

**COUNTY ATTORNEYS' ASSOCIATION OF THE STATE OF NEW YORK
2021 Annual Meeting**

Monday, September 13, 2021

11:30am	Registration
10:30am – 12:00pm	Brunch - Fenimore Dining Room
12:00pm – 12:15pm	Welcoming Remarks Michael Siragusa, Esq. CAASNY
12:15pm – 1:15pm (1 CLE Hour)	Top Ten Hits for 2021: An Update on Public Sector Labor and Employment Law John F. Corcoran, Esq. Hancock Estabrook LLP
1:15pm – 1:25pm	Break
1:25pm – 2:15pm (1 Ethics CLE Hour)	Ethics Overview and Case Law Update Alison M. Coan, Esq. Anna E. Remet, Esq. Attorney Grievance Committee, Third Judicial Department
2:15pm – 2:25pm	Break
2:25pm – 3:15pm (1 CLE Hour)	Municipal Mega-Litigation Update Paul J. Napoli, Esq. Salvatore C. Badala, Esq. Napoli Shkolnik PLLC
3:15pm – 3:25pm	Break
3:25pm – 4:15pm (1 CLE Hour)	Mastering Post-COVID Delay and Additional Work Claims: A Public Owner's Toolbox Teno A. West, Esq. Steven "Tip" Torres, Esq. West Group Law PLLC
4:15pm – 4:25pm	Break
4:25pm – 5:15pm (1 CLE Hour)	Police Reform Issues Elyane G. Gold, Esq. Matthew P. Ryan, Esq. Roemer Wallens Gold & Mineaux LLP
5:30pm	Association Reception
6:30pm – 8:30pm	Association Annual Dinner

COUNTY ATTORNEYS' ASSOCIATION OF THE STATE OF NEW YORK
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Tuesday, September 14, 2021

7:30am – 9:00am	Breakfast – Fenimore Dining Room
8:30am – 9:00am	Registration
9:00am – 9:50am (1 CLE Hour)	Defending § 1983 Claims in the Time of Law Enforcement Adam T. Mandell, Esq. Maynard, O'Connor, Smith & Catalinotto LLP
9:50am – 10:00am	Break
10:00am – 10:50am 1 CLE Hour)	Environmental Law Update Gary Bowitch, Esq.
10:50am – 11:00am	Break
11:00am – 11:50am (1 Diversity CLE Hour)	Developments in State and Federal Discrimination Law Adam L. Rodd, Esq. Drake Loeb PLLC
11:50am – 1:10pm	Lunch
1:10pm – 2:00pm (1 CLE Hour)	Brownfields: Municipal Consideration, Tax Lien Foreclosures, Opportunities and Red Flags Jennifer C. Persico, Esq. Ian Shavitz, Esq. Lippes Mathias Wexler Friedman LLP
2:00pm – 2:10pm	Break
2:10pm – 3:00pm (1 CLE Hour)	Special Duty and Governmental Immunity: The Law After Valdez Andrew J. Orenstein, Esq. Harris Beach PLLC Bradley M. Wanner, Esq. Harris Beach PLLC
5:00pm	Board of Directors Meeting

2021 CAASNY Annual Meeting

September 13 and 14, 2021

Speaker Biographies

SALVATORE C. BADALA, ESQ., is a Partner and General Counsel at Napoli Schkonik PLLC. Mr. Badala is a partner in the firm's Complex Commercial Litigation and Consumer Class Actions department. He focuses his practice on handling disputes concerning directors and officers liability, partnership liability, securities fraud, antitrust, RICO, tortious interference with contracts and economic relations, business fraud, limited liability companies, contracts, and trade secrets. He has represented individuals and entities in regulatory enforcement and white-collar criminal matters before the Securities and Exchange Commission, the Commodity Futures Trading Commission, the Securities & Fraud Commission of Hong Kong, the Financial Conduct Authority, Financial Industry Regulatory Authority, and the Department of Justice.

GARY S. BOWITCH, ESQ., is a Partner at the Law Office of Gary S. Bowitch. He has practiced environmental law for 30 years. Mr. Bowitch represents private, not-for-profit and municipal clients on an array state and federal environmental issues, including contamination of water supplies, brownfield redevelopment, regulatory compliance, the State Environmental Quality Review Act, mining, air pollution, land use, and wetland regulation. He has advised several New York counties on numerous environmental issues, including the redevelopment of contaminated tax-delinquent properties and the siting of large renewable wind and solar energy facilities under Public Service Law Article 10 and Executive Law 94-c. He has extensive experience addressing legal and technical issues relating to contamination causes by releases of petroleum, dry cleaner solvents, PFAS compounds, and other "emerging contaminants." Mr. Bowitch is also a trained environmental and commercial mediator and has successfully mediated complex, multi-party environmental litigation cases. Prior to opening his current law practice, Mr. Bowitch was a founding member of Bowitch & Coffey, LLC. Before entering private practice in 1998, Mr. Bowitch was an Assistant Attorney General and chief of the Attorney General's Oil Spill Litigation Unit and Senior Attorney for the Department of Environmental Conservation. Mr. Bowitch received a B.S. degree in chemistry from Union College and a Juris Doctor from Albany Law School. He is a member of the New York Bar Association's Environmental and Energy Law Section.

ALISON M. COAN, ESQ., is a Principal Attorney for the Attorney Grievance Committee for the Third Judicial Department in Albany, New York. Ms. Coan earned a Bachelor of Arts degree, cum laude, from Boston University in 1992, and a Juris Doctor degree, cum laude, from Albany Law School in 1995. Prior to joining the Committee in December 2013, Ms. Coan was in private practice with a concentration in professional malpractice, complex personal injury, product liability, and environmental litigation. Ms. Coan is a member of the New York State Association of Disciplinary Counsel. In

addition, throughout her career, Ms. Coan has been a member of several charitable organizations.

JOHN F. CORCORAN, ESQ., is the Chair of the Labor & Employment Department and Leader of the Education and Municipal Practices at Hancock Estabrook, LLP. He has extensive experience representing management in labor and employment litigation with an emphasis on the public sector; collective bargaining as the employer's chief negotiator; labor arbitrations; education law; and municipal law, including fire service matters. Mr. Corcoran also serves frequently as the public employer's advocate or designee on compulsory interest arbitration panels for police, fire, and deputy sheriff negotiations. Some recent service in this regard has been on behalf of Onondaga County, Oneida County, Chenango County, Jefferson County, Madison County, the City of Binghamton, the City of Little Falls, and the Village of Baldwinsville. He also serves as a neutral hearing officer in public sector employment matters, including disciplinary cases under Section 75 of the New York Civil Service Law and disability cases under Sections 207-a and 207-c of the New York General Municipal Law. Mr. Corcoran also serves as general counsel to several school districts, advising school boards, superintendents, and administrators with regard to school board policies, student disciplinary matters, student residency issues, school board elections and budget votes, and teacher disciplinary cases. He also represents individual executives in employment matters, including the negotiation of employment contracts and severance agreements. Mr. Corcoran previously served as human resources director for Madison County and Oneida City hospitals. He is a frequent contributor to Hancock Estabrook's Education Law Blog and Municipal Law Blog. He has been recognized by The Best Lawyers in America (2014–2018). He received the New York State Public Employer Labor Relations Association's William L. Holcomb Award (2016). Mr. Corcoran's professional activities include serving as an Executive Committee member of the New York State Bar Association's Labor and Employment Law Section and as a member of the New York State Public Employer Labor Relations Association's Board of Directors. He served as co-chair of the New York State Bar Association's Labor and Employment Law Section, Public Sector Labor Relations Committee and twice as president of the New York State Public Employer Labor Relations Association's Board of Directors. Mr. Corcoran is a frequent speaker on a number of labor and employment law topics. He received a JD, magna cum laude, from Syracuse University College of Law, where he was student editor of the Syracuse Law Review and a member of the Order of the Coif and the Justinian Honorary Society. He received a BSE, cum laude, from the State University of New York at Cortland. Mr. Corcoran is admitted to practice in New York, the US Court of Appeals for the Second Circuit, and the US District Court for the Northern District of New York and the Western District of New York.

ELAYNE G. GOLD, ESQ., is one of the founding partners of Roemer Wallens Gold and Mineaux LLP. Ms. Gold has concentrated her practice on public sector labor relations. She has significant experience in contract negotiations and General Municipal Law §207-c and §207-a disability retirement matters. She is a Member of the New York State Bar Association and its Labor and Employment Law Section and a Member and past president of the New York State Public Employer Labor Relations Association

(NYSPELRA). Ms. Gold contributed a chapter to *Citizen Oversight of Law Enforcement* (ABA, 2006). She has presented at the PERB statewide conference on the 40th anniversary of the Taylor Law, NYS Bar Association programs, the NYSPELRA annual conferences, as well as for the ILR School at Cornell University and the NYS Sheriff's Association. Ms. Gold was the 2007 recipient of NYSPELRA's Holcomb Award. She is an instructor at the New York State Law Enforcement Zone 5 Police Training Academy. Ms. Gold received a J.D. from the American University College of Law (1986) and a B.A. in mathematics from the State University at Albany (1980). She is admitted to practice in New York.

ADAM T. MANDELL, ESQ., is a Partner with the law firm of Maynard, O'Connor, Smith & Catalinotto LLP. Mr. Mandell represents municipalities and public officials in various types of claims, including construction litigation, commercial disputes, civil rights claims, Native American sovereignty/Non-Intercourse Act claims, and general liability claims. He is admitted to practice in New York; Massachusetts, the US District Courts for the Northern, Southern, and Eastern Districts of New York; and the US Court of Appeals for the Second Circuit. Mr. Mandell earned an undergraduate degree from Hobart College and a JD, cum laude, from Western New England College School of Law.

PAUL J. NAPOLI, ESQ. is Of Counsel at Napoli Shkolnik PLLC. Mr. Napoli brings more than 28 years of legal experience to his primary areas of practice, including governmental affairs, environmental law, and mass tort litigation. He is widely recognized as one of the country's top litigators, having successfully led numerous high-profile cases such as the World Trade Center litigation, the Flint Water Crisis, and claims brought on behalf of local cities and states involving the opioid epidemic. He was recently named to Law360's 2020 Editorial Boards in the Environmental Category and was chosen as a recipient of Law360's 2020 MVP Awards: Environmental.

ANDREW J. ORENSTEIN, ESQ., is a Member of Harris Beach PLLC, in New York, NY. Mr. Orenstein is an experienced trial attorney who focuses on complex torts and toxic tort litigation, products liability, and general commercial litigation. He has litigated and tried cases in defense of municipalities and product manufacturers in courtrooms across New York State. Mr. Orenstein is admitted to practice in New Jersey, New York, the US District Court of New Jersey, and the US District Court of New York for the Eastern and Southern Districts. He received a JD from Temple University School of Law and a BA from Brandeis University.

JENNIFER C. PERSICO, ESQ., is a Partner and a member of Lippes Mathias' Executive Committee, and she is also the firm's Litigation Practice Team Leader. Ms. Persico has extensive experience in business disputes and commercial litigation matters, including contract claims on behalf of both plaintiffs and defendants. She also has significant experience in municipal law which includes assisting municipalities in defending 1983 claims, resolving land use issues, drafting local laws, and governance issues. Ms. Persico has extensive experience in resolving complex disputes on behalf of her clients using both litigation and non-litigation methods. Each year since 2015, she has been named one of the Legal Elite of WNY by Business First of Buffalo and Buffalo

Law Journal and has been named to the prestigious The Best Lawyers in America © list since 2018. Ms. Persico previously served as Majority Counsel to the Erie County Legislature, and was a long-time member of the Board of Directors of the Western New York Trial Lawyers Association. A lifelong resident of Western New York, Ms. Persico has always been very engaged with the community. She is vice chair and chair-elect of the Board of Directors of the Erie County Medical Center, and she has served on the Board of Shakespeare in Delaware Park, Co-Chaired the Olmsted Parks Conservancy Spring into Summer Luncheon, and was a member of the Erie County Cultural Advisory Board. She received a JD from the University at Buffalo School of Law and a BS from the University at Buffalo. Ms. Persico is admitted to practice in New York, the US Court of Appeals for the Second Circuit, and the US District Court, Western District of New York.

ANNA E. REMET, ESQ., is a Principal Attorney for the Attorney Grievance Committee for the Third Judicial Department in Albany, New York. Ms. Remet earned a Bachelor of Arts degree from Columbia University in 1999 and a Juris Doctor degree, cum laude, from Albany Law School in 2003. Prior to joining the staff of the Committee in 2014, Ms. Remet worked in the public, private, and non-profit sectors in the Hudson Valley and Capital Region. Ms. Remet is the Vice President of the New York State Association of Disciplinary Attorneys and a member of the Albany County, Capital District Women's, New York State, and Ulster County Bar Associations.

ADAM L. RODD, ESQ., is a Partner in Drake Loeb PLLC. He focuses his practice on handling a variety of litigation cases pending in New York State and federal courts and before various administrative agencies. A skilled litigator for clients in matters involving business-related disputes, labor issues, and personal injury, he is perhaps best known as a top insurance defense attorney. In this capacity, he represents clients on behalf of several insurance carriers in New York and regularly defends cases, of all types, involving multi-million-dollar exposure. Mr. Rodd has extensive experience and expertise in defending Section 1983 civil rights claims, employment discrimination lawsuits, medical malpractice claims, and all varieties of civil litigation. Complementing his defense practice, Mr. Rodd has served as the zoning board attorney for several municipalities in the Hudson Valley region. His clients choose him as their attorney because of his concern to get them as close to their desired results as circumstances allow in a manner that is efficient, cost-effective, and goal-oriented. His strategy and legal activities are as transparent as possible, with the client being fully informed and consulted at every stage. Mr. Rodd is also a proud supporter and member of the Board of Directors for Safe Harbors of the Hudson, a non-profit organization devoted to the positive development of the City of Newburgh through the arts and affordable housing for those living with disabilities, veterans, the formerly homeless, artists in need of affordable live-work space, and low-income working adults. Mr. Rodd received a BS in 1984 from the State University at Buffalo and a JD from the University of Toledo in 1987. He is admitted to practice in Connecticut (1987), New York (1988), and the US District Court in the Southern, Eastern, and Northern Districts of New York.

MATTHEW P. RYAN, ESQ. joined Roemer Wallens Gold & Mineaux as a partner after serving as in-house counsel for a labor union for almost 13 years. Prior to his labor union experience, he was an attorney in the private sector focusing on personal injury litigation. He now concentrates his practice in all aspects of labor and employment law focusing on public sector labor relations. In this regard, he has conducted numerous arbitrations, collective negotiations, mediations, fact findings, and interest arbitrations. His experience also includes representing parties before the New York State Public Employment Relations Board in all aspects of matters conducted before the Board. He also has significant experience in practice before the courts of the State of New York, and New York's Federal Courts. He earned his college degree from Siena College in 1997 and his law degree from Albany Law School of Union University in 2001. In 2002, he was admitted to practice before the courts of the State of New York. He is also admitted to practice in the US District Court for the Northern District of New York (2003), the US Court of Appeals for the Second Circuit (2011), and US Supreme Court (2008).

IAN A. SHAVITZ, ESQ. is the Team Leader of the Lippes Mathias Wexler Friedman's Environment and Energy Practice Team and has more than 20 years of experience counseling and advocating for clients on environmental and land use issues associated with developing large-scale infrastructure, energy, and commercial projects; securing federal, state and local governmental permits and approvals; advising sellers, purchasers, lenders, and investors on environmental issues associated with corporate, real estate and energy transactions; and advocating for favorable policy decisions and legislation before Congress. Mr. Shavitz's clients have included corporations, municipalities, developers, investors, state and local governments, private equity funds, and Indian tribes. While Mr. Shavitz's practice is national in scope, he has particular expertise advising clients on projects, transactions and legal issues in New York State, where he has practiced for his entire career, and on federal issues in Washington, D.C. Prior to joining Lippes Mathias, Mr. Shavitz practiced law at Akin Gump Strauss Hauer & Feld LLP in Washington, D.C., in the Environmental and Public Law and Policy practice groups. Mr. Shavitz assists clients in navigating the myriad regulatory and political issues that are essential to plan and develop projects of all types and sizes. Drawing on almost two decades of experience advising project developers and other stakeholders on major infrastructure, energy, commercial, real estate and transportation projects, Mr. Shavitz crafts and implements multipronged strategies to meet his clients' development needs—from project planning through construction and operations—by working closely with clients' teams of professionals; project regulators (both local and in Washington, D.C.); federal, state and local elected officials; and project supporters. Mr. Shavitz regularly advises clients on permitting and completing environmental studies and securing approvals required under the National Environmental Policy Act (NEPA), the New York State Environmental Quality Review Act (SEQRA), the Clean Water Act, New York's Protection of Waters and Freshwater Wetlands laws, the Endangered Species Act, and the National Historic Preservation Act. He successfully integrates legal experience into all phases of the project planning and development process to reduce delays and project costs, and minimize litigation risks. Mr. Shavitz has also represented state agencies and developers in environmental litigation, counseled developers and

property owners regarding compliance with land use laws, and served as counsel to a town planning board and zoning board of appeals. Mr. Shavitz provides environmental advice on a broad range of commercial and real estate transactions, where he counsels buyers, sellers, lenders, borrowers and investors on evaluating environmental liabilities and risks, structuring transactions to minimize risk, and negotiating the allocation of environmental risk between parties in transactions. For his tribal clients, Mr. Shavitz has assisted in securing required approvals for development projects located on and off tribal lands, advised on the environmental aspects of land-to-trust applications and leasing of tribal lands, and drafted provisions of tribal codes and regulations. He graduated, with honors, from Pace University School of Law and, cum laude, from the University of Maryland, College Park.

STEVEN A. TORRES, ESQ., is a Partner at West Group Law PLLC. He has more than twenty years of experience in municipal law, including construction and public-private partnerships, and has been a project advisor and chief legal counsel who has managed in excess of \$1.5 billion in project value in the areas of utilities, water and wastewater, transportation, building construction, and renewable energy. Mr. Torres has significant knowledge and experience in state, federal, and local regulations, including zoning, land use planning, and building and environmental permitting. His range of experience in state and federal regulatory permitting, enforcement, compliance, and litigation includes work under the Clean Water Act; Safe Drinking Water Act; national and state Environmental Policy Acts; and the Comprehensive Environmental Response, Compensation and Liability Act. Mr. Torres is nationally recognized in his practice area and is a frequent lecturer, guest speaker, and teacher-mentor to other practitioners. He is also an author, editor, and lecturer for various national, international, and regional government or industry trade groups. He co-edited the second edition of MCLE's "Massachusetts Municipal Law." Mr. Torres has had several essays published in the areas of labor law, international law, municipal law, and constitutional law. He is a sought-after speaker on municipal law, renewable energy, emerging technology, and alternative delivery construction project development. Mr. Torres has participated in programs for organizations such as the Design-Build Institute of America, the National League of Cities, and the International Municipal Lawyers Association. He previously served as corporation counsel for the City of Fall River, MA, and as city solicitor for the City of Taunton, MA. Mr. Torres served in the US Air Force from 1987-1990 as a nuclear operations officer. He received a JD, cum laude, from Suffolk University Law School and an undergraduate degree in computer science from Daniel Webster College. He is admitted to practice in New York, Massachusetts, the US District Court for the District of Massachusetts, and the US District Court for the Eastern and Southern Districts of New York.

BRADLEY M. WANNER, ESQ., is a Partner at Harris Beach PLLC in their New York, NY, office. His areas of expertise include mass torts and industry-wide litigation. Mr. Wanner is a member of the International Municipal Lawyers Association and a member of the Committee on Character and Fitness for the New York Supreme Court Appellate Division, Third Judicial Department. He received the Division Chief Award from the New York City Law Department and the Amicus Service Award from the International

Municipal Lawyers Association. Mr. Wanner is admitted to practice in New York and the US District Court for the Eastern and Southern Districts of New York. He received a JD from Brooklyn Law School and a BBA from the College of William and Mary.

TENO WEST, ESQ., serves as the Managing Partner of West Group Law PLLC. His practice focuses primarily on representing municipal governments in the areas of water and wastewater law, environmental, regulatory, public-private partnerships, solid waste management, public contracts, municipal law, litigation, procurement law, administrative law, and construction law. He is a nationally recognized expert in the areas of his practice. Mr. West has served as the lead negotiator for the development of several cutting-edge environmental and civic municipal infrastructure projects throughout the United States. Mr. West has special experience in the development of urban renewal and municipal construction projects representing municipalities and development corporations in the procurement, construction, operation, and financing of a variety of civic projects, including sports stadiums, municipal buildings, and educational facilities. The value of infrastructure projects that he has assisted with exceeds \$10 billion. Mr. West has assisted governments with the drafting and enactment of legislation necessary for such alternative delivery methods to be lawfully implemented. Additionally, his practice includes counseling his clients with respect to environmental infrastructure projects, including water, wastewater, combined sewer overflow, solid waste, co-composting, materials recovery, and conversion technology and waste-to-energy projects. His litigation experience includes representing public clients on numerous matters, including in connection with challenges to legislation, environmental matters, Freedom of Information Law issues, Article 78 proceedings, project approvals, bid protests, construction claims, and contract enforcement. Mr. West has extensive experience in representing government agencies and municipalities in the public procurement process and is a frequent lecturer on this and related subjects. His experience as a lawyer was preceded by a unique opportunity to serve as the Town Manager of Hardwick, Vermont, and Town Administrator of Carlisle, Massachusetts. In his capacity as a municipal manager, he also served on regional solid waste district governing boards in both states. His numerous professional associations and memberships include the Design-Build Institute of America; the International Municipal Lawyers Association; the National Council for Public Private Partnerships; the Solid Waste Association of North America; the International City/County Management Association; the New York State Bar Association; the New Jersey Bar Association; the Massachusetts Bar Association; the Pennsylvania Bar Association; and the American Bar Association.

CAASNY 2021 ANNUAL MEETING
MONDAY, SEPTEMBER 13 & TUESDAY, SEPTEMBER 14, 2021
PARTICIPANT LIST – ALPHABETICAL LISTING



Stephen M. Abdella
County Attorney
Chautauqua County Attorney's Office
3 North Erie Street, GOB
Mayville, NY 14757
716.753.4121
abdellas@chqgov.com

Betsy Abraham
Legislative Counsel
Orange County Attorney's Office
255 Main Street
Goshen, NY 10924
845.291.4800
babraham@orangecountygov.com

Holly A. Adams
County Attorney
Ontario County Attorney's Office
20 Ontario Street, 3rd Fl.
Canandaigua, NY 14424
585.396.4411
holly.adams@ontariocountyny.gov

Jeffrey A. Aumell
First Assistant County Attorney
Madison County Attorney's Office
138 North Court Street
PO Box 635
Wampsville, NY 13163
315.366.2203
jeffrey.aumell@madisoncounty.ny.gov

Elizabeth Barbanes
Deputy County Attorney
Westchester County Attorney's Office
148 Martine Avenue, Rm 600
White Plains, NY 10601
914.995.6573
eab6@westchestergov.com

Robert G. Behnke
County Attorney
Broome County Attorney's Office
60 Hawley Street
PO Box 1766
Binghamton, NY 13902
607.778.2902
robert.behnke@broomecounty.us

Caroline E. Blackburn
County Attorney
Dutchess County Attorney's Office
22 Market Street, 5th Floor
Poughkeepsie, NY 12601
845.486.2110
cblackburn@dutchessny.gov

Katherine Bogan
County Attorney
Orleans County Attorney's Office
517 Main Street
Medina, NY 14103
585.798.1615
katherine.bogan@orleanscountyny.gov

Damian Brady
Chief Assistant Co. Attorney (ILS)
Orange County Attorney's Office
255 Main Street
Goshen, NY 10924
845.291.3150
dbrady@orangecountygov.com

Thomas C. Brady
Assistant County Attorney
Cattaraugus County Attorney's Office
303 Court Street
Little Valley, NY 14755
716.938.2391
amgiglio@cattco.org

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PARTICIPANT LIST – ALPHABETICAL LISTING



John P. Bringewatt
County Attorney
Monroe County Attorney's Office
39 W. Main Street
307 County Office Bldg.
Rochester, NY 14614
585.753.1402
johnbringewatt@monroecounty.gov

Hugh Burke
Assistant County Attorney
Saratoga County Attorney's Office
40 McMaster Street
Ballston Spa, NY 12020
518.884.4770
hburke@saratogacountyny.gov

Stephen D. Button
County Attorney
St. Lawrence County Attorney's Office
48 Court Street
Canton, NY 13617
315.379.2269
sbutton@stlawco.org

Kevin Cannizzaro
Assistant County Attorney
Albany County Attorney's Office
112 State Street
Albany, NY 12207
518.447.7110
kevin.cannizzaro@albanycountyny.gov

Christa Carrington
Assistant County Attorney
Oswego County Attorney's Office
46 E. Bridge Street
Oswego, NY 13126
315.349.8296
christy.carrington@oswegocounty.com

Allison B. Carrow
First Assistant County Attorney
Chautauqua County Attorney's Office
3 North Erie Street, GOB
Mayville, NY 14757
716.753.4122
carrowa@chqgov.com

Thomas J. Cawley
Deputy County Attorney
Sullivan County Attorney's Office
100 North Street
P.O. Box 5012
Monticello, NY 12701
845.807.0560
thomas.cawley@sullivanny.us

Langdon Chapman
County Attorney
Orange County Attorney's Office
255 Main Street
Goshen, NY 10924
845.291.3150
lchapman@orangecountygov.com

Jennifer Church
Assistant County Attorney II
Broome County Attorney's Office
60 Hawley Street
PO Box 1766
Binghamton, NY 13902
607.778.2902
jennifer.church@broomecounty.us

Alison M. Coan
Principal Attorney
NYS Appellate Division, Third Department
Attorney Grievance Committee
286 Washington Avenue Ext., Ste 200
Albany, NY 12203
acoan@nycourts.gov

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Ellen Leary Coccoma
County Attorney
Otsego County Attorney's Office
197 Main Street
Cooperstown, NY 13326
607.547.4208
coccomae@otsegocounty.com

Daniel C. Connors
County Attorney
Wayne County Attorney's Office
26 Church Street
Lyons, NY 14489
315.946.7442
dconnors@co.wayne.ny.us

Joseph Coticchio
Assistant County Attorney
Albany County Attorney's Office
112 State Street
Albany, NY 12207
518.447.7110
joseph.coticchio@albanycountyny.gov

Peter J. DeWind
County Attorney
Tioga County Attorney's Office
56 Main Street
Owego, NY 13827
607.687.8253
dewindp@tiogacountyny.gov

Robert A. Durr
County Attorney
Onondaga County Attorney's Office
421 Montgomery Street
Syracuse, NY 13202
315.435.2170
robertdurr@ongov.net

Kevin D. Earl
County Attorney
Genesee County Attorney's Office
7 Main Street
Batavia, NY 14020
585.344.2205
kevin.earl@co.genesee.ny.us

David K. Ettman
County Attorney
Seneca County Attorney's Office
1 DiPronio Drive
Waterloo, NY 13165
315.539.1989
dettman@co.seneca.ny.us

Melissa Martel Felton
Second Assistant County Attorney
Madison County Attorney's Office
138 North Court Street
PO Box 635
Wampsville, NY 13163
315.366.2203
melissa.felton@madisoncountyny.gov

Christopher Gardner
County Attorney
Schenectady County Attorney's Office
620 State Street, 6th Fl.
Schenectady, NY 12305
518.469.6357
chris.gardner@schenectadycounty.com

Charles R. Getty, Jr.
County Attorney
Hamilton County Attorney's Office
320 N. George Street
PO Box 950
Rome, NY 13442-0950
315.336.3900
cgetty@gettylaw.com

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PARTICIPANT LIST – ALPHABETICAL LISTING



Michael L. Goldstein
Assistant County Attorney
Albany County Attorney's Office
112 State Street
Albany, NY 12207
518.447.7110
michael.goldstein@albanycountyny.gov

Sia Zios Googas
Assistant County Attorney
Albany County Attorney's Office
112 State Street
Albany, NY 12207
518.447.7110
sia.googas@albanycountyny.gov

Richard J. Graham
Assistant County Attorney
Cayuga County Attorney's Office
160 Genesee Street, 6th Fl.
Auburn, NY 13021
315.253.1097
rgraham@cayugacounty.us

Michelle Granger
First Assistant County Attorney
Saratoga County Attorney's Office
40 McMaster Street
Ballston Spa, NY 12020
518.884.4770
mgranger@saratogacountyny.gov

Kristin A. Gumaer
First Assistant County Attorney
Ulster County Attorney's Office
244 Fair Street, PO Box 1800
Kingston, NY 12402
845.430.3685
kgum@co.ulster.ny.us

Michael Hartnett
County Attorney
Saratoga County Attorney's Office
40 McMaster Street
Ballston Spa, NY 12020
518.884.4770
mhartnett@saratogacountyny.gov

Shannon Hillier
County Attorney
Livingston County Attorney's Office
6 Court Street, Room 302
Geneseo, NY 14454
585.243.7040
shillier@co.livingston.ny.us

David F. Huber
Assistant County Attorney
St. Lawrence County Attorney's Office
48 Court Street
Canton, NY 13617
315.729.2269
dhuber@stlawco.org

Thomas E. Humbach
County Attorney
Rockland County Attorney's Office
11 New Hempstead Road, 3rd Fl.
New City, NY 10956
845.638.5113
humbacht@co.rockland.ny.us

Hyder Hussain
County Attorney
Chemung County Attorney's Office
167 Lake Street
Elmira, NY 14902
607.737.2985
hhussain@chemungcountyny.gov

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Arthur L. James
Assistant County Attorney
Ontario County Attorney's Office
20 Ontario Street, 3rd Fl.
Canandaigua, NY 14424
585.396.4411
arthur.james@ontariocountyny.gov

Charles G. Johnson
Chief Deputy County Attorney
Monroe County Attorney's Office
39 W. Main Street
307 County Office Bldg.
Rochester, NY 14614
585.753.1397
charlesjohnson@monroecounty.gov

Clinton G. Johnson
County Attorney
Ulster County Attorney's Office
244 Fair Street
PO Box 1800
Kingston, NY 12402
845.340.3685
cjoh@co.ulster.ny.us

Gregory P. Kammer
Assistant County Attorney
Erie County Attorney's Office
95 Franklin Street, Room 1634
Buffalo, NY 14202
716.858.2248
gregory.kammer@erie.gov

Edward I. Kaplan
County Attorney
Greene County Attorney's Office
411 Main Street, Suite 443
Catskill, NY 12414
518.719.3540
countyattorney@discovergeene.com

Jacqueline Kelleher
County Attorney
Stafford, Owens, Piller, Murnane, Kelleher
& Trombley PLLC
One Cumberland Avenue, P.O. Box 2947
Plattsburgh, NY 12901
518.561.4400
jkelleher@staffordowens.com

Carl J. Kempf III
County Attorney
Rensselaer County Attorney's Office
1600 Seventh Avenue
Troy, NY 12180
518.270.2950
cjkeempf@renesco.com

Kenneth Kirby
Assistant County Attorney
Erie County Attorney's Office
95 Franklin Street, Room 1634
Buffalo, NY 14202
716.858.2226
kenneth.kirby@erie.gov

Kellie Lagitch
Senior Assistant County Attorney
Orange County Attorney's Office
255 Main Street
Goshen, NY 10924
845.291.3150
klagitch@orangecountygov.com

Lorraine H. Lewandrowski
County Attorney
Herkimer County Attorney's Office
109 Mary Street, Suite 1320
Herkimer, NY 13350
lhlewandrowski@herkimercounty.org

CAASNY 2021 ANNUAL MEETING
MONDAY, SEPTEMBER 13 & TUESDAY, SEPTEMBER 14, 2021
PARTICIPANT LIST – ALPHABETICAL LISTING



Brian Guile
Assistant Deputy County Attorney
Nassau County Attorney's Office
One West Street
Mineola, NY 11551
516.571.3015
bllibert@nassaucountyny.gov

John W. Liguori
Deputy County Attorney
Albany County Attorney's Office
112 State Street
Albany, NY 12207
518.447.7484
john.liguori@albanycountyny.gov

André L. Lindsay
Second Deputy County Attorney
Monroe County Attorney's Office
39 W. Main Street
307 County Office Bldg.
Rochester, NY 14614
585.753.1407
andre Lindsay@monroecounty.gov

John Lockhart
Assistant County Attorney
Livingston County Attorney's Office
6 Court Street, Room 302
Geneseo, NY 14454
585.243.7040
jlockhart@co.livingston.ny.us

Stephen Louis
Executive Assistant Corporation Counsel
New York City Law Department
100 Church Street
New York, NY 10007
917.756.9735
slouis@law.nyc.gov

Shawna C. MacLeod
Senior Assistant County Attorney
Westchester County Attorney's Office
148 Martine Avenue
White Plains, NY 10601
914.995.4194
scma@westchestergov.com

Meghan Manion
County Attorney
Montgomery County Attorney's Office
20 Park Street
PO Box 1500
Fonda, NY 12068
518.853.4304
mmanion@co.montgomery.ny.us

Daniel T. Manning
County Attorney
Essex County Attorney's Office
PO Box 217
7551 Court Street
Elizabethtown, NY 12932
518.873.3380
daniel.manning@essexcountyny.gov

Brittany E. Massi
Assistant County Attorney
Cayuga County Attorney's Office
160 Genesee Street, 6th Fl.
Auburn, NY 13021
315.253.1304
bemassi@cayugacounty.us

Ryan Matt
Senior Assistant County Attorney
Broome County Attorney's Office
60 Hawley Street
PO Box 1766
Binghamton, NY 13902
607.778.2902
ryan.matt@broomecounty.us

CAASNY 2021 ANNUAL MEETING
MONDAY, SEPTEMBER 13 & TUESDAY, SEPTEMBER 14, 2021
PARTICIPANT LIST – ALPHABETICAL LISTING



Stacy McCabe
Assistant County Attorney I
Broome County Attorney's Office
60 Hawley Street
PO Box 1766
Binghamton, NY 13902
607.778.2902
stacy.mccabe@broomecounty.us

Michael F. McGuire
County Attorney
Sullivan County Attorney's Office
100 North Street
P.O. Box 5012
Monticello, NY 12701
845.807.0560
michael.mcguire@sullivanny.us

Joan McNichol
County Attorney
Lewis County Attorney's Office
7660 N. State Street
Lowville, NY 13367
315.376.5282
joanmcnichol@lewiscounty.ny.gov

Amy B. Merklen
County Attorney
Delaware County Attorney's Office
111 Main Street, Ste 6
Delhi, NY 13753
607.832.5333
amy.merklen@dfa.state.ny.us

Ashley E. Milliman
County Attorney
Cattaraugus County Attorney's Office
303 Court Street
Little Valley, NY 14755
716.938.2391
aemilliman@cattco.org

Richard Mitchell
County Attorney
Oswego County Attorney's Office
46 E. Bridge Street
Oswego, NY 13126
315.349.8296
rich.mitchell@oswegocounty.com

Karen A. Mowers
Assistant County Attorney
Herkimer County Attorney's Office
109 Mary Street, Suite 1320
Herkimer, NY 13350
315.867.1114
kmowers@herkimercounty.org

Christopher J. Muller
Deputy County Attorney
Columbia County Attorney's Office
401 State Street, Suite 2B
Hudson, NY 12534
518.828.3303
christopher.muller@columbiacountyny.com

Tracy Murphy
Assistant County Attorney IV
Albany County Attorney's Office
112 State Street
Albany, NY 12207
518.447.7110
tracy.murphy@albanycountyny.gov

Paul J. Napoli
Of Counsel
Napoli Shkolnik PLLC
360 Lexington Avenue, 11th Floor
New York, NY 10017
212.397.1000
PNapoli@napolilaw.com

CAASNY 2021 ANNUAL MEETING
MONDAY, SEPTEMBER 13 & TUESDAY, SEPTEMBER 14, 2021
PARTICIPANT LIST – ALPHABETICAL LISTING



Michael Naughton
Assistant County Attorney
Saratoga County Attorney's Office
40 McMaster Street
Ballston Spa, NY 12020
518.884.4770
mnaughton@saratogacountyny.gov

Thomas Navarro
Assistant County Attorney
Erie County Attorney's Office
95 Franklin Street, Room 1634
Buffalo, NY 14202
716.858.2243
thomas.navarro@erie.gov

John M. Nonna
County Attorney
Westchester County Attorney's Office
148 Martine Avenue
White Plains, NY 10601
914.995.2690
jmn5@westchestergov.com

Matthew Nothnagle
Chief Assistant Co. Attorney (Appeals)
Orange County Attorney's Office
255 Main Street
Goshen, NY 10924
845.291.3150
mnothnagle@orangecountygov.com

Alexandra S. Obremski
Principal Assistant County Attorney
Rockland County Attorney's Office
11 New Hempstead Road, 3rd Fl.
New City, NY 10956
845.596.2130
obremaska@co.rockland.ny.us

Morgann Obrochta
Assistant County Attorney
Erie County Attorney's Office
95 Franklin Street, Room 1634
Buffalo, NY 14202
716.858.2203
morgann.obrochta@erie.gov

Craig Patrick
Deputy County Attorney
Steuben County Attorney's Office
3 East Pulteney Square
Bath, NY 14810
607.664.2355
capatrick@steubencountyny.gov

Carol Pierce
Chief Assistant Co. Attorney (Litigation)
Orange County Attorney's Office
255 Main Street
Goshen, NY 10924
845.291.3150
ccpierce@orangecountygov.com

Mary Beth Primo
Dep. County Attorney - Physical Services
Onondaga County Attorney's Office
421 Montgomery Street
10th FL - Law Department
Syracuse, NY 13202
315.435.3516
marybethprimo@ongov.net

Ellen Rayhill
Assistant County Attorney
Oneida County Attorney's Office
800 Park Avenue
Utica, NY 13501
315.798.5910
erayhill@ocgov.net

CAASNY 2021 ANNUAL MEETING
MONDAY, SEPTEMBER 13 & TUESDAY, SEPTEMBER 14, 2021
PARTICIPANT LIST – ALPHABETICAL LISTING



Peter M. Rayhill
Oneida County Attorney
Oneida County Attorney's Office
800 Park Avenue
Utica, NY 13501
315.798.5910
prayhill@ocgov.net

Vinton Bovier Stevens
Assistant County Attorney
Schuyler County Attorney's Office
105 Ninth Street, Unit 5
Watkins Glen, NY 14891
607.535.8121
vstevens@co.schuyler.ny.us

Anne E. Remet
Principal Attorney
NYS Appellate Division, Third Department
Attorney Grievance Committee
286 Washington Avenue Ext., Ste 200
Albany, NY 12203
518.285.8350
aremet@nycourts.gov

Cheryl Sullivan
Chief Assistant County Attorney
Broome County Attorney's Office
60 Hawley Street
PO Box 1766
Binghamton, NY 13902
607.778.2902
cheryl.sullivan@broomecounty.us

Frank Salamone
First Deputy County Attorney
Schenectady County Attorney's Office
620 State Street, 6th Fl.
Schenectady, NY 12305
518.388.4700
frank.salamone@schenectadycounty.com

Fred Sullivan
Assistant Chief Deputy County Atty.
Westchester County Attorney's Office
148 Martine Avenue, Rm 600
White Plains, NY 10601
914.995.4269
fms2@westchestergov.com

Michael A. Siragusa
County Attorney
Erie County Attorney's Office
95 Franklin Street, Room 1634
Buffalo, NY 14202
716.858.2201
michael.siragusa@erie.gov

Daniel T. Tedford
Assistant County Attorney
Essex County Attorney's Office
PO Box 217
7551 Court Street
Elizabethtown, NY 12932
518.873.3380
daniel.tedford@essexcountyny.gov

Laura Smith
Chief Deputy County Attorney
Monroe County Attorney's Office
39 W. Main Street
307 County Office Bldg.
Rochester, NY 14614
585.753.1485
laurasmith@monroecounty.gov

Robert Terwilliger
Acting County Attorney
Warren County Attorney's Office
1340 State Route 9 Warren
Lake George, NY 12845
518.761.6463
terwilligerr@warrencountyny.gov

CAASNY 2021 ANNUAL MEETING
MONDAY, SEPTEMBER 13 & TUESDAY, SEPTEMBER 14, 2021
PARTICIPANT LIST – ALPHABETICAL LISTING



Todd M. Thomas
Assistant County Attorney
Chautauqua County Attorney's Office
3 North Erie Street, GOB
Mayville, NY 14757
716.753.4124
thomast@chqgov.com

Kristen Walder
Assistant County Attorney
Erie County Attorney's Office
95 Franklin Street, Room 1634
Buffalo, NY 14202
716.858.2222
kristen.walder@erie.gov

Jeff Walker
Assistant County Attorney
Chemung County Attorney's Office
167 Lake Street
Elmira, NY 14902
607.737.7535
jwalker@chemungcountyny.gov

Tina M. Wayland-Smith
County Attorney
Madison County Attorney's Office
138 North Court Street, PO Box 635
Wampsville, NY 13163
315.366.2203
tina.wayland-smith@madisoncounty.ny.gov

Teno A. West
Managing Partner
West Group Law PLLC
81 Main Street, Suite 510
White Plains, NY 10601
914.898.2400
twest@westgrouplaw.com

Venita D. Whidbee-Jordan
Principal Assistant County Attorney
Rockland County Attorney's Office
11 New Hempstead Road, 3rd Fl.
New City, NY 10956
845.638.5112
whidbeev@co.rockland.ny.us

Roger Wickes
County Attorney
Washington County Attorney's Office
383 Broadway
Fort Edward, NY 12828
518.746.2216
rawickes@washingtoncountyny.gov

Jonathan Wood
County Attorney
Tompkins County Attorney's Office
125 East Court Street
Ithaca, NY 14850
607.274.5546
jwood@tompkins-co.org

Kristen M. Wright
First Assistant County Attorney
Chautauqua County Attorney's Office
3 North Erie Street, GOB
Mayville, NY 14757
716.753.4128
wrightk@chqgov.com

James M. Wujcik
Wyoming County Attorney's Office
11 Exchange Street
Attica, NY 14011-0238
585.591.1724
jwujcik@daddandnelson.com

**CAASNY 2021 ANNUAL MEETING
MONDAY, SEPTEMBER 13 & TUESDAY, SEPTEMBER 14, 2021
PARTICIPANT LIST – ALPHABETICAL LISTING**



Benjamin M. Yaus
Sr. Deputy County Attorney
Onondaga County Attorney's Office
421 Montgomery Street, 10th FL - Law
Dept.
Syracuse, NY 13202
315.435.2170
benjaminiaus@ongov.net

CAASNY 2021 Annual Meeting
Monday, September 13 & Tuesday, September 14, 2021
Participant List – County Listing

Albany County

Kevin Cannizzaro
Assistant County Attorney
Albany County Attorney's Office
112 State Street
Albany, NY 12207
518.447.7110
kevin.cannizzaro@albanycountyny.gov

Joseph Coticchio
Assistant County Attorney
Albany County Attorney's Office
112 State Street
Albany, NY 12207
518.447.7110
joseph.coticchio@albanycountyny.gov

Michael L. Goldstein
Assistant County Attorney
Albany County Attorney's Office
112 State Street
Albany, NY 12207
518.447.7110
michael.goldstein@albanycountyny.gov

Sia Zios Googas
Assistant County Attorney
Albany County Attorney's Office
112 State Street
Albany, NY 12207
518.447.7110
sia.googas@albanycountyny.gov

John W. Liguori
Deputy County Attorney
Albany County Attorney's Office
112 State Street
Albany, NY 12207
518.447.7484
john.liguori@albanycountyny.gov

Broome County

Robert G. Behnke
County Attorney
Broome County Attorney's Office
60 Hawley Street
PO Box 1766
Binghamton, NY 13902
607.778.2902
robert.behnke@broomecounty.us

Jennifer Church
Assistant County Attorney II
Broome County Attorney's Office
60 Hawley Street
PO Box 1766
Binghamton, NY 13902
607.778.2902
jennifer.church@broomecounty.us

Ryan Matt
Senior Assistant County Attorney
Broome County Attorney's Office
60 Hawley Street
PO Box 1766
Binghamton, NY 13902
607.778.2902
ryan.matt@broomecounty.us

Stacy McCabe
Assistant County Attorney I
Broome County Attorney's Office
60 Hawley Street
PO Box 1766
Binghamton, NY 13902
607.778.2902
stacy.mccabe@broomecounty.us

CAASNY 2021 Annual Meeting
Monday, September 13 & Tuesday, September 14, 2021
Participant List – County Listing

Cheryl Sullivan
Chief Assistant County Attorney
Broome County Attorney's Office
60 Hawley Street
PO Box 1766
Binghamton, NY 13902
607.778.2902
cheryl.sullivan@broomecounty.us

Cattaraugus County

Ashley E. Milliman
County Attorney
Cattaraugus County Attorney's Office
303 Court Street
Little Valley, NY 14755
716.938.2391
aemilliman@cattco.org

Cayuga County

Richard J. Graham
Assistant County Attorney
Cayuga County Attorney's Office
160 Genesee Street, 6th Fl.
Auburn, NY 13021
315.253.1097
rgraham@cayugacounty.us

Brittany E. Massi
Assistant County Attorney
Cayuga County Attorney's Office
160 Genesee Street, 6th Fl.
Auburn, NY 13021
315.253.1304
bemassi@cayugacounty.us

Chautauqua County

Stephen M. Abdella
County Attorney
Chautauqua County Attorney's Office
3 North Erie Street, GOB
Mayville, NY 14757
716.753.4121
abdellas@chqgov.com

Allison B. Carrow
First Assistant County Attorney
Chautauqua County Attorney's Office
3 North Erie Street, GOB
Mayville, NY 14757
716.753.4122
carrowa@chqgov.com

Kristen M. Wright
First Assistant County Attorney
Chautauqua County Attorney's Office
3 North Erie Street, GOB
Mayville, NY 14757
716.753.4128
wrightk@chqgov.com

Chemung County

Hyder Hussain
County Attorney
Chemung County Attorney's Office
167 Lake Street
Elmira, NY 14902
607.737.2985
hhussain@chemungcountyny.gov

Jeff Walker
Assistant County Attorney
Chemung County Attorney's Office
167 Lake Street
Elmira, NY 14902
607.737.7535
jwalker@chemungcountyny.gov

CAASNY 2021 Annual Meeting
Monday, September 13 & Tuesday, September 14, 2021
Participant List – County Listing

Clinton County

Jacqueline Kelleher
County Attorney
Stafford, Owens, Piller, Murnane,
Kelleher & Trombley PLLC
One Cumberland Avenue
P.O. Box 2947
Plattsburgh, NY 12901
518.561.4400
jkelleher@staffordowens.com

Columbia County

Christopher J. Muller
Deputy County Attorney
Columbia County Attorney's Office
401 State Street, Suite 2B
Hudson, NY 12534
518.828.3303
christopher.muller@columbiacountyny.
com

Dutchess County

Caroline E. Blackburn
County Attorney
Dutchess County Attorney's Office
22 Market Street, 5th Floor
Poughkeepsie, NY 12601
845.486.2110
cblackburn@dutchessny.gov

Erie County

Gregory P. Kammer
Assistant County Attorney
Erie County Attorney's Office
95 Franklin Street, Room 1634
Buffalo, NY 14202
716.858.2248
gregory.kammer@erie.gov

Kenneth Kirby
Assistant County Attorney
Erie County Attorney's Office
95 Franklin Street, Room 1634
Buffalo, NY 14202
716.858.2226
kenneth.kirby@erie.gov

Thomas Navarro
Assistant County Attorney
Erie County Attorney's Office
95 Franklin Street, Room 1634
Buffalo, NY 14202
716.858.2243
thomas.navarro@erie.gov

Morgann Obrochta
Assistant County Attorney
Erie County Attorney's Office
95 Franklin Street, Room 1634
Buffalo, NY 14202
716.858.2203
morgann.obrochta@erie.gov

Kristen Walder
Assistant County Attorney
Erie County Attorney's Office
95 Franklin Street, Room 1634
Buffalo, NY 14202
716.858.2222
kristen.walder@erie.gov

Essex County

Daniel T. Manning
County Attorney
Essex County Attorney's Office
PO Box 217
7551 Court Street
Elizabethtown, NY 12932
518.873.3380
daniel.manning@essexcountyny.gov

CAASNY 2021 Annual Meeting
Monday, September 13 & Tuesday, September 14, 2021
Participant List – County Listing

Daniel T. Tedford
Assistant County Attorney
Essex County Attorney's Office
PO Box 217
7551 Court Street
Elizabethtown, NY 12932
518.873.3380
daniel.tedford@essexcountyny.gov

Genesee County

Kevin D. Earl
County Attorney
Genesee County Attorney's Office
7 Main Street
Batavia, NY 14020
585.344.2205
kevin.earl@co.genesee.ny.us

Greene County

Edward I. Kaplan
County Attorney
Greene County Attorney's Office
411 Main Street, Suite 443
Catskill, NY 12414
518.719.3540
countyattorney@discovergeeene.com

Herkimer County

Lorraine H. Lewandrowski
County Attorney
Herkimer County Attorney's Office
109 Mary Street, Suite 1320
Herkimer, NY 13350
315.867.1113
lhlewandrowski@herkimercounty.org

Karen A. Mowers
Assistant County Attorney
Herkimer County Attorney's Office
109 Mary Street, Suite 1320
Herkimer, NY 13350
315.867.1114
kmowers@herkimercounty.org

Lewis County

Joan McNichol
County Attorney
Lewis County Attorney's Office
7660 N. State Street
Lowville, NY 13367
315.376.5282
joanmcnichol@lewiscounty.ny.gov

Livingston County

Shannon Hillier
County Attorney
Livingston County Attorney's Office
6 Court Street, Room 302
Geneseo, NY 14454
585.243.7040
shillier@co.livingston.ny.us

John Lockhart
Assistant County Attorney
Livingston County Attorney's Office
6 Court Street, Room 302
Geneseo, NY 14454
585.243.7040
jlockhart@co.livingston.ny.us

CAASNY 2021 Annual Meeting
Monday, September 13 & Tuesday, September 14, 2021
Participant List – County Listing

Madison County

Melissa Martel Felton
Second Assistant County Attorney
Madison County Attorney's Office
138 North Court Street
PO Box 635
Wampsville, NY 13163
315.366.2203
melissa.felton@madisoncountyny.gov

Tina M. Wayland-Smith
County Attorney
Madison County Attorney's Office
138 North Court Street
PO Box 635
Wampsville, NY 13163
315.366.2203
tina.wayland-smith@madisoncounty.ny.gov

Monroe County

John P. Bringewatt
County Attorney
Monroe County Attorney's Office
39 W. Main Street
307 County Office Bldg.
Rochester, NY 14614
585.753.1402
johnbringewatt@monroecounty.gov

Charles G. Johnson
Chief Deputy County Attorney
Monroe County Attorney's Office
39 W. Main Street
307 County Office Bldg.
Rochester, NY 14614
585.753.1397
charlesjohnson@monroecounty.gov

Laura Smith
Chief Deputy County Attorney
Monroe County Attorney's Office
39 W. Main Street
307 County Office Bldg.
Rochester, NY 14614
585.753.1485
laurasmith@monroecounty.gov

Montgomery County

Meghan Manion
County Attorney
Montgomery County Attorney's Office
20 Park Street
PO Box 1500
Fonda, NY 12068
518.853.4304
mmanion@co.montgomery.ny.us

Nassau County

Brian Libert
Deputy County Attorney
Nassau County Attorney's Office
One West Street
Mineola, NY 11551
516.571.3015
blibert@nassaucountyny.gov

New York City Law Dept.

Stephen Louis
Executive Assistant Corporation
Counsel
New York City Law Department
100 Church Street
New York, NY 10007
917.756.9735
slouis@law.nyc.gov

CAASNY 2021 Annual Meeting
Monday, September 13 & Tuesday, September 14, 2021
Participant List – County Listing

Oneida County

Ellen Rayhill
Assistant County Attorney
Oneida County Attorney's Office
800 Park Avenue
Utica, NY 13501
315.798.5910
erayhill@ocgov.net

Peter M. Rayhill
Oneida County Attorney
Oneida County Attorney's Office
800 Park Avenue
Utica, NY 13501
315.798.5910
prayhill@ocgov.net

Onondaga County

Robert A. Durr
County Attorney
Onondaga County Attorney's Office
421 Montgomery Street
Syracuse, NY 13202
315.435.2170
robertdurr@ongov.net

Mary Beth Primo
Dep. County Attorney
Physical Services
Onondaga County Attorney's Office
421 Montgomery Street
10th FL - Law Department
Syracuse, NY 13202
315.435.3516
marybethprimo@ongov.net

Benjamin M. Yaus
Sr. Deputy County Attorney
Onondaga County Attorney's Office
421 Montgomery Street
10th FL - Law Department
Syracuse, NY 13202
315.435.2170
benjaminiaus@ongov.net

Ontario County

Holly A. Adams
County Attorney
Ontario County Attorney's Office
20 Ontario Street, 3rd Fl.
Canandaigua, NY 14424
585.396.4411
holly.adams@ontariocountyny.gov

Orange County

Betsy Abraham
Legislative Counsel
Orange County Attorney's Office
255 Main Street
Goshen, NY 10924
845.291.4800
babraham@orangecountygov.com

Damian Brady
Chief Assistant Co. Attorney (ILS)
Orange County Attorney's Office
255 Main Street
Goshen, NY 10924
845.291.3150
dbrady@orangecountygov.com

Langdon Chapman
County Attorney
Orange County Attorney's Office
255 Main Street
Goshen, NY 10924
845.291.3150
lchapman@orangecountygov.com

CAASNY 2021 Annual Meeting
Monday, September 13 & Tuesday, September 14, 2021
Participant List – County Listing

Kellie Lagitch
Senior Assistant County Attorney
Orange County Attorney's Office
255 Main Street
Goshen, NY 10924
845.291.3150
klagitch@orangecountygov.com

Matthew Nothnagle
Chief Assistant Co. Attorney (Appeals)
Orange County Attorney's Office
255 Main Street
Goshen, NY 10924
845.291.3150
mnothnagle@orangecountygov.com

Orleans County

Katherine Bogan
County Attorney
Orleans County Attorney's Office
517 Main Street
Medina, NY 14103
585.798.1615
katherine.bogan@orleanscountyny.gov

Oswego County

Christa Carrington
Assistant County Attorney
Oswego County Attorney's Office
46 E. Bridge Street
Oswego, NY 13126
315.349.8296
christy.carrington@oswegocounty.com

Richard Mitchell
County Attorney
Oswego County Attorney's Office
46 E. Bridge Street
Oswego, NY 13126
315.349.8296
rich.mitchell@oswegocounty.com

Otsego County

Ellen Leary Coccoma
County Attorney
Otsego County Attorney's Office
197 Main Street
Cooperstown, NY 13326
607.547.4208
coccomae@otsegocounty.com

Rensselaer County

Carl J. Kempf III
County Attorney
Rensselaer County Attorney's Office
1600 Seventh Avenue
Troy, NY 12180
518.270.2950
cjkempf@rensco.com

Rockland County

Thomas E. Humbach
County Attorney
Rockland County Attorney's Office
11 New Hempstead Road, 3rd Fl.
New City, NY 10956
845.638.5113
humbacht@co.rockland.ny.us

Alexandra S. Obremski
Principal Assistant County Attorney
Rockland County Attorney's Office
11 New Hempstead Road, 3rd Fl.
New City, NY 10956
845.596.2130
obremaska@co.rockland.ny.us

CAASNY 2021 Annual Meeting
Monday, September 13 & Tuesday, September 14, 2021
Participant List – County Listing

Venita D. Whidbee-Jordan
Principal Assistant County Attorney
Rockland County Attorney's Office
11 New Hempstead Road, 3rd Fl.
New City, NY 10956
845.638.5112
whidbeev@co.rockland.ny.us

Saratoga County

Hugh Burke
Assistant County Attorney
Saratoga County Attorney's Office
40 McMaster Street
Ballston Spa, NY 12020
518.884.4770
hburke@saratogacountyny.gov

Michael Hartnett
County Attorney
Saratoga County Attorney's Office
40 McMaster Street
Ballston Spa, NY 12020
518.884.4770
mhartnett@saratogacountyny.gov

Michael Naughton
Assistant County Attorney
Saratoga County Attorney's Office
40 McMaster Street
Ballston Spa, NY 12020
518.884.4770
mnaughton@saratogacountyny.gov

Schenectady County

Christopher Gardner
County Attorney
Schenectady County Attorney's Office
620 State Street, 6th Fl.
Schenectady, NY 12305
518.469.6357
chris.gardner@schenectadycounty.com

Frank Salamone
First Deputy County Attorney
Schenectady County Attorney's Office
620 State Street, 6th Fl.
Schenectady, NY 12305
518.388.4700
frank.salamone@schenectadycounty.com

Schuyler County

Vinton Bovier Stevens
Assistant County Attorney
Schuyler County Attorney's Office
105 Ninth Street, Unit 5
Watkins Glen, NY 14891
607.535.8121
vstevens@co.schuyler.ny.us

St. Lawrence County

Stephen D. Button
County Attorney
St. Lawrence County Attorney's Office
48 Court Street
Canton, NY 13617
315.379.2269
sbutton@stlawco.org

David F. Huber
Assistant County Attorney
St. Lawrence County Attorney's Office
48 Court Street
Canton, NY 13617
315.729.2269
dhuber@stlawco.org

CAASNY 2021 Annual Meeting
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Participant List – County Listing

Steuben County

Craig Patrick
Deputy County Attorney
Steuben County Attorney's Office
3 East Pulteney Square
Bath, NY 14810
607.664.2355
capatrick@steubencountyny.gov

Sullivan County

Thomas J. Cawley
Deputy County Attorney
Sullivan County Attorney's Office
100 North Street
P.O. Box 5012
Monticello, NY 12701
845.807.0560
thomas.cawley@sullivanny.us

Michael F. McGuire
County Attorney
Sullivan County Attorney's Office
100 North Street
P.O. Box 5012
Monticello, NY 12701
845.807.0560
michael.mcguire@sullivanny.us

Tompkins County

Jonathan Wood
County Attorney
Tompkins County Attorney's Office
125 East Court Street
Ithaca, NY 14850
607.274.5546
jwood@tompkins-co.org

Ulster County

Kristin A. Gumaer
First Assistant County Attorney
Ulster County Attorney's Office
244 Fair Street
PO Box 1800
Kingston, NY 12402
845.430.3685
kgum@co.ulster.ny.us

Clinton G. Johnson
County Attorney
Ulster County Attorney's Office
244 Fair Street
PO Box 1800
Kingston, NY 12402
845.340.3685
cjoh@co.ulster.ny.us

Warren County

Robert Terwilliger
Acting County Attorney
Warren County Attorney's Office
1340 State Route 9
Lake George, NY 12845
518.761.6463
terwilligerr@warrencountyny.gov

Washington County

Roger Wickes
County Attorney
Washington County Attorney's Office
383 Broadway
Fort Edward, NY 12828
518.746.2216
rawickes@washingtoncountyny.gov

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Participant List – County Listing

Westchester County

Elizabeth Barbanes
Deputy County Attorney
Westchester County Attorney's Office
148 Martine Avenue, Rm 600
White Plains, NY 10601
914.995.6573
eab6@westchestergov.com

Shawna C. MacLeod
Senior Assistant County Attorney
Westchester County Attorney's Office
148 Martine Avenue
White Plains, NY 10601
914.995.4194
scma@westchestergov.com

John M. Nonna
County Attorney
Westchester County Attorney's Office
148 Martine Avenue
White Plains, NY 10601
914.995.2690
jmn5@westchestergov.com

Fred Sullivan
Assistant Chief Deputy County Atty.
Westchester County Attorney's Office
148 Martine Avenue, Rm 600
White Plains, NY 10601
914.995.4269
fms2@westchestergov.com

Wyoming County

James M. Wujcik
County Attorney
Wyoming County Attorney's Office
11 Exchange Street
Attica, NY 14011-0238
585.591.1724
jwujcik@daddandnelson.com

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Barclay Damon

Anthony P. Rivizzigno, Esq.
Barclay Damon
125 East Jefferson Street
Syracuse, NY 13202
arivizzigno@barclaydamon.com
(315) 413-7278

A leading Northeast firm made up of 275 attorneys, Barclay Damon LLP is the largest law firm based in Upstate New York. As a full-service law firm with experience in virtually every legal area that county attorneys and other clients may require, we team across practices to provide customized, targeted solutions informed by deep industry understanding. Barclay Damon offers well-respected legal counsel in areas that include municipal, environmental, real estate and project development, land use and zoning, labor and employment, business and finance, commercial and civil litigation, energy, and intellectual property, among numerous others. Barclay Damon also has one of largest health law practices in Upstate New York, and the firm's growing cross-border practice offers clients access to 135 lawyers on the US-Canada border. Barclay Damon has offices with 30 to 105 attorneys in Albany, Buffalo, Rochester, and Syracuse. The firm also has growing offices in Boston, New Jersey, New York City, New York State's Southern Tier, Toronto, and Washington, DC.

Bond, Schoeneck & King, PLLC

Raymond Meier, Esq.
Bond, Schoeneck & King, PLLC
501 Main Street
Utica, New York 13501
www.bsk.com

BS&K has a long history of representing the public sector with a comprehensive array of services to meet their varied and sophisticated needs.

Our Municipalities Practice Group draws upon the expertise of attorneys from across the firm to match their areas of concentration with the many and sometimes complex legal issues facing our municipal clients. Our client roster includes 34 cities, 31 counties, 130 towns, 91 villages, 46 school districts and 14 governmental agencies.

Our Bond Counsel/Public Finance Practice offers two principal benefits: first, with offices throughout New York State, we are available on short notice to attend meetings, review financing

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plans and consult with parties. Second, as an Upstate-based firm, our fees are typically lower than similarly qualified New York City firms.

Our Construction Practice is focused on legal services to owners. We participate in the negotiation and execution of construction contracts and other contract documents necessary for projects to proceed in a timely manner and within cost estimates. When disputes arise, we counsel our clients on negotiation strategies, and we prosecute litigation, arbitration, other forms of dispute resolution, and surety bond claims, as required.

Our Energy Law Practice counsels clients about legal obligations that can arise in connection with the purchase, sale, production and distribution of energy under New York State and federal laws and regulations.

Our Environmental Law Practice regularly assists municipalities to resolve environmental issues arising under local, state and federal environmental laws and regulations including Regulatory Compliance, State Environmental Quality Review Act ("SEQRA") matters, redevelopment of Brownfield sites, and Environmental Enforcement and Litigation. Our attorneys are well known, and are respected by state and federal regulatory representatives, both at the regional and headquarters level.

Our Government Relations Group represents clients before the New York State Legislature, the Executive branch and all state agencies, including the Departments of Environmental Conservation, Law, State, Labor, Transportation and Taxation and Finance. We have drafted and shepherded through the legislature special legislation.

Our Labor and Employment Law Practice serves clients with unionized workforces in such matters as collective bargaining, labor arbitration and representation before the National Labor Relations Board or appropriate Public or State Labor Relations Board in both unfair labor practice and representation matters. For non-unionized clients, we provide assistance in the preparation of personnel policies, including counseling on employee screening and testing, supervisory training, and advice in responding to union organizing campaigns.

Our Litigation Practice represents municipalities in a wide range of matters in both state and federal courts, defending municipalities in numerous Article 78 proceedings, defending breach of contract and other claims, including construction disputes. We have represented municipalities and their employees in Section 1983 and other civil rights actions in Federal and State Courts.

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Colucci & Gallaher, P.C.

Anthony J. Colucci III, Esq.
Colucci & Gallaher, P.C.
2000 Liberty Building
424 Main Street
Buffalo, New York 14202-3695
www.colucci-gallaher.com

From its main office atop the historic Liberty Building in Buffalo, New York, the law firm of Colucci & Gallaher, P.C., provides business counseling and litigation-related services to private businesses and municipal entities throughout western New York, the northeastern United States and nationally.

The business attorneys of C&G are skilled advisors and advocates who work hard to provide the highest-quality legal services on time and at a reasonable cost. The firm currently counsels some of the world's largest and upstate New York's smallest businesses, including oil companies, one of upstate New York's largest commercial real estate brokers, downtown Buffalo's largest commercial landlord, one of the area's fastest-growing development companies, the world's largest manufacturer of aerial work platforms, the nation's leader in designing specialty trucks, and the largest hospital and nursing home in the region.

The firm's attorneys have handled disputes in federal and state courts across the country, including California, Connecticut, the District of Columbia, Florida, Illinois, Indiana, Maryland, Massachusetts, Michigan, Minnesota, New Hampshire, New Jersey, New York, Ohio, Pennsylvania, Virginia and West Virginia.

In these forums, C&G has protected the interests of clients in products liability claims, employer-employee disputes, complex commercial and business litigation, the defense of personal injury claims and contract litigation.

The attorneys of C&G regularly practice in the courtroom, before private arbitration panels and in mediation proceedings.

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Goldberg Segalla

Jonathan M. Bernstein, Esq.
Goldberg Segalla
8 Southwoods Blvd., Suite 300
Albany, NY 12211
www.goldbergsegalla.com

In 2001, Goldberg Segalla was founded as a modern, refreshing alternative to the typical law firm. Today, we are proud to serve as trial counsel for a number of Fortune 100 companies and to continue building an ongoing history of success. Of course, we also care for our communities and support numerous efforts to enhance the diversity and quality of life in the areas in which we work and live.

Every day at Goldberg Segalla, we are guided by our mission to be a Best Practices firm. We pride ourselves on following client guidelines and exceeding client expectations. We have also invested in Best Practices in numerous other ways, including implementing systems that reward the team over the individual, thereby helping us achieve our goal of exceptional client service.

We truly appreciate the accolades we have received from our clients and colleagues acknowledging our commitment, outstanding legal skills, dedication to client service, and professional demeanor.

Goldberg Segalla has been lauded for its commitment to diversity. We believe a diverse work environment—one that brings together a wide range of perspectives, cultures, and experiences—enhances our ability to represent our clients successfully and benefits the greater business community. We continually develop relationships with law schools and diversity-focused associations, and we are proud to have been recognized by national, regional, and local organizations for implementing initiatives that make a difference.

We recognize the importance of supporting our communities and we are proud to contribute to, volunteer for, and serve on boards of many charitable organizations, some of which were actually founded by our attorneys. We support all endeavors that our attorneys and other professionals are passionate about, from charitable and professional organizations to pro bono projects and activities. Our lawyers proudly work hard on behalf of their clients and just as hard in support of important causes.

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Hancock Estabrook, LLP

John F. Corcoran, Esq.
Hancock Estabrook, LLP
1500 AXA Tower 1
100 Madison Street
Syracuse, New York 13202
www.hancocklaw.com

Hancock Estabrook, LLP, founded in 1889, is one of Upstate New York's leading law firms. We represent clients in a number of different industries, offering counsel and representation on a wide array of legal topics. Our attorneys are recognized in their practice areas as having both the knowledge and experience to represent clients in complex legal matters. At the same time, our attorneys in various practice areas function seamlessly with one another to provide comprehensive and efficient delivery of legal services.

Our legal services are provided in a timely and responsive manner providing our clients with value and personal attention. Our Firm's clients range from corporations traded on national stock exchanges to small local businesses and not-for-profit organizations, and from emerging companies to long-standing enterprises. The Firm's reputation for excellence in handling complex legal matters in its primary practice areas of law is unsurpassed.

Harris Beach PLLC

Patrick M. Malgieri, Esq.
Harris Beach PLLC
99 Garnsey Road
Pittsford, New York 14534
www.harrisbeach.com

Harris Beach recognizes the issues that are unique to municipalities because the firm has served or serves well over 100 counties, cities, towns and villages throughout New York State. Our attorneys and professionals assist these entities by providing legal guidance and support on a full range of municipal matters including, but not limited to, general municipal law; municipal litigation; regulatory compliance and oversight; strategic and operational efficiencies for municipalities; land use, zoning, and development; community planning; economic development; labor and employment; real estate and project management; energy law; communications and crisis management services; and grant writing and administration. In addition, we represent virtually every level of state and local government, along with dozens of public authorities,

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industrial development agencies and local development corporations. In this capacity, Harris Beach has represented municipal boards, municipal corporations, agencies and authorities, in a diverse array of legal, policy, regulatory and programmatic matters.

Through our experience representing a broad range of public entities for decades, our attorneys fully understand the financial pressures and operating constraints municipalities face as well as the preferences for how to best manage the delivery of legal services. This understanding not only comes from our service to public entities but also from the fact that many of our attorneys have served in the public sector. By way of example, Harris Beach has over 50 attorneys with government experience, including current and former state legislative representatives, public authority chairs and board members, municipal attorneys, as well as other professionals who have served in the public sector as policy makers, economic developers, chief executive officers and project managers. This unique collection of experience provides public sector clients with an unmatched perspective when providing counsel to ensure responsible governance, implementing effective policies, addressing finance goals, and adhering to federal, state and local regulations.

Harris Beach is a leader in the practice of municipal law and provides public service information and guidance through an acclaimed online blog at www.nymuniblog.com

Hawkins Delafield & Wood LLP

Robert P. Smith, Esq.
Hawkins Delafield & Wood LLP
One Chase Manhattan Plaza, 42nd Floor
New York, New York 10005
www.hawkins.com

Hawkins Delafield & Wood LLP is the only national law firm in the United States whose practice is devoted primarily to public finance and public projects. Each of our specialty areas supports and complements our municipal transactions practice. The Firm has more attorneys engaged in the full time practice of public finance and projects than any other law firm in the country. This concentration of expertise constitutes an unparalleled resource for our clients. The Firm is consistently ranked among the top in the nation among law firms in terms of volume as bond counsel and underwriters' counsel, according to Thomson Financial, and on a cumulative basis, the Firm has been ranked first nationally since 1980 (when statistics began to be compiled). Hawkins has participated in virtually every type of transaction in the public finance arena. Our project finance and public contracts practices are also distinguished in their breadth and experience. The Firm also has the richest heritage in terms of service to the municipal industry. Founded in 1854, the Firm has been recognized nationally for its bond opinions since the late 19th

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century. Our attorneys have taken part in many of the landmark undertakings in our nation's history, including toll ways, port authorities, housing finance agencies, environmental facilities, fiscal recovery agencies, and non-profit institutions. Hawkins has evolved into a full service public finance law firm of over 100 lawyers. The Firm's New York office is on the site of Alexander Hamilton's law office, at 67 Wall Street. The Firm now also maintains offices in Los Angeles, San Francisco and Sacramento, California, Washington, D.C., Newark, New Jersey and Hartford, Connecticut. Areas of Practice: Public Finance, Public Law, State and Federal Securities, Tax, Real Estate and Redevelopment, Banking, Eminent Domain, Procurement, Contract, and Privatization.

Maynard, O'Connor, Smith & Catalinotto LLP

Michael E. Catalinotto, Jr., Esq.
Maynard, O'Connor, Smith & Catalinotto, LLP
P.O. Box 180
Saugerties, New York 12477
(845) 246-3668
catalinottojr@maynardoconnorlaw.com

Since 1919, when two distinguished Capital Region attorneys, William C. Maynard and Gerald W. O'Connor formed a partnership for the practice of law, the Maynard, O'Connor law firm has been a hallmark for legal expertise throughout upstate New York. Today, 99 years later, Maynard, O'Connor, Smith & Catalinotto, LLP, has a team of over a dozen attorneys and associates working for clients out of three upstate New York offices. Since the firm's inception, a substantial portion of our practice has centered on the broad area of civil litigation in both New York State and Federal Courts. Throughout this entire period of time, we have also offered comprehensive legal services in the area of Municipal Law, including, civil rights claims; construction litigation arising from public works projects; commercial disputes; Native American sovereignty/Non-Intercourse Act claims; bankruptcy; and, general liability claims. At Maynard, O'Connor, we pride ourselves on the important things. Our partners and attorneys work everyday to help our clients with the best possible legal representation. Every attorney works with our clients and every attorney evaluates him or herself on the successful resolution of matters for our clients. There is nothing more important. Our team subscribes to the highest code of ethics in our industry. We work for our clients and want them to feel comfortable knowing that we are only here to help them. We work to ensure that each of our clients feels that they are the most important client we have. We strongly believe in our team and our community. Working together, we strive to improve our community through charitable and civic contributions and efforts. This makes us all better attorneys and people. Because of our history, values and people, our clients often stay with us for decades. We've been here for them for 99 years and will continue to be far into the future.

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ASSOCIATE MEMBER FIRM BIOGRAPHIES

McCabe & Mack LLP

David Posner, Esq.
McCabe & Mack LLP
63 Washington Street
Poughkeepsie, NY 12601
(845) 486-6874

Many current law firms do not date back even to the 20th century, let alone the 19th century! McCabe & Mack LLP traces its roots back over 120 years to the pioneering law practice of John E. Mack. We have provided continuous counsel and representation ever since, serving Dutchess County, the Hudson Valley region and clients throughout New York.

We have grown and evolved into a full-service firm that can readily address the needs of individuals, businesses and institutional clients. Our areas of practice are diverse and comprehensive, including estate planning, education law and criminal defense; business counsel and litigation; insurance defense; banking and lending; and real estate and development, among many more. The size of our staff and breadth of our experience enable us to put together the right team for any client's matter.

The founders of our firm were great believers in public service, shaping policy and giving back to the community. That tradition continues today. Our attorneys and staff are active leaders and members of many local organizations. Our attorneys have also earned the respect of their professional colleagues, as reflected by many accolades such as the AV* rating from Martindale-Hubbell and Super Lawyers designations.

Several members of our staff have been with the firm for 40 years, and some clients have been with McCabe & Mack longer than that. Our accomplished legal team includes the Hon. Albert M. Rosenblatt, retired justice of the New York State Court of Appeals.

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ASSOCIATE MEMBER FIRM BIOGRAPHIES

Orrick, Herrington & Sutcliffe LLP

Thomas E. Myers, Esq.
Orrick, Herrington & Sutcliffe LLP
51 West 52nd Street
New York, NY 10019-6142
www.orrick.com

Orrick, Herrington & Sutcliffe LLP opened its New York office in 1984. Today, with nearly 200 lawyers in New York, it is among the top forty law firms in the city. Our size, broad-based practice in New York, and international presence clearly position Orrick as a global player today and in the future.

Roemer Wallens Gold & Mineaux LLP

James W. Roemer, Esq.
Roemer Wallens Gold & Mineaux LLP
13 Columbia Circle
Albany, NY 12203
www.rwgmlaw.com

Roemer Wallens Gold & Mineaux LLP is a law firm with offices in Albany, the state capital of New York. The firm has a respected reputation for providing its clients with responsive, thoughtful, creative, efficient and effective legal services. The firm is resolution-oriented and recognizes that all aspects of the practice revolve around its clients' ability, directly and with the assistance of counsel, to negotiate the best possible results.

West Group Law PLLC

Teno A. West, Esq.
West Group Law PLLC
81 Main Street, Suite 510
White Plains, NY 10601
www.westgrouplaw.com

Members of West Group Law PLLC ("WGL") have extensive experience representing municipalities and other public entities in connection with water and wastewater systems and projects, solid waste systems and projects, civic projects, municipal buildings, environmental and regulatory matters, transportation, developing regional utility systems, structuring requests for

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proposals, contract negotiations, alternative project delivery methods, land use development, and construction law.

Members of our firm have spent their careers serving state and local governments. We understand the challenges public entities face because many of our attorneys once worked in senior positions in local government. This experience enables us to provide state and local governments with efficient, creative, and low cost solutions across the United States.

WGL has offices located in Albany and White Plains, and we represent clients throughout the country.