250.00
Paul T. Fader	District 36 Democratic Committee	7/9/15	$1,250.00
Michael J. Perrucci	District 36 Democratic Committee	7/9/15	$1,250.00
Paul T. Fader	The Leaders Fund	7/1/15	$1,000.00
Michael J. Perrucci	The Leaders Fund	7/1/15	$1,000.00
Douglas J Steinhardt	Bogota Republican Campaign	6/18/15	$1,000.00
Paul T. Fader	District 36 Democratic Committee	6/8/15	$3,000.00

Continuation Page

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

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

Vendor Name: **Florio Perrucci Steinhardt & Fader, LLC**

Michael J. Perrucci	District 36 Democratic Committee	6/8/15	$3,000.00
Paul T. Fader	United Water Inc. New Jersey PAC	6/4/15	$2,750.00
Michael J. Perrucci	United Water Inc. New Jersey PAC	6/4/15	$2,750.00
Paul T. Fader	United for Lodi	5/5/15	$750.00
Michael J. Perrucci	United for Lodi	5/5/15	$750.00
Paul T. Fader	United for Lodi	4/27/15	$500.00
Michael J. Perrucci	United for Lodi	4/27/15	$500.00
Paul T. Fader	G.T. Assoc. of Former Democratic Mayors	4/14/15	$600.00
Michael J. Perrucci	G.T. Assoc. of Former Democratic Mayors	4/14/15	$600.00
Douglas J Steinhardt	Republican County Chairmen's Association	3/5/15	$2,886.66
Paul T. Fader	Rancocas Valley Citizens PAC	1/8/15	$500.00
Michael J. Perrucci	Rancocas Valley Citizens PAC	1/8/15	$500.00