

RFP2019-16 LEGAL SERVICES-GENERAL MUNICIPAL LITIGATION AND OTHER LEGAL MATTERS FOR THE CITY OF TRENTON,DEPARTMENT OF LAW PROPOSAL OPENED 4/3/19 AT 11:00AM



C) Facilities

GMA is a South Jersey firm with its main office located in historical Woodbury on “Lawyers’ Row”. GMA also has offices in Mount Holly, Vineland and Tinton Falls, New Jersey. GMA employs a total of 16 people, 8 of which are attorneys. GMA hours of operation are 8am – 6pm Monday through Friday and can easily service the City of Trenton Department of Law with the time, participation and requirements presented in the Request for Proposals/Qualifications. However, to service your City’s emergency needs, attorneys will be accessible 24 hours a day via emergency phone lines.

D) Conflicts of Interest

No foreseeable conflicts exist at this time. However, if a conflict arises GMA will alert the City of Trenton Department of Law.

E) Fees

With the knowledge of the individuals named herein, along with the proper documents included from GMA, the firm’s grasp of timelines, protocol, procedures and other issues, GMA will accomplish each task in a timely, skilled manner.

Proposed rate for service rendered by Grace, Marmorero & Associates, LLP: **\$150.00 per hour**

F) Other Information

Services in the United States of America

All Services will be performed within the United States of America.

Terms and Conditions

GMA will comply with all the General Terms and Conditions required by the City of Trenton Department of Law and enter into a Standard Professional Services Contract.

Insurance in Accordance

Grace, Marmorero & Associates, LLP has both Professional Liability Insurance and Workers’ Compensation in accordance with New Jersey law.

References

Due to the confidentiality of cases, references can be discussed with the attorneys from our firm. Please note the firm handles hundreds of cases per year.

Proof of Insurance

Attached

Affirmative Action Statement

Attached

Non-Collusion Affidavit

Attached



Khalifah L. Shabazz * +∞

* Managing Attorney
+ Admitted in NJ & NY
∞ Admitted in PA

April 1, 2019

Cost Proposal

The Law Firm of Shabazz & Associates, LLC believe in providing aggressive and competent legal services for reasonable rates. While, all legal fees are negotiable, the law firm generally charges a flat rate of **\$150** per hour for shareholders; **\$140** per hour for all other attorneys and **\$75** per hour for all work performed by any member of the administrative staff.

The Law Firm of Shabazz & Associates, LLC also charges **.08** cents per page for copying and scanning for all black and white print. There is a charge of **.15** cents per page for all color copying.

(3)

PROPOSAL COSTS

Event/Activity	Rate per Hour
The Law Firm of Eric M. Bernstein & Associates, L.L.C. will accept all rates and compensation as set forth in the Request for Proposal in accordance with such rates as may be determined by the City of Trenton by Resolution or Ordinance.	
Hourly Rate – negotiations, arbitrations, meetings or conferences with officials, labor or other negotiations, all litigation services, in court or in-office, including client meetings, depositions, motion or conference hearings, and trial time. All Attorneys	\$150.00 per hour for owner; \$135.00 per hour for associates
Flat Rate - Paralegals (when requested and authorized)	\$60.00 per hour
Postage (includes Federal Express and USPS Priority)	Market Rate
Copying (in house, legal or letter sized)	\$0.20 per page
Copying/Printing (outside supplier, briefs and volume)	Market Rate
Facsimile transmittal (sending only)	\$0.20 per page
Electronic transmission (email or other)	None

CITY OF TRENTON

LEGAL SERVICES – GENERAL MUNICIPAL LITIGATION AND OTHER LEGAL MATTERS

Eric M. Bernstein & Associates, L.L.C.
34 Mountain Boulevard
Building A
P.O. Box 4922
Warren, New Jersey 07059-4922
Phone: (732) 805-3360
Fax: (732) 805-3346
www.embalaw.com



Respondent's Cost Proposal

Antonelli Kantor, P.C. is amenable to the hourly rates set by the City of Trenton.

Partners \$175.00/hour

All other attorneys \$135.00/hour

Paralegals \$85.00/hour

ANTONELLI KANTOR, P.C.

By:

Jarrid H. Kantor, Partner

The Firm's equity partners are John P. Inglesino, Esq., Elnardo J. Webster II, Esq., Lisa D. Taylor, Esq., John P. Wyciskala, Esq., Denis F. Driscoll, Esq. and Nicholas A. Grieco, Esq. All six of the Firm's equity partners have been equity partners in some of New Jersey's most prestigious law firms for extended periods of time, and have served on senior committees of finance and management. The Firm's prior names were: (1) Inglesino, Pearlman, Wyciskala, LLC; (2) Inglesino, Pearlman, Wyciskala & Taylor, LLC; and (3) Inglesino, Wyciskala & Taylor, LLC. As of January 2015, Elnardo J. Webster, II, Esq. joined the Firm as an equity partner, which is when the firm's name changed to Inglesino, Webster, Wyciskala & Taylor, LLC. As of January 2016, Nicholas A. Grieco, Esq. joined the Firm as an equity partner. The Firm has been under the management of senior partner, John P. Inglesino, Esq., since it opened its doors in 2010.

The Firm is a New Jersey limited liability company. The Firm is not a subsidiary of any other law firm. No portion of the Firm's work would be sub-contracted out to a third party unless there is a conflict. The Firm has never been engaged in any bankruptcy proceedings or re-organization proceedings. The Firm has no judgments filed against it within the last five (5) years and has not been adjudicated liable for professional malpractice. A malpractice action was filed, against Elnardo J. Webster, II, Esq., and Jodi M. Luciani, Esq. and such action is pending. Additionally, a State investigation was conducted approximately six (6) years ago due to allegations made that John P. Inglesino, Esq. and former Parsippany Mayor, James Barberio had offered Lou Valori a job in exchange for his agreement not to run for the Parsippany City Council. After a thorough investigation by the Somerset Prosecutor's Office, such allegations were deemed completely false and absolved both John P. Inglesino and Mayor James Barberio of any wrongdoing. Attached to Exhibit 5 is the letter relative to the outcome of such investigation. Also, an ethics complaint was filed against John P. Inglesino, Esq. by the members of the Parsippany City Council. After a thorough investigation by the New Jersey Office of Attorney Ethics, no evidence was found to support such claim. Attached to Exhibit 5 is a copy of the correspondence relative to this complaint.

The Firm hereby states that the Firm, nor any individuals assigned to this engagement are disbarred, suspended, or otherwise prohibited from professional practice by any federal, state or local agency. The Firm complies with all applicable, local, State and Federal laws, regulations and requirements with respect to its business activities.

The Firm is an Equal Opportunity Employer and ensures that all employees, and applicants for employment, are not discriminated against because of race, color, religion, sex and national origin. We remain, and shall remain, in compliance with all affirmative action requirements applicable to firms which enter into contracts with public bodies in New Jersey. The Firm employs non-union employees only. None of the Firm's employees are related to any City of Trenton employees or elected/appointed officials of the City of Trenton.

Fees

This Firm is amenable to the hourly rate set by the City of Trenton. This Firm will comply with the general terms and conditions as may be required by the City of Trenton and will enter into a professional services contract with the City of Trenton, if applicable.



March 21, 2019

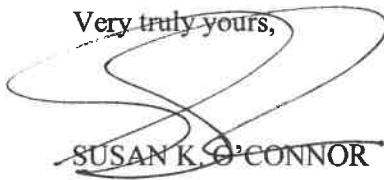
Ms. Isabel C. Garcia
Purchasing Agent
Division of Purchasing
319 East State Street
Trenton, NJ 08608

**Re: RFP Response RFP2019-16
Legal Services – General Litigation and Other Legal Matters
Price Proposal**

Ms. Garcia:

Pursuant to the City of Trenton's Request for Proposals for Legal Services – Labor & Employment Litigation and Related Matters, please be advised that the Firm of Hoagland, Longo, Moran, Dunst & Doukas, LLP charges \$175/hour for shareholders, \$135/hour for all other attorneys, and \$85/hour for paralegals. Furthermore, the Firm charges for costs such as retention of experts, experts' fees, accountant's fees, service fees, messenger services, deposition transcripts, court transcripts, postage and any other necessary expenses associated with this matter.

Should you require any additional information please do not hesitate to contact my office.

Very truly yours,

SUSAN K. O'CONNOR

SO:hlw

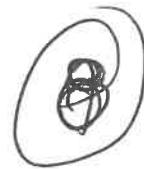


FEES/COSTS

Below is the price proposal which includes separate rates for shareholders, all other attorneys and paralegals. In addition, the price proposal also includes a breakdown of the administrative fees and costs necessary to complete the work.

Title Category	Discounted Hourly Rate
Partner	\$175
Associate	\$140
Paralegal	\$85
Administrative Fees	
Photocopying	\$.10
Postage	\$.50





Price Proposal

We propose the following fee arrangement:

- Partners/Counsel: \$175/hour
- Associates: \$135/hour
- Paralegals: \$85/hour
- Costs of photocopies with our vendor are:
 - \$0.10 per page for black and white copies
 - \$1.09 per page for color copies
 - \$15 for every 250 pages for converting documents to a C.D.
 - \$40 for DVD
- Costs for postage with the United States Postal Service are utilized at their current rates for general postage and certified mail.
- Costs for Lawyers Service deliveries are \$6.10 per item effective April 1st, 2018.



A. Cost Proposal:

The Garty Law Firm proposes an hourly rate of \$175/hour for Ms. Garty and \$135/hour for work performed by her associate attorney. Paralegal assistance is available and used where appropriate at the rate of \$85/Hour for these services.

If a "not to exceed" amount is desired for the contract for this representation, the Proposer is amenable to including this clause. The Firm already utilizes the City's billing software and has been able to successfully comply with the invoicing and billing submission protocols.

MICHAEL A. ARMSTRONG & ASSOCIATES, LLC

Counselors at Law
79 MAINBRIDGE LANE
WILLINGBORO, NEW JERSEY 08046

10

MICHAEL A. ARMSTRONG+
Email: maa@armstronglawfirm.com

CRISTAL M. HOLMES-BOWIE
Email: chb@armstronglawfirm.com

MORRISON KENT FAIRBAIRN+
Email: mkf@armstronglawfirm.com

TELEPHONE: (609) 877-5511
FACSIMILE: (609) 877-7755

+ MEMBER NJ NY & GA BARS



+ MEMBER NJ & PA BARS

RESPONSE TO REQUEST FOR PROPOSALS PROFESSIONAL SERVICES CITY OF TRENTON

LEGAL SERVICES - GENERAL MUNICIPAL LITIGATION AND OTHER LEGAL MATTERS

RFP 2019-16

A. Qualifications.

The law firm of Michael A. Armstrong & Associates, LLC, hereby submits its proposal with the City of Trenton for Legal Services – General Municipal Litigation and Other Legal Matters. Michael A. Armstrong & Associates, LLC, presently represents several government entities, including the City of Trenton, in all areas of general municipal and defense, litigation, appeals, motion practice, legal research, and other legal matters as needed. The Law Office of Michael A. Armstrong was established on February 15, 1994. On January 18, 2008, the firm changed its name to Michael A. Armstrong & Associates, LLC. The managing partner is Michael A. Armstrong.

The firm represents public and private clients in matters involving employment, general government defense, commercial litigation, legislative, general civil defense, contracts, real estate, condemnation actions, redevelopment, planning, criminal, municipal court and personal injury. The law firm has engaged in litigation with some of the largest law firms in the State and consistently achieves favorable results for our clients. The firm's expertise is primarily concentrated in the areas of local and state government defense arising from matters involving tort claims, employment, planning, redevelopment, real estate contracts, condemnations, and legislation.

B. Compensation Proposal.

Hourly Rates for Attorneys And Support Staff

	<u>Rate Per Hour</u>	<u>Services of</u>
\$	175.00	Michael A. Armstrong
\$	135.00	Associate Attorneys
\$	85.00	Paralegals



NEW JERSEY
NEW YORK

— LAW OFFICES —
DECOTIIS
DeCotiis, FitzPatrick, Cole & Giblin, LLP

GLENPOINTE CENTRE WEST
500 FRANK W. BURR BOULEVARD, SUITE 31
TEANECK, NEW JERSEY 07666

WILLIAM HARLA, ESQ.
WHARLA@DECOTIISLAW.COM
201.907.5205

TELEPHONE: (201) 928-1100
TELEFAX: (201) 928-0588
WWW.DECOTIISLAW.COM

FEE PROPOSAL

Legal Services - General Municipal Litigation and Other Legal Matters

DeCotiis, FitzPatrick, Cole & Giblin, LLP proposes the following fee structure for general municipal litigation services and other legal matters; we will, however, be more than willing to tailor a fee structure that meets the City's needs:

Hourly Rate: We propose a blended hourly rate of One Hundred Seventy-Five Dollars (\$175.00) per hour for services performed by attorneys, including attendance at required meetings. Legal services provided by law clerks will be billed at a rate of One Hundred Twenty-Five Dollars (\$125.00) and paralegals and legal assistants will be billed at a rate of Eighty-Five Dollars (\$85.00) per hour.

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

Mileage, Tolls and Parking: We propose that mileage will be reimbursed at the prevailing IRS reimbursement rate, and the cost of tolls and parking shall be reimbursed at cost.

Reimbursable Expenses:

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

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

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



12

3. GOVERNMENT FORM and AVAILABILITY

Shimberg & Friel, P.C.'s attorneys have a solid understanding of the form of government under which the City operates. Also, they have sufficient availability and capacity to appear at various meetings, including City Council meetings and other meetings required by the City Administration.

4. PRICE PROPOSAL

Shimberg & Friel, P.C. proposes the following rates for attorneys handling files:

Shareholders: \$175.00/hour

Associates and Of Counsel Attorneys: \$135.00/hour

Paralegals: \$85.00/hour

Administrative fees and costs necessary to complete cases assigned:

Photocopies: \$.10 per page

All postage charged above first ounce rate (currently \$.50 for metered mail)

Overnight Mail (with approval of City)

Delivery/Messengers (with approval of City)

Experts (including medical) (with approval of City)

Travel Expenses (Mileage at government rate, Tolls, Parking)

TERM OF CONTRACT

Shimberg & Friel, P.C. acknowledges that the duration of the Contract is one year from the date of award.

Respectfully submitted,

SHIMBERG & FRIEL, P.C.

By:

Charles Shimberg, President

Dated: 3/27/2019

FEE SCHEDULE

The hourly rate for professional and paraprofessional legal services for City of Trenton depending on the nature of the matter will be:

Shareholders	\$175
Counsel/Of Counsel and Associates	\$135
Paralegal	\$85

All non-paralegal work will be performed by a shareholder.

In addition to legal services, our invoices will include any out-of-pocket expenses attributable to a specific client matter. Out-of-pocket expenses generally include, but are not limited to postage, photocopying and complex document production, fax transmissions, courier services, online research, travel expenses, filing, recording, certification and registration fees charged by governmental bodies.

Itemized statements showing services rendered and disbursements made by the firm on behalf of the client will be submitted on a monthly basis, together with an appropriate voucher for payment.

Administrative Fees

Photocopying	\$.20 per copy
Courier Service	At cost
Telephone calls	Included in hourly rate
Faxes	no charge
Postage	At cost
Travel/mileage	\$.58 cost per mile

14

Stuart A. Platt, Esquire

Platt & Riso, P.C.

40 Berlin Avenue

Stratford, NJ 08084

Phone: (856) 784-8500, ext. 20

Fax: (856) 784-8050

E-Mail: platt@prlawoffice.com

COMPENSATION PROPOSAL

This law firm will bill the City at an hourly rate of no less than \$175.00 per hour for shareholders; \$135.00 per hour for all other attorneys and \$85.00 per hour for paralegals. This law firm would also be reimbursed for any out-of-pocket expenses.

Price proposal must include separate rates for shareholders, all other attorneys and paralegals.

Malamut and Associates has a long-standing commitment to staffing client matters according to the task at hand, utilizing shareholders, associates, and paralegals where required in order to deliver the best product and service in an effective and cost-efficient manner.

It has been our practice to base all legal services on an hourly fee rather than a retainer. Our current hourly rate is \$175.00 per hour for shareholders. We would invoice you monthly for work performed during the preceding calendar month. Out-of-pocket expenses would be charged at our actual cost, without application of any mark up. Out-of-pocket expenses include, but are not limited to, records we pay for, transcripts we pay for, but not mileage to court or meetings.

Other associate attorneys at the firm may assist where necessary and appropriate. The maximum rate that the firm will charge for those attorneys' services will be \$135.00 per hour. Paralegal services will be charged at \$85.00 per hour.

(16)

PAYMENT CONDITIONS AND RATE SCHEDULES

During the calendar year 2019-2020 Rainone Coughlin Minchello proposed to provide legal services at an hourly rate of One Hundred Seventy-Five Dollars (\$175.00) per hour for shareholders, One Hundred Thirty-Five Dollars (\$135.00) per hour for all other attorneys and Eighty-Five (\$85.00) for paralegals for all services required.

We further propose the following fees for expenses:

Reimbursable Expenses:

Photocopies	\$.08 per page;	Faxes	\$.25 per page
Printing	\$.08 per page;	Color Copies	\$.65 per page
CD Copy	\$5.00;	DVD Copy	\$10.00

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

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



FLORIO
PERRUCCI
STEINHARDT &
CAPPPELLI LLC

218 Rt. 17 North, Suite 410
Rochelle Park, NJ 07662

o 201.843.5858
F 201.843.5877

Lester E. Taylor | Partner

201-843-5858
ltaylor@floriolaw.com

(57)

April 1, 2019

Via Hand-Delivery

Isabel C. Garcia, QPA, Purchasing Agent
City of Trenton
Division of Purchasing, 1st Floor
319 East State Street
Trenton, NJ 08608

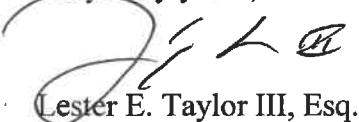
**RE: FPSC Proposal to City of Trenton for RFP 2019-16 General Municipal
Litigation and Other Legal Matters**

Dear Ms. Garcia:

The firm proposes an hourly rate of \$175.00 for Shareholders/Partners, \$135.00 for other attorneys/Associates and \$85.00 for paralegals to provide legal counsel to the City of Trenton in the area of Labor and Employment Litigation and Related Matters.

The firm will seek reimbursement for mileage at the applicable IRS rate, and reimbursement for all disbursements such as filing fees, postage, and overnight mailings. All rates are negotiable based on the needs of the City and scope of work.

Very truly yours,



Lester E. Taylor III, Esq.

WEINER LAW GROUP LLP

18

629 Parsippany Road
Parsippany, New Jersey 07054
P (973) 403-1100 F (973) 403-0010
www.weiner.law

JOSPEH F. RANIERI
Member of the Firm

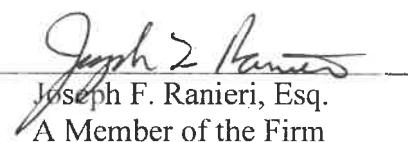
jranieri@weiner.law

March 25, 2019

Price Proposal for Legal Services- General Municipal Litigation and Other Legal Matters, RFP2019-16

For professional legal services rendered to the City of Trenton, the Weiner Law Group LLP will charge one hundred seventy-five dollars (\$175/hr.) per hour per attorney performing work for the City of Trenton plus any ordinary and routine litigation costs and expenses incurred by the firm during the representation, i.e. filing fees, deposition costs, etc. Paralegals will be billed at eighty-five dollars (\$85/hr.) per hour.

By:


Joseph F. Ranieri, Esq.
A Member of the Firm

JFR/tae

1580435

Parsippany ♦ Red Bank ♦ Bridgewater ♦ Jersey City ♦ New York City

(19)

FLORIO ♦ KENNY ♦ RAVAL, L.L.P.

ATTORNEYS AT LAW

125 CHUBB AVENUE
SUITE 310 N
LYNDHURST, NEW JERSEY 07071
PHONE: (201) 659-8011
FAX: (201) 659-8511

E-MAIL: MAIN@FKRLAW.COM

WEBSITE: WWW.FKRLAW.COM

EDWARD J. FLORIO
BERNARD F. KENNY, JR.
NITA G. RAVAL
CHRISTOPHER K. HARRIOTT

DAVID J. YANOTCHKO
KEITH KANDEL[^]
WILLIAM J. MASLO
MICHAEL T. WILKOS*
MATTHEW R. TAVARES*
MICHAEL S. URCUYO

*ADMITTED TO NJ & NY BAR
[^]CERTIFIED AS A WORKERS' COMPENSATION ATTORNEY

March 27, 2019

Isabel C. Garcia, Purchasing Agent
City Hall Annex
Division of Purchasing
City of Trenton
319 East State Street
Trenton, New Jersey 08608

RE: FEE PROPOSAL FOR GENERAL MUNICIPAL LITIGATION AND OTHER LEGAL MATTERS RFP 2019-16

Dear Ms. Garcia:

We propose a rate of \$175.00 per hour per partners, \$135.00 per hour per attorneys, and \$85.00 per hour per paralegals for the term of the Contract.

Respectfully submitted,

FLORIO♦KENNY♦RAVAL, L.L.P.

EDWARD J. FLORIO
eflorio@fkrlaw.com

Writer's direct email address:
EJF/lnf



Mr. Weber has spent a large portion of his career zealously representing owners, contractors, and their sureties in matters involving public works projects. We strongly believe that our collective experience representing both private clients, as well as other New Jersey municipal and county government entities, provides us an appreciation of the myriad issues involved in handling the varied and often complex transactional, legislative, and litigation matters on behalf of such a multifaceted city.

B. Compensation Proposal (see separate sealed envelope enclosed herewith)

To the extent that the City prefers a different fee structure than the referenced proposal, Weber Dowd Law is amenable to the City's prevailing rates and/or fee structures for services of this kind. Also, Weber Dowd Law is willing to accept the "not to exceed" amount to be determined by the City.

C. D E. Past Performance, History and Knowledge of Trenton

We strongly believe that our collective experience representing both private clients, as well as other New Jersey municipal and county governments, including the City of Trenton provides us with an astute appreciation of the myriad issues involved in guiding municipal clients in avoiding and, when necessary, handling complex litigation. Mr. Dowd and Mr. Weber have had extensive trial experience in Federal and State Courts and Administrative Agencies. Please see Appendix B for just a few examples of our successful litigation results. Please also see the firm's Reference List attached hereto as Appendix C.

In addition, our firm has and continues to successfully represent City of Trenton on a number of litigation matters ranging from Construction disputes, to the defense of law enforcement personnel in civil rights, tort and Section 1983 matters, as well as matters involving premises liability and person injury claims defense. As such, over the years we have gained a knowledge and appreciation of the City's staff, departmental structure and operations that makes our firm uniquely qualified to continue providing representation to the city on both pre-litigation issues and those matters that result in litigation.

F. Availability, Qualifications and Experience of Proposed Staff

Mr. Dowd regularly represents, advises, and appears before the governing bodies of various Municipal and County entities as well as other autonomous public Boards and Commissions. Mr. Dowd and Mr. Weber will continue to make themselves available to the City's governing body, as well as the administrative departments within the City as required by the City Administration. Mr. Dowd and Mr. Weber have a combined experience of more than forty (40) years in transactional, litigation, and defense work and have been providing legal services to governmental entities for more than thirty (30) years. Additionally, Weber Dowd Law has well qualified and sufficient staff in the form of Associate and Of-counsel attorneys, as well as law clerks, to assist in fulfilling the requirements specified within the Request for Proposals. All staff is located in the firm's aforementioned principal place of business in Woodland Park. As stated above, the attorneys that would be assigned to this contract are very familiar with governmental representation, including legal research, representation in court, drafting and reviewing contracts, and drafting and revising ordinances. Moreover, Weber Dowd Law will ensure diligent

3.3.7 Price Proposal

21

If selected as Special Counsel for Legal Services, Murphy Orlando will comply with all pricing terms set by the City of Trenton. Murphy Orlando agrees to charge that rate plus reasonable costs such as filing fees, court reporter fees, and the like.

engagement are disbarred, suspended, or otherwise prohibited from professional practice by any federal, state or local agency.

Respondent has no immediate relatives employed by the City of Trenton.

C. Qualifications and Relevant Experience

1. Professional qualifications:

a. James A. Lewis, V was admitted to practice law in the states of New Jersey and New York in 2010 and 2013 after graduating from Hofstra Law School in 2010. Mr. Lewis also is admitted to practice before the District of New Jersey, the Third Circuit and the United States Supreme Court.

Scott Pennington was admitted to practice law in New Jersey in 2001 after graduating from Rutgers School of Law – Newark in 1999. Scott Pennington also is admitted to practice before the District of New Jersey.

b. The rates for attorneys associated with Pennington Law Group is discounted for municipal and government clients. Attorneys associated with the firm agree to bill at a blended hourly rate consistent with the current practices of the Township. Pennington Law Group expects to be paid within 30 days of submitting its invoice for services. For non-government clients, James A. Lewis, V bills at an hourly rate of \$450.00 - \$500.00, and the associates of the firm are billed at an hourly rate of \$250.00-\$350.00.

2. Experience:

Scott Pennington, most recently, was a partner with Weiner Law Group before bringing his considerable talent and skill to the Pennington Law Group. Scott Pennington specializes in Education Law, including compliance with affirmative action requirements, and other statutory mandates. In addition, Mr. Pennington regularly appears in court on complex municipal court matters, and criminal law matters.

James Lewis, who clerked on both the United States District Court for the District of New Jersey for the Honorable Michael Shipp and on the Superior Court of New Jersey for the Honorable Marquis Jones, specializes in commercial litigation defense, civil rights and employment matters. Prior to joining the Pennington Law Group, Mr. Lewis worked at a New Jersey Law Firm specializing in the prosecution of foreclosure actions.

In 1997, Eric S. Pennington became an associate with the law firm of Gibbons, Del Deo, Dolan, Griffinger & Vecchione, now Gibbons, PC., where he concentrated on labor and employment litigation defense and employment counseling for management.

Boards of Education

Marlboro
 Middletown
 Piscataway
 Pt. Pleasant Beach
 Red Bank Regional
 Sea Isle City
 Shore Regional
 Somerset County Ed. Svcs.
 Somerset Hills
 So. Brunswick
 So. Plainfield
 So. River
 Trenton

Contact

Cindy Barr-Rague
 William J. Doering, Bus. Admin.
 Brian DeLucia
 Brian Savage
 Steven Terhune, Bus. Admin.
 Joann Smith, Chf School Admin.
 Kenneth Sommerhalter
 Thomas F. Boyle
 Nancy Lee Hunter, Bus. Admin.
 Anthony N. Tonzini, Jr.
 Donna M. Tolley
 Ronald C. Grygo, Superintendent
 Angela Fortson

Municipalities

Aberdeen
 Colts Neck
 Holmdel
 Ocean

Contact

Chief Joseph Kelly or James Lauro
 Public Works Dir.
 Edward Thompson, Public Works Dir.
 Or Robert Bowden
 Christopher Schultz, Bus. Admin.
 David Kochel, Twp. Mgr.

4. I have attached a copy of our firm resume which recites the education, qualifications, experience and training of those attorneys who would be assigned to provide legal services.

5. My knowledge of the City of Trenton includes over twenty five years practicing law including many cases handled in Mercer County, Trenton, New Jersey. I have also represented numerous members of the Elizabeth Fire Department and Elizabeth Police Department in individual matters as a result of a professional relationship with Robert Varady, Esq., attorney for the City of Elizabeth.

6. I would propose an hourly rate of \$175.00 per hour for partners, \$160.00 per hour for associates and \$85.00 per hour for paralegal. I would propose photocopying costs at \$.10 per copy, actual phone charges, and approved IRS mileage rates.

7. I hereby certify that neither the firm nor any individuals of the firm are suspended or otherwise prohibited from the practice