

NEW JERSEY  
NEW YORK



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November 14, 2025

**Electronic Submission**

Ms. Justine Progebin  
Business Administrator  
Township of North Brunswick  
710 Hermann Road  
North Brunswick, NJ 08902

**Re: Township of North Brunswick – Request for Proposals for  
Professional Services – Labor Counsel 2026 Calendar Year  
PRO26007**

Dear Ms. Progebin:

Pursuant to the Submission Requirements of the Township of North Brunswick’s (“Township”) Request for Proposals for the Provision of Legal Services – Labor Counsel (“RFP”), DeCotiis, FitzPatrick, Cole & Giblin, LLP (“DeCotiis” or the “Firm”) is pleased to provide the following information:

**ADMINISTRATIVE INFORMATION REQUIREMENTS**

1. **Executive Summary**. Our firm’s Executive Summary is attached as **Exhibit A**.
2. **Contact Information**. Our contact information is as follows:

Name:	DeCotiis, FitzPatrick, Cole & Giblin, LLP
Address:	61 South Paramus Road, Suite 250
	Paramus, NJ 07652
General Telephone Number:	(201) 928-1100
Contact Person:	Arlene Quiñones Perez, Esq.
Direct Telephone Number	(201) 928-1100
Email:	<a href="mailto:Aqperez@decotiislaw.com">Aqperez@decotiislaw.com</a>

3. **Description of Business Organization**. DeCotiis is a Limited Liability Partnership under New Jersey law. DeCotiis is not a partially-owned or fully-owned subsidiary of any other firm or parent entity. All partners within our firm maintain their professional address at our Paramus office. Partners with an interest in the Partnership are as follows:

M. Robert DeCotiis  
Michael R. DeCotiis  
Joseph M. DeCotiis  
Vincent M. Giblin  
Michael G. Luchkiw  
William Harla  
Benjamin Clarke  
Jeffrey D. Smith

Judy A. Verrone  
George G. Frino  
Francis J. Borin  
Douglas Doyle  
Thomas A. Abbate  
Arlene Quiñones Perez  
Alice M. Bergen  
Vipin P. Varghese

**Organization Structure**

Firm Chairman  
Managing Partners  
Executive Committee  
Equity Partners  
Contract Partners  
Associates  
Paralegals/Law Clerks  
Staff and Employees

4. **Operation.** DeCotiis has been operating under its current name since January 6, 2017.
5. **Management.** DeCotiis has been operating since January 1, 2003 under the current management.
6. **Affirmative Action.** DeCotiis is in compliance with all applicable affirmative action or similar requirements with respect to our business activities. Attached as **Exhibit B**, please find a copy of our firm's Certificate of Employee Information Report.
7. **Professional Malpractice.** There have been no judgments within the last three (3) years for which our firm has been adjudicated liable for professional malpractice.
8. **Bankruptcy.** DeCotiis has not been involved in any bankruptcy proceedings, nor has our firm undergone any reorganization proceedings within the last ten (10) years.
9. **Federal and State Licensure.** The Firm possesses the appropriate federal and state licenses to perform legal services in the State of New Jersey. All of our attorneys are members of the New Jersey State Bar in good standing. Attached hereto as **Exhibit B**, please find a copy of our firm's Business Registration Certificate and Certificate of Employee Information Report.
10. **Rate Schedule.** We propose the following fee structure for Labor Counsel services; we will, however, be more than willing to tailor a fee structure that meets the Township's needs:

Hourly Rate: We propose a blended hourly rate of One Hundred and Seventy-Five Dollars (\$175.00) per hour for services performed by attorneys. Legal services provided by law clerks will be billed at a rate of One Hundred and Twenty-Five Dollars (\$125.00) per hour and paralegals and legal assistants will be billed at a rate of Ninety-Five Dollars (\$95.00) 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 Township.

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

Please see an executed copy of the Payment Conditions and Rate Schedule attached hereto as **Exhibit C.**

### **PROFESSIONAL INFORMATION REQUIREMENTS**

Below please see a description of our firm's experience regarding the provision of legal services to the Township of North Brunswick.

1. **Overall Experience**

DeCotiis is a multifaceted law firm, offering a wide variety of legal services to our clients. Our size, combined with the diverse nature of our public sector practice, permits us to offer teams of highly skilled professionals who provide expert legal guidance to our clients. The Firm has represented every level of government, from municipalities, counties, county authorities, regional authorities, state agencies and authorities and the State of New Jersey itself.

1(a) **Description and Scope of Work**

Our **Labor and Employment Law Group** is engaged in a wide area of activities in labor counseling and employment law in the public and private sectors. Our public sector clientele includes municipalities, counties, State agencies, independent authorities and school boards. We are engaged in the negotiation of collective bargaining agreements, unfair labor practice proceedings, grievance arbitrations, interest arbitrations and general labor counseling involving virtually every area of labor and employment law.

This Group developed relationships with unions and their representatives to promote a mutually cooperative approach to resolving labor matters without the need for litigation. Our representation does involve regular appearances before the Public Employees Relations Commission (PERC), the New Jersey Civil Service Commission, the Office of Administrative Law (OAL), the Equal Employment Opportunity Commission (EEOC), the Office of Commissioner of Education and various other State and federal labor boards. We have defended many public entities against claims under the New Jersey's Law Against Discrimination ("LAD"), employment discrimination, wrongful termination, whistleblower actions, restrictive covenant enforcement, unfair competition proceedings, wage and hour matters, safety and health matters and employee benefits litigation.

Our compliance counseling practice helps clients address emerging and evolving issues relating to workplace discrimination and employee benefit legislation. Workplace training seminars have become an important service offered by our Labor and Employment Law Group. Attorneys in this group are also well versed in the supervision of internal investigations, and the drafting and revision of personnel and/or policy manuals relating to all personnel activities. In addition, our attorneys are actively involved in the Labor and Employment Section of the New Jersey State Bar Association and many other professional organizations dealing with the many issues facing employers and employees in the modern workplace.

#### Policy Reviews

Our attorneys can provide review and advice as to the Township's personnel policies and practices, especially as to compliance with and interpretation of applicable federal, State and local statutes, rules, regulations and related operating parameters. We can provide assistance and advice to the Township for case presentation and represent the Township before third party review and appeal boards for personnel and collective bargaining cases and disputes.

#### Internal Disciplinary Hearings

When required, we will provide representation to the Township and prepare cases for internal hearings, disciplinary hearing officers, PERC, the Civil Service Commission, the OAL and the EEOC.

#### Management Proposals

Our attorneys have received invaluable experience formulating management proposals during their years of representation of New Jersey municipalities during labor negotiations. In fact, our Labor and Employment Law Group has drafted hundreds of management proposals. Should a more detailed list be required, we will be happy to provide it to the Township.

#### Employer-Employee Relations Act ADA, FMLA, NJ FMLA

Our experience providing labor representation to public entities in New Jersey has resulted in a detailed understanding of the Employer-Employee Relations Act, Americans with Disabilities Act (ADA), Family and Medical Leave Act (FMLA), NJ FMLA and all of the other statutes and regulations affecting public employment in this State. Our extensive compliance counseling helps clients address emerging and evolving issues on workplace discrimination and employee benefits legislation, which will assist the Township in avoiding potential issues before they arise.

Public Employees Relation Commission (PERC)

We have extensive experience representing dozens of public entities before PERC during interest arbitrations, grievance arbitrations and PERC-directed mediation and/or factfinding.

Collective Bargaining Agreements

The following is a listing of the Collective Bargaining Agreements we have negotiated on behalf of North Brunswick:

**North Brunswick:**

North Brunswick PBA Local 160  
January 1, 2016 – December 31, 2017

North Brunswick Superior Officers Association  
January 1, 2016 – December 31, 2017

AFSCME Local 3834  
January 1, 2016 – December 31, 2017

RWDSU Local 108, UFCW, RWDSU, AFL-CIO, CLC  
Blue Collar Division  
January 1, 2016 – December 31, 2017

North Brunswick School Crossing Guards Association  
Local 108, RWDSU/UFCW, AFL-CIO  
January 1, 2016 – December 31, 2017

RWDSU Local 108 (Clerical Division)  
UFCW, RWDSU, AFL-CIO, CLC  
January 1, 2016 – December 31, 2017

North Brunswick School Crossing Guards Association  
Local 108, RWDSU/UFCW, AFL-CIO  
January 1, 2019 – December 31, 2020

For more examples of our Collective Bargaining Agreements please see Exhibit D.

As the foregoing demonstrates, whether the Township's needs will involve traditional labor matters, compliance counseling or litigation of employer/employee disputes, we believe that our firm is well-positioned to answer its needs.

1(b) **References**

We are pleased to provide the following references. Additional references are available upon request.

- Martin Murray, Board President, Carteret Public Schools, 599 Roosevelt Avenue, Carteret, New Jersey 07008, (908) 930-0984
- Carmela Collazo, School Business Administrator/Board Secretary, Carteret Board of Education, 599 Roosevelt Avenue, Carteret, New Jersey 07008, (732) 541-8960
- Jennifer Harris, Board President, Hackensack Public Schools, 191 Second Street, Hackensack, NJ 07601, (201) 646-8000
- Olga Hugelmeyer, Superintendent of Schools, Elizabeth Board of Education, 500 North Broad Street, Elizabeth, New Jersey 07208, (908) 436-6131
- Rosa Diaz, Superintendent of Schools, Carteret School District, 599 Roosevelt Avenue, Carteret, New Jersey 07008, (732) 541-8960
- Dr. Eric Friedman, President, Bergen Community College, 400 Paramus Road, Paramus, New Jersey 07652, (201) 447-7100
- Dr. Deborah E. Preston, President, Mercer County Community College, 102 N. Broad Street, Trenton, New Jersey 08608, (609) 570-3635
- Yvette Henry, Vice President, Mercer County Community College, 102 N. Broad Street, Trenton, New Jersey 08608, (609) 570-3635

1(c) **Perceived Relevance of our Experience**

Our firm has served the Township as Labor Counsel in 2003 and since 2012, and previously served as General Counsel for over seventeen (17) years. We are fully familiar with the Township's structure, needs and goals. Our **Labor and Employment Law Group** provides comprehensive, quality, professional advice in the many areas of employment law and labor relations that affect government at the local and county levels. Our attorneys have an unrivaled ability in dealing with any issue that may emerge and have the requisite knowledge and experience to perform the requested legal services as Labor Counsel.

Our attorneys regularly appear before State and federal Courts, the OAL, PERC, NJ Civil Service Commission, EEOC and various other State and federal labor boards.

Cases Tried Before the Office of Administrative Law

- In the Matter of Breon Key (East Orange - termination)
- In the Matter of Michael Wilkins (Teaneck - termination)
- In the Matter of Mark Campbell (Teaneck – termination)
- In the Matter of Darron Gadson (Atlantic City Housing Authority – termination)
- In the Matter of Steven Brailey (Rahway-Termination)
- In the Matter of Lee Minch (Rahway-Suspension)
- In the Matter of Carmen Carujo (North Brunswick-Appeal of Disciplinary Action)

Cases Tried Before PERC

*Interest Arbitration:*

- Borough of New Milford and PBA 83
- Borough of Norwood and PBA
- Borough of Englewood Cliffs and PBA
- City of East Orange and PBA, SOA, FMBA 23, and FMBA 223 (8 interest arbitrations)
- Township of Old Bridge and PBA Local 127
- Township of Old Bridge and FOP Lodge 22 (Captains and Superiors)
- Township of Marlboro and CWA Local 1034

*Grievance Arbitration:*

- Borough of New Milford and PBA 83 (Russino Compensation)
- Atlantic City Board of Education and Atlantic City Education Assoc. (Increment withholding – 11)
- City of East Orange (discipline, termination and contract enforcement)
- Township of Teaneck (disciplinary)
- Bergen Community College (discipline and termination cases)
- Township of Marlboro/CWA Local 1038 (Out of Title Pay)
- Township of Old Bridge/IBT Local 469 (Seniority and Layoff issues)
- Township of Edison/IAFF Local 1197 (Light Duty Policy)
- Township of Edison/Carpenters Local 821(Termination)
- Township of Edison/Regional Council of Carpenters #4018 (Scheduling of Overtime)
- Township of Edison/PBA Local 75 (Off Duty Barclay's Tournament)
- Township of Edison/PBA Local 75 (Members Entitlement to OT Compensation)
- Township of Edison/AFSCME Council 73 Local 3269 (Termination)
- Township of Edison/IAFF Local 1197 (Sick and Vacation Pay)
- Township of Edison/AFSCME Council 72 Local 3269 (OT)

*Unfair Practice Proceedings:*

- Bergen Community College and BCC Staff Association (Keith Mitchell)
- Bergen Community College and BCC Professional Staff Association
- (Taliyah Brown and Lynne Mandel)
- Bergen Community College and BCC Professional Staff Association

- (Watkins and Oscar)
- East Orange and CWA Local 1077
- City of Rahway/FMBA Local 33 (Transfer of Unit Work)
- Township of Edison/IAFF Local 1197 (Civilian Inspector Issues)
- Township of Edison/Council of Carpenters (Layoffs)
- Township of Edison/PBA Local #75 (Laplaga)
- Township of Edison/IAFF Local 2883 (FMLA)

Scope of Negotiation Petitions

- City of Rahway/FMBA Local 33(Acting Captains Assignment)
- Township of Edison/IAFF Local 1197 (Firefighters/EMT Rotations)
- Township of Marlboro and CWA Local 1034

2. **Description of Services to be Performed Directly by Respondent**

All work performed on the Township's behalf in connection with this engagement will be performed directly by DeCotiis attorneys and staff.

3. **Sub-contract**

Our office does not sub-contract work; therefore, all work done behalf of the Township will be done directly by our attorneys and staff.

4. **Resume of Key Employees**

If selected, the following attorneys will provide the required legal services. Additional attorneys may be used as necessary to effectively and efficiently represent the Township.

**Arlene Quiñones Perez** is an Equity Partner and the Director of Diversity & Inclusion at DeCotiis. She is a member of the Labor and Employment, Municipal, Education and Alternative Dispute Resolution practice groups. Arlene currently serves as General Counsel to the Carteret Board of Education and General Counsel to Bergen County Community College. Arlene serves as Labor Counsel to a number of public entities throughout the State of New Jersey.

Prior to joining the DeCotiis law firm, she served as General Counsel to the Northeast Regional Council of Carpenters ("NRCC"), which is a skilled trade organization that at the time represented carpenters in New Jersey, New York State and throughout the United States. Previously, Arlene served as an Associate with Kroll Heineman Carton, LLC, where she focused on labor law, municipal law, securities fraud, and election law. From 2011-2012, Arlene served as a Judicial Term Law Clerk for the Honorable Michael A. Shipp in the United States District Court for the District of New Jersey. From 2009-2010, Arlene served as a Judicial Term Law Clerk to the Honorable Lisa P. Thornton in the Superior Court for the State of New Jersey.

Arlene's extensive government experience includes her service as a Councilwoman in the Town of Clinton, New Jersey (where she was the youngest member of the municipality's governing

body and the only Hispanic woman to serve as an elected official in Hunterdon County), a member of the Town of Clinton's Board of Adjustment and working as a confidential assistant to the Governor and Attorney General of the State of New Jersey.

Arlene served as Chair of the Judicial and Prosecutorial Committee ("JPAC") for the New Jersey State Bar Association from 2019 to 2020. She has also been at the forefront of the cannabis legal practice in New Jersey for over a decade and has been advocating for the expansion of medical marijuana and other legal reforms related to medical cannabis. Arlene also serves as the Treasurer for Latinas United for Political Empowerment ("LUPE"). Arlene has served as the Chair of the Hunterdon County Democratic Committee since 2013. From 2016 to 2017, Arlene served as the President of the Hispanic Bar Association of New Jersey where she served on the Borough for over ten years. Arlene previously served as a member of the Supreme Court Committee on Women in the Judiciary and the Borough of Directors for the Girls Scouts Heart of New Jersey. Arlene was featured in the Hispanic Executive Magazine, listed by Politics NJ on the 40 Under 40 Power List, as one of New Jersey's top 50 rising stars, and featured in the Star-Ledger as a Person of Interest. In 2009, Arlene received the National Association of Women Lawyers Award. While in law school, she completed a judicial externship with the Honorable Jose L. Linares in the United States District Court for the District of New Jersey.

**Jason S. Nunnermacker** is a Partner at DeCotiis, FitzPatrick, Cole & Giblin, LLP who focuses on Litigation, Municipal and Labor/Employment law practice. Jason currently serves as General Counsel to the Hackensack School Board. Jason has extensive experience representing employees and employers in various employment-related matters, including matters arising under various anti-discrimination and harassment laws, whistleblower protections laws and other Federal and State laws governing employer-employee relations. Jason also has significant experience litigating shareholder/member disputes, matters under New Jersey's Consumer Fraud Act, New Jersey Tort Claims Act claims, commercial and residential landlord-tenant matters, commercial and residential foreclosure actions, land-use approval disputes, public and private nuisance actions, claims made and adjudicated under automobile warranties, and other types of commercial and business matters. Jason regularly appears before all trial and appellate courts in the State of New Jersey, as well as the United States District Court, District of New Jersey. Jason has also appeared in the Federal and State Courts located in New York, Rhode Island, Texas and California.

Jason served as a Board Member for the Hackensack Board of Education between 2012-2018, including serving as President between 2015-2018.

**Thomas A. Abbate** is an Equity Partner at DeCotiis. He joined DeCotiis as an Associate in 2002, became a Contract Partner in 2007, and an Equity Partner in 2013. He is a member of the litigation practice group. An experienced litigator, Tom's practice focuses on complex civil and commercial litigation on behalf of both businesses and government entities at the trial and appellate levels of the state and federal courts.

Tom has represented businesses and led litigation teams in a diverse array of complex commercial litigation matters relating to health care licensing and regulation, health insurance, administrative and regulatory law, land use and real estate, insurance coverage and regulation, pharmaceutical antitrust, civil RICO, intellectual property, the Uniform Commercial Code,

banking and finance, and all forms of commercial and business disputes. Representative matters include experience as the lead attorney in a multi-faceted and multi-forum "bet the company" litigation amongst a series of major health care institutions which resulted in the client successfully obtaining all of the approvals necessary to open a new acute care hospital, the first such approval granted by the State Department of Health in decades.

Tom also handles a variety of litigation matters on behalf of state and local government entities, and in this capacity also has experience navigating the complex balance between public entities, their insurance carriers and the public interest. He has particular experience and interest in litigation matters relating to constitutional law, First Amendment and civil rights, public entity governance, procurement and public records access, regulatory law, prerogative writ challenges to governmental authority, labor and employment litigation, construction litigation, law enforcement liability, environmental litigation, legal ethics, public officials' ethics and conflict of interest law, education law and insurance coverage.

**Joe DeCotiis III** is a partner at DeCotiis, FitzPatrick, Cole & Giblin, LLP. He is a member of the firm's Labor and Employment, Municipal Law, Public Procurement and Contracting, Cannabis, Redevelopment, Alternative Dispute Resolution practice groups. Joe has been affiliated with the firm since 2015. While working at the firm, Joe's primary focus has been providing clients with representation and counseling in transactional matters. As a member of the firm's Redevelopment, Cannabis, Public Procurement and Contracting, and Labor and Employment Groups, Mr. DeCotiis provides counsel to both public and private employers. He also serves to mediate clients through issues in order to avoid the cost of litigation.

Resumes for these attorneys providing additional details as to their education, licensure information and practice, are attached as **Exhibit E**.

##### **5. Responsive Statement as to the Township's Needs and Goals**

We pledge to provide prompt and responsive legal services to meet all of the Township's requirements. DeCotiis' professional team of dedicated and motivated attorneys and the Firm's administrative staff are sizeable enough and possess the experience and expertise to meet all of the legal needs and goals of the Township.

DeCotiis' fifty-two (52) attorneys are supported by a full complement of skilled and experienced staff members that include ABA certified paralegals, legal assistants, administrative assistants, accounting administrators and office management personnel. Our staff includes nine (9) administrative assistants, five (5) paralegals, three (3) law clerks, six (6) accounting administrators, one (1) Information Technology Specialist, four (4) office management personnel, one (1) receptionist, and two (2) office staff members, and we have a fully staffed copy and document reproduction center. In addition, we use technology-based communications to provide instant and constant communication with our clients, using the latest hardware and software from leading vendors. All of our attorneys have handheld devices and remote access to our email server; many also have laptop computers and tablets that allow for wireless computing and we are constantly improving and upgrading our technology to keep up with industry standards.

Our main office is located in Paramus, New Jersey. From this location we have access to the Garden State Parkway, as a result we have convenient access to the entire State, including the Township. As a result, one of the Firm's attorneys will be available to attend meetings, special meetings and work sessions, whether scheduled or emergent, when requested by the Mayor, the Township Council or any of the other members of the Township's administration.

Given our extensive experience representing public entities, and the large number of attorneys at the Township's disposal, we are confident that we can meet all of the Township's legal service needs as to labor and employment law issues in a timely fashion.

6. **Conflicts**

There are no relatives of our firm's principals who are Township employees or elected officials of the Township of North Brunswick.

**ADDITIONAL REQUIREMENTS**

Attached under **Exhibit C**, please find the following required forms: (1) Mandatory Equal Employment Opportunity Language; (2) Certificate of Employee Information Report; (3) Statement of Ownership Disclosure; (4) Acknowledgement of Receipt of Changes to Contract Documents; (5) Disclosure of Investment Activities in Iran; (6) Certification of Non-Involvement in Prohibited Activities in Russia or Belarus; (7) Reference List; (8) Debarred, Suspended and Disqualified Affidavit; (9) Exceptions to Specifications; (10) Certificate of Insurance evidencing our firm's coverages and limits. If selected for this engagement, the Township will be added as an additional insured; and (11) W9.

**CONCLUSION**

Thank you again for the opportunity to submit our Statement of Qualifications and Proposal to the Township. We would be honored to continue to serve as Labor Counsel to the Township of North Brunswick. Given our extensive experience representing public entities, our present representation of the Township as Labor Counsel and the substantial number of attorneys at the Township's disposal, we are confident that we will be able to continue to meet the Township's legal requirements in a timely fashion.

If you would like us to meet with you or the Township's governing body to discuss our qualifications further, or if the Township needs any additional information, please feel free to contact our office.

Sincerely yours,

**DeCotiis, FitzPatrick, Cole & Giblin, LLP**

By:   
Arlene Quiñones Perez, Equity Partner

# **EXHIBIT A**

NEW JERSEY  
NEW YORK

61 SOUTH PARAMUS ROAD  
PARAMUS, NEW JERSEY 07652

ARLENE QUINONES PEREZ, ESQ.  
AQPEREZ@DECOTIISLAW.COM  
201.347.2114

TELEPHONE: (201) 928-1100  
TELEFAX: (201) 928-0588  
[WWW.DECOTIISLAW.COM](http://WWW.DECOTIISLAW.COM)

## EXECUTIVE SUMMARY

DeCotiis, FitzPatrick, Cole & Giblin, LLP is a full service, general practice law firm with approximately fifty-two attorneys working out of our Paramus, New Jersey office. Each of our attorneys is licensed to practice law in the State of New Jersey and all are in good standing in that State. The Firm offers a spectrum of legal services to its clients, including the following areas of practice: alternative dispute resolution (“ADR”), banking, bankruptcy, cannabis law, commercial real estate, construction law, corporate law, environmental law, government and regulatory affairs, green practice, insurance, labor and employment, litigation, mergers and acquisitions, municipal law, public finance, public procurement, public utilities, redevelopment, tax, trusts and estates, white collar and corporate investigations. We have represented public entities at every level of government, including municipalities, counties, municipal and county authorities, regional authorities, State agencies and authorities and the State itself.

DeCotiis is a Limited Liability Partnership under New Jersey law. DeCotiis is not a partially-owned or fully-owned subsidiary of any other firm or parent entity. Our firm is in compliance with all applicable affirmative action or similar requirements with respect to our business activities and our firm possesses the appropriate federal and state licenses to perform legal services in the State of New Jersey.

**Our Labor and Employment Law Practice Group** engages in a broad scope of activities in public sector labor counseling and employment issues. Our clientele includes state agencies, counties, municipalities, independent authorities and school boards. We are actively engaged in the negotiation of collective bargaining agreements, unfair labor practice proceedings, grievance arbitrations, interest arbitrations and general labor counseling involving virtually every area of labor and employment law. Our attorneys regularly appear before state and federal courts, the Public Employees Relations Commission (“PERC”), the New Jersey Department of Personnel, the Office of Administrative Law, the Equal Opportunity Employment Commission, the State Division on Civil Rights and various other state and federal labor boards.

Our extensive compliance counseling practice helps clients address emerging and evolving issues relating to workplace discrimination and employee benefit legislation. Workplace training seminars have become an important service offered by our Labor and Employment Law Group. Attorneys in this group are also well versed in the supervision of internal investigations, and the drafting and revision of personnel and/or policy manuals relating to all personnel activities. In addition, our attorneys are actively involved in the Labor and Employment Section of the New Jersey State Bar Association and many other professional organizations dealing with the many issues facing employers and employees in the modern workplace. As a result, whether the client activity involves compliance counseling or litigation of employer/employee disputes, we are positioned to answer every client’s need in this ever-changing area of the law.

Our firm has served the Township as Labor Counsel in 2003 and since 2012, and previously served as General Counsel for over seventeen (17) years. We have first-hand knowledge and a particular understanding of the Township, its goals, issues and legal requirements. We believe that our firm is well situated to assist the Township in meeting its employment and labor objectives. Our Labor and Employment Law Group provides comprehensive, quality, professional advice in the many areas of employment law and labor relations that affect government at the local and county levels. Our attorneys have an unrivaled ability in dealing with any issue that may emerge and have the requisite knowledge and experience to perform the requested legal services as Labor Counsel.

If selected, the following attorneys will provide the requested legal services: **Arlene Quiñones Perez, Thomas A. Abbate, Jason S. Nunnermacker and Joe DeCotiis III**. Additional attorneys may be used as necessary. DeCotiis' professional team of dedicated and motivated attorneys and the Firm's administrative staff are sizeable enough and possess the experience and expertise to meet all of the legal needs and goals of the Township.

Given our extensive experience representing public entities, our current position as Labor Counsel to the Township and the large number of attorneys at the Township's disposal, we are confident that we can meet all of the Township's legal service needs as to labor and employment law issues in a timely fashion.

Sincerely yours,

**DeCotiis, FitzPatrick, Cole & Giblin, LLP**

By: 

Arlene Quiñones Perez, Equity Partner

Date: November 14, 2025

## **EXHIBIT B**



## STATE OF NEW JERSEY BUSINESS REGISTRATION CERTIFICATE

**Taxpayer Name:** DECOTIIS, FITZPATRICK, COLE & GIBLIN, LLP

**Trade Name:**

**Address:** 61 SOUTH PARAMUS RD STE.250  
PARAMUS, NJ 07652

**Certificate Number:** 0960036

**Effective Date:** April 05, 1995

**Date of Issuance:** February 19, 2020

**For Office Use Only:**

20200219140128834

## CERTIFICATE OF EMPLOYEE INFORMATION REPORT RENEWAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-May-2025** to **15-May-2028**



**DECOTIIS, FITZPATRICK, COLE & GIBLI**  
**61 S. PARAMUS ROAD, SUITE 250**  
**PARAMUS**

**NJ 07652**



*Elizabeth M. Muoio*  
ELIZABETH MAHER MUOIO  
State Treasurer

## **EXHIBIT C**

**Exhibit A**

**Payment Conditions and Rate Schedule**

The undersigned hereby acknowledges and accepts the established payment terms.

*Name of Firm* DeCottis, FitzPatrick, Cole & Giblin, LLP  
*print*

*Name of Respondent* Arlene Quiñones Perez  
*print*

*Title* Equity Partner  
*print*  
*Signature* 

*Date* November 14, 2025

ATTEST:

*Witness* 

**MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE**

N.J.S.A. 10:5-31 et seq. (P.L.1975, c.127) and N.J.A.C. 17:27 et seq.

**GOODS, GENERAL SERVICES, AND PROFESSIONAL SERVICES CONTRACTS**

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union of the contractor's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A.10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job related testing, as established by the statutes and court decisions of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

In conforming with the targeted employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that

all such actions are taken without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

Letter of Federal Affirmative Action Plan Approval;

Certificate of Employee Information Report; or

Employee Information Report Form AA-302 (electronically provided by the Division and distributed to the public agency through the Division's website at: [http://www.state.nj.us/treasury/contract\\_compliance](http://www.state.nj.us/treasury/contract_compliance)).

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Purchase & Property, CCAU, EEO Monitoring Program as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Purchase & Property, CCAU, EEO Monitoring Program for conducting a compliance investigation pursuant to N.J.A.C. 17:27-1.1 et seq.

### Exhibit C

#### NEW JERSEY ANTIDISCRIMINATION PROVISIONS N.J.S.A. 10:2-1 ET SEQ.

Pursuant to N.J.S.A. 10:2-1, if awarded a contract, the contractor agrees that:

- a. In the hiring of persons for the performance of work under this contract or any subcontract hereunder, or for the procurement, manufacture, assembling or furnishing of any such materials, equipment, supplies or services to be acquired under this contract, no contractor, nor any person acting on behalf of such contractor or subcontractor, shall, by reason of race, creed, color, national origin, ancestry, marital status, gender identity or expression, affectional or sexual orientation or sex, discriminate against any person who is qualified and available to perform the work to which the employment relates;
- b. No contractor, subcontractor, nor any person on his behalf shall, in any manner, discriminate against or intimidate any employee engaged in the performance of work under this contract or any subcontract hereunder, or engaged in the procurement, manufacture, assembling or furnishing of any such materials, equipment, supplies or services to be acquired under such contract, on account of race, creed, color, national origin, ancestry, marital status, gender identity or expression, affectional or sexual orientation or sex;
- c. There may be deducted from the amount payable to the contractor by the contracting public agency, under this contract, a penalty of \$50.00 for each person for each calendar day during which such person is discriminated against or intimidated in violation of the provisions of the contract; and
- d. This contract may be canceled or terminated by the contracting public agency, and all money due or to become due hereunder may be forfeited, for any violation of this section of the contract occurring after notice to the contractor from the contracting public agency of any prior violation of this section of the contract.

CERTIFICATE OF EMPLOYEE INFORMATION REPORT RENEWAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-May-2025** to **15-May-2028**



**DECOTIIS, FITZPATRICK, COLE & GIBLI**  
**61 S. PARAMUS ROAD, SUITE 250**  
**PARAMUS**

**NJ 07652**



*Elizabeth M. Muoio*  
**ELIZABETH MAHER MUOIO**  
State Treasurer

# **NORTH BRUNSWICK TOWNSHIP**

## **Acknowledgement of Receipt of Changes to Contract Documents**

Pursuant to N.J.S.A. 40A:11-23 the undersigned vendor hereby acknowledges receipt of the following notices, revisions, or addenda to the proposal advertisement, specifications or contract documents. By indicating date of receipt, the vendor acknowledges the submitted proposal and takes into account the provisions of the notice, revisions or addenda. Note that the Township's record of Request for Proposals shall take precedence and that failure to include provisions of changes in a proposal may be subject for rejection of the proposal.

Township Reference Number or Title of Addendum	How Received	Date Received

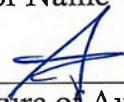


No Addenda Issued

### **Acknowledgement by Vendor:**

DeCotiis, FitzPatrick, Cole & Giblin, LLP

Vendor Name



\_\_\_\_\_  
Signature of Authorized Representative

Arlene Quiñones Perez

Print name and title

November 14, 2025

\_\_\_\_\_  
Date

# STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for the automatic rejection of the bid or proposal.

**DeCotiis, FitzPatrick, Cole & Giblin, LLP**

Name of Organization

Organization Address

61 South Paramus Road, Suite 250, Paramus, New Jersey 07652

## **Part I: CHECK THE BOX THAT REPRESENTS THE TYPE OF BUSINESS ORGANIZATION:**

Sole Proprietorship (skip Parts II and III, execute certification in Part IV)

Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)

For-Profit Corporation (any type)       Limited Liability Company (LLC)

Partnership       Limited Partnership       Limited Liability Partnership

Other (be specific): \_\_\_\_\_

## **Part II**

The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**



OR



No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed)

*Name of Individual or Business Entity*

*Address*

**Joseph M. DeCotiis**

557 Colonial Road, River Vale, New Jersey 07675

**Michael R. DeCotiis**

157 Svecz Road, Union Dale, Pennsylvania 18470

### **Part III – DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II**

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded part entity as of the last annual federal Security and Exchange Commission (SEC) or the foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. Attach additional sheets if more space is needed.

Website (URL) containing the last annual SEC (or foreign equivalent) filing

Page Numbers

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Please list the names and addresses of each stockholder, partner or member owning 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II other than for any publicly traded parent entities referenced above. The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A 52:25-24.2 has been listed. Attach additional sheets if more space is needed.

Stockholder/Partner/Member and  
Corresponding Entity Listed in Part II

Address

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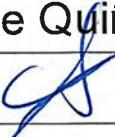
### **Part IV – CERTIFICATION**

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the Township of North Brunswick is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with local government contracting units to notify the local agency in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in the certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the Township to declare any contract(s) resulting from this certification, void and unenforceable.

Full Name: Arlene Quiñones Perez

Title:

Equity Partner

Signature: 

Date:

November 14, 2025

## DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN

Person or Entity: **DeCotiis, FitzPatrick, Cole & Giblin, LLP**

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### **Part 1: CERTIFICATION**

COMPLETE PART 1 BY CHECKING EITHER BOX

Pursuant to Public Law 2012, c. 25, any person or entity that is a successful bidder or proposer, or otherwise proposes to enter into or renew a contract, must complete the certification below to attest, under penalty of perjury, that neither the person or entity, nor any parent entity, subsidiary, or affiliate is identified on the State Department of Treasury's Chapter 25 list as a person or entity engaging in investment activities in Iran. The list is found on Treasury's website at [www.state.nj.us/treasury/purchase/pdf/Chapter25List.pdf](http://www.state.nj.us/treasury/purchase/pdf/Chapter25List.pdf).

The Chapter 25 list must be reviewed prior to completing the below certification. If a vendor or contractor is found to be in violation of law, action may be taken as appropriate and as may provided by law, rule or contract, including but not limited to imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

<input checked="" type="checkbox"/>	<i>I certify, pursuant to Public Law 2012, c. 25, that neither the person or entity listed above, nor any parent entity, subsidiary, or affiliate thereof is listed on the N.J. Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List"). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf. I will skip Part 2 and sign and complete the Certification below.</i>
<b>OR</b>	
<input type="checkbox"/>	<i>I am unable to certify as above because the person or entity and/or a parent entity, subsidiary, or affiliate thereof is listed on the N.J. Department of the Treasury's Chapter 25 list. I will provide a detailed, accurate and precise description of the activities in Part 2 below sign and complete the Certification below.</i>

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### **Part 2: ADDITIONAL INFORMATION**

PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN.

You must provide a detailed, accurate and precise description of the activities of the person or entity, or a parent entity, subsidiary, or affiliate thereof engaging in investment activates in Iran below and, if more space is needed, on additional sheets provided by you.

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### Part 3: CERTIFICATION OF TRUE AND COMPLETE INFORMATION

*I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments there to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity.*

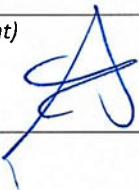
*I acknowledge that the **Township of North Brunswick** is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the Reference to Contracting Unit to notify the Reference to the **Township of North Brunswick** in writing of any changes to the answers of information contained herein.*

*I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the **Township of North Brunswick** and that the Reference to the **Township of North Brunswick** at its option may declare any contract(s) resulting from this certification void and unenforceable.*

Arlene Quiñones Perez

Full Name (Print)

Signature



Equity Partner

Title

November 14, 2025

Date

**CERTIFICATION OF NON-INVOLVEMENT IN**  
**PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS**

Pursuant to N.J.S.A. 52:32-60.1, et seq. (L. 2022, c. 3) any person or entity (hereinafter "Vendor") that seeks to enter into or renew a contract with a government agency for the provision of goods or services, or the purchase of bonds or other obligations, must complete the certification below indicating whether or not the Vendor is identified on the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, available here: <https://sanctionssearch.ofac.treas.gov/>. If the Department of the Treasury finds that a Vendor has made a certification in violation of the law, it shall take any action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, certify that I have read the definition of "Vendor" below, and have reviewed the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, and having done so certify:

(CHECK THE APPROPRIATE BOX)

A. *That the Vendor is not identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.*

OR

B. *That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.*

OR

C. *That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list. However, the Vendor is engaged in activity related to Russia and/or Belarus consistent with federal law, regulation, license or exemption. A detailed description of how the Vendor's activity related to Russia and/or Belarus is consistent with federal law is set forth below.*

*Attach additional sheets if necessary*

November 14, 2025

Date

31-1425096

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*Vendor's FEIN*

201-928-1100

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*Vendor's Phone Number*

201-928-0588

Vendor's Fax Number

[aqperez@decotiislaw.com](mailto:aqperez@decotiislaw.com)

*Vendor's/Representative's Email Address*

i Vendor means: (1) A natural person, corporation, company, limited partnership, limited liability partnership, limited liability company, business association, sole proprietorship, joint venture, partnership, society, trust, or any other nongovernmental entity, organization, or group; (2) Any governmental entity or instrumentality of a government, including a multilateral development institution, as defined in Section 1701(c)(3) of the International Financial Institutions Act, 22 U.S.C. 262r(c)(3); or (3) Any parent, successor, subunit, direct or indirect subsidiary, or any entity under common ownership or control with, any entity described in paragraph (1) or (2)

## Reference List

I Arlene Quiñones Perez hereby certify that DeCotiis, FitzPatrick, Cole & Giblin, LLP  
(Respondent) has performed the following work relevant to this BID within the last three (3) years.

Year(s)	Type of Work	Contract Amount	Name & Address of Owner
	Martin Murray, Board President - Carteret Public Schools		
	599 Roosevelt Avenue, Carteret, New Jersey 07008, (908) 930-0984		
	Carmela Collazo, School Business Administrator/Board Secretary, Carteret Board of Education		
	599 Roosevelt Avenue, Carteret, New Jersey 07008, (732) 541- 8960		
	Jennifer Harris, Board President, Hackensack Public Schools		
	191 Second Street, Hackensack, NJ 07601, (201) 646-8000		
	Olga Hugelmeyer, Superintendent of Schools, Elizabeth Board of Education		
	500 North Broad Street, Elizabeth, New Jersey 07208, (908) 436-6131		
	Rosa Diaz, Superintendent of Schools, Carteret School District		
	599 Roosevelt Avenue, Carteret, New Jersey 07008, (732) 541-8960		
	Dr. Eric Friedman, President, Bergen Community College		
	400 Paramus Road, Paramus, New Jersey 07652, (201) 447-7100		
Company Name	DeCotiis, FitzPatrick, Cole & Giblin, LLP		
Representative	Arlene Quiñones Perez	print	
			signature
Title	Equity Partner		

**DEBARRED, SUSPENDED**  
**AND DISQUALIFIED AFFIDAVIT**

Township of North Brunswick

STATE of NEW JERSEY,

COUNTY of Bergen

I, Arlene Quiñones Perez name of Affiant residing in Township of Alexandria name of Municipality, in the County

of Hunterdon and the State of New Jersey of full age, being duly sworn according to law on my oath depose and say:

I am an Equity Partner title or position of the firm/company DeCotiis, FitzPatrick, Cole & Giblin, LLP name of firm,

the bidder making this proposal for the bid entitled PRO26007 title of bid proposal,

and that I executed the said Proposal with full authority to do so; said Bid at the time of making this proposal {as applicable, insert "is" or "is not"} is not included on the State of New Jersey, State Treasurer's List of Debarred, Suspended and Disqualified list; and all statements contained in said proposal and in this affidavit are true and correct and made with the full knowledge that North Brunswick Township as a Local Unit relies upon the truth of the statements contained in said proposal and in the statements contained in this affidavit in awarding the contract for said work:

- I. Has not been suspended, debarred, voluntarily excluded or determined ineligible by any Federal, state or local government agency within the past 3 years;
- II. Does not have a proposed debarment pending; and
- III. Has not been indicted, convicted, or had a civil judgment rendered against (it) by a court of competent jurisdiction in any matter involving fraud or official misconduct within the past 3 years.

The undersigned further warrants that should the name of the firm/company making this proposal appear on the State Treasurer's List of Debarred, Suspended and Disqualified firms/companies at any time prior to, and during the life of the contract, that the Local Unit shall be immediately so notified by the signatory of this Eligibility Affidavit.

The undersigned understands that the firm/company making the proposal as a firm/company is subject to debarment, suspension and/or disqualification with the State of New Jersey if the firm/company, pursuant to N.J.A.C. 7:1-5.2, commits any of the acts listed therein, and as determined according to applicable law and regulation.

*(Insert Exceptions - For any exception noted, indicate to whom it applies, initiating agency, and dates of action. Providing false information may result in criminal prosecution or administrative sanctions. If no exceptions, insert "None".)*

Subscribed and sworn to before me on this

14th day of November 2025  
2024.

Sehiry Rodriguez

Seal Notary Public of New Jersey



MY COMMISSION EXPIRES JUNE 06, 2030

SEHIRY RODRIGUEZ  
NOTARY PUBLIC  
STATE OF NEW JERSEY  
ID # 50234249

DeCotiis, FitzPatrick, Cole & Giblin, LLP

61 South Paramus Road, Suite 250 Paramus, New Jersey 07652

*Name and Address of Firm/ Company*

Arlene Quiñones Perez

A

Equity Partner

*Name and Title of Authorized Representative*

## EXCEPTIONS TO SPECIFICATIONS

Specifications shall be regarded as **minimum**. All exceptions shall be explained in detail on this “Exceptions to Specifications” page.

None

No Exception(s) Taken

### **Acknowledgement by Vendor:**

DeCotiis, FitzPatrick, Cole & Giblin, LLP

Vendor Name

21

Signature of Authorized Representative

# Arlene Quiñones Perez

Print name and title

November 14, 2025

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Date

ACORD™

## CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)  
5/22/2025

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

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

PRODUCER	Conner Strong & Buckelew PO Box 99106 Camden, NJ 08101 877 861-3220	CONTACT NAME: <b>Madison Beard</b>
		PHONE (A/C, No, Ext): E-MAIL ADDRESS: <b>mbeard@connerstrong.com</b>
INSURED	DeCotiis, FitzPatrick, Cole & Giblin, LLP 61 South Paramus Road Suite 250 Paramus, NJ 07652	INSURER(S) AFFORDING COVERAGE
		INSURER A : Hartford Fire Insurance Company <b>19682</b>
		INSURER B : Twin City Fire Insurance Company <b>29459</b>
		INSURER C : Endurance American Specialty Ins. Co. <b>41718</b>
		INSURER D : Ascot Specialty Insurance Company <b>45055</b>
		INSURER E : Evanston Insurance Company <b>35378</b>
		INSURER F : Westfield Specialty Insurance Company <b>16992</b>

## COVERAGES

## CERTIFICATE NUMBER:

## REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL SUBR INSR WWD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	COMMERCIAL GENERAL LIABILITY  CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR		13SBATP6625	03/01/2025	03/01/2026	EACH OCCURRENCE \$1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$300,000 MED EXP (Any one person) \$10,000 PERSONAL & ADV INJURY \$1,000,000 GENERAL AGGREGATE \$2,000,000 PRODUCTS - COMP/OP AGG \$2,000,000 OTHER: \$
A	AUTOMOBILE LIABILITY  ANY AUTO OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY		13SBATP6625	03/01/2025	03/01/2026	COMBINED SINGLE LIMIT (Ea accident) \$1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE		13SBATP6625	03/01/2025	03/01/2026	EACH OCCURRENCE \$10,000,000 AGGREGATE \$10,000,000 \$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <input checked="" type="checkbox"/> N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N N/A	13WBCCC5768	03/01/2025	03/01/2026	X PER STATUTE OTHER E.L. EACH ACCIDENT \$500,000 E.L. DISEASE - EA EMPLOYEE \$500,000 E.L. DISEASE - POLICY LIMIT \$500,000
C	Lawyers Prof		LPN30019720503	05/19/2025	05/19/2026	\$5M p.o. \$10M
D	Lawyers Prof		LPPL251000067004	05/19/2025	05/19/2026	\$5M p.o. \$10M

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

## E. EXCESS LAWYERS PROFESSIONAL LIABILITY

Carrier: Evanston Insurance Company | NAIC #: 35378

Policy Term: 05/19/2025-05/19/2026

Policy #: MKLV7PL0006908

Limit: \$5M p.o. \$10M xs \$10M

(See Attached Descriptions)

## CERTIFICATE HOLDER

## CANCELLATION

## Evidence of Insurance

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

## AUTHORIZED REPRESENTATIVE



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## DESCRIPTIONS (Continued from Page 1)

### F. EXCESS LAWYERS PROFESSIONAL LIABILITY

Carrier: Westfield Specialty Insurance Company | NAIC #: 16992

Policy Term: 05/19/2025-05/19/2026

Policy #: ELP00010VJ03

Limit: \$5M p.o \$10M xs \$10M

### G. EXCESS LAWYERS PROFESSIONAL LIABILITY

Carrier: Ironshore Specialty Insurance Company | NAIC #: 25445

Policy Term: 05/19/2025-05/19/2026

Policy #: LPL7CAB0B5E006

Limit: \$5M p.o \$10M xs \$20M

### H. EXCESS LAWYERS PROFESSIONAL LIABILITY

Carrier: Bridgeway Insurance Company | NAIC #: 12489

Policy Term: 05/19/2025-05/19/2026

Policy #: 7GA7PX000133900

Limit: \$5M p.o \$10M xs \$20M

### I. CYBER

Carrier: Obsidian Specialty Insurance Company | 50% participation | NAIC: 16871

Carrier: QBE Specialty Insurance Company | 50% participation | NAIC: 11515

Policy Term: 05/19/2025-05/19/2026

Policy #: CEL-P001-5541907998-00

Limit: \$5,000,000

### J. EXCESS CYBER

Carrier: Coalition Insurance Company | NAIC: 29530

Policy Term: 05/19/2025-05/19/2026

Policy #: C-4LPY-105499-CEPSME-2025

Limit: \$5M xs \$5M

\*\*\*\*\*

**Request for Taxpayer  
 Identification Number and Certification**  
 Go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9) for instructions and the latest information.

Give form to the  
 requester. Do not  
 send to the IRS.

Before you begin. For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

Print or type.  <b>See Specific Instructions on page 3.</b>	1 Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.)  <b>DeCotils, FitzPatrick, Cole &amp; Giblin, LLP</b>					
	2 Business name/disregarded entity name, if different from above.					
	3a Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only one of the following seven boxes. <input type="checkbox"/> Individual/sole proprietor <input type="checkbox"/> C corporation <input type="checkbox"/> S corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate <input checked="" type="checkbox"/> LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership) <b>P</b> <small>Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner.</small> <input type="checkbox"/> Other (see Instructions)					
3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See Instructions <input type="checkbox"/>						<b>(Applies to accounts maintained outside the United States.)</b>
5 Address (number, street, and apt. or suite no.). See Instructions. <b>61 S. Paramus Road, Suite 250</b>			6 City, state, and ZIP code <b>Paramus, NJ 07652</b>			Requester's name and address (optional)
7 List account number(s) here (optional)						

**Part I Taxpayer Identification Number (TIN)**

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

**Note:** If the account is in more than one name, see the instructions for line 1. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number									
<input type="text"/>	<input type="text"/>	<input type="text"/> - <input type="text"/>							
or									
Employer identification number									
3	1	-	1	4	2	5	0	9	6

**Part II Certification**

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

**Certification Instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

**Sign Here**   **Signature of U.S. person**

Date

*1/21/25*

**General Instructions**

Section references are to the Internal Revenue Code unless otherwise noted.

**Future developments.** For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9).

**What's New**

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the *Partnership Instructions for Schedules K-2 and K-3 (Form 1065)*.

**Purpose of Form**

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they

## **EXHIBIT D**

## **COLLECTIVE BARGAINING AGREEMENTS**

Some examples of our collective negotiations include:

**State of New Jersey:**

State of NJ Fraternal Order of Police Lodge 91  
Present

State of NJ Superior Officers Association  
July 1, 2014 to June 30, 2019

State of NJ Non-Commissioned Officers Association  
July 1, 2014 to June 30, 2019

**Aberdeen:**

Twp. of Aberdeen & PBA Local 163, 2012-2015  
Twp. of Aberdeen & Superior Officers Assn., 2013-201

**Bergen Community College:**

Professional Staff Association  
July 1, 2007 through June 30, 2011  
July 1, 2015 through June 30, 2018  
Memorandum of Agreement July 1, 2019 through June 30, 2023

BCC Support Staff/NJEA, Inc.  
July 1, 2005 through June 30, 2007  
Memorandum of Agreement July 1, 2019 through June 30, 2023

Faculty Association Unit  
July 1, 2007 through June 30, 2011  
Memorandum of Agreement July 1, 2019 through June 30, 2023

Adjunct Facility Association  
July 1, 2012 through June 30, 2016  
July 1, 2016 through June 30, 2019  
Memorandum of Agreement July 1, 2018 through June 30, 2019  
\*currently negotiating successor agreement

Administrators Association  
July 1, 2007 through June 30, 2011  
Memorandum of Agreement July 1, 2019 through June 30, 2023

**Bergen County Sheriff:**

PBA Local # 134  
January 1, 2006 through December 31, 2010

New Jersey Employees Labor Union, No. 1 Covering Blue and White Collar Employees

January 1, 2003 through December 31, 2006

**Bound Brook:**

PBA Local # 380

January 1, 2009 through December 31, 2012

Superior Officers Association

January 1, 2009 through December 31, 2012

AFSCME Local 2169

January 1, 2014 through December 31, 2017

**Carteret Board of Education:**

Carteret Education Association

July 1, 2016 through June 30, 2020

**City of Clifton:**

PBA Local 36

January 1, 2021 through December 31, 2025

**Edison:**

PBA Local # 75, Inc.

January 1, 2005 through December 31, 2008

January 1, 2009 through December 31, 2013

PBA Superior Officers Association

January 1, 2005 -December 31, 2008

January 1, 2009 -December 31, 2013

A.F.S.C.M.E. Local # 3269

January 1, 2002 through December 31, 2006

International Association of Fire Fighters AFL-CIO and its Local 3997

March 12, 2004 through December 31, 2007

International Association of Fire Fighters Local No IAFF Local 1197

January 1, 2010 through December 31, 2013

International Association of Fire Fighters Local No 2883

January 1, 2010 through December 31, 2013

\*currently negotiating successor agreement

New Jersey Regional Council of Carpenters and its Local Union 821

January 1, 2001 through December 31, 2006

Office and Professional Employees AFL-CIO Local 32 (Crossing Guards)

July 1, 2005 through June 30, 2010

Office and Professional Employees AFL-CIO Local 32 (Supervisors and Foremen)  
March 12, 2004-December 31, 2007

UAW Local 2326 AFL-CIO (Water and Sewer Departments)  
January 1, 2006 through December 31, 2010  
\*currently negotiating successor agreement

**East Orange:**

East Orange Fraternal Order of Police Lodge No. 111  
July 1, 2006 through June 30, 2009

Superior Officers Association Local No. 16  
July 1, 2006 through June 30, 2010

East Orange Firemen's Mutual Benevolent Association, Branch No. 23  
July 1, 2006 through June 30, 2010

East Orange Fire Officer's Association (Captains & Deputy Chiefs)  
July 1, 2006 through June 30, 2009

Communication Workers of America  
July 1, 2006 through June 30, 2010

Engineering Supervisors by Personnel Association, Inc.  
July 1, 2006 through June 30, 2010

**Fort Lee:**

Fort Lee Public LIBRARY and LOCAL 108, R.W.D.S.U., UFCW  
January 1, 2010 through December 31, 2012

The United Service Workers' Union – Blue Collar, White Collar AND Department Heads  
Collective Negotiating Units  
January 1, 2010 through December 31, 2012  
December 31, 2012 through December 31, 2016

New Jersey State Policemen's Benevolent Association, Inc.  
January 1, 2006 through December 31, 2010  
December 31, 2010 through December 31, 2015

**Franklin Township:**

PBA Local # 154  
January 1, 2011 through December 31, 2013

PBA Supervisory Officers Association

January 1, 2010 through December 31, 2013

Local 2426 American Federation of State County and Municipal Employees (AFSCME)

July 1, 2011-June 30, 2010

\*currently negotiating successor agreement

Communication Workers of America Local 1034

January 2006 through December 2010

\*currently negotiating successor agreement

AFSCME Local 2859, White Collar Clerical Unit

July 1, 2010 through December 31, 2014

AFSCME Local 2426, Blue Collar Supervisors

July 1, 2010 through December 31, 2015

AFSCME Local 2426, Managers and Supervisors

July 1, 2010 through December 31, 2015

**Marlboro:**

Communications Workers of America (Blue Collar Unit)

January 1, 2008 through December 31, 2011

\*currently negotiating successor agreement

Communications Workers of America (White Collar Unit)

January 1, 2008 through December 31, 2011

\*currently negotiating successor agreement

Communications Workers of America (Dispatcher/Police Clerical Unit)

January 1, 2008 through December 31, 2011

\*currently negotiating successor agreement

Marlboro Public Works Supervisors Association

January 1, 2008 through December 31, 2011

PBA Local No. 196

January 1, 2009 through December 31, 2012

January 1, 2013 through December 31, 2016

Fraternal Order of Police # 15 Senior Officers (Sergeant and Lieutenants)

January 1, 2009 through December 31, 2012

January 1, 2013 through December 31, 2016

**Mercer County Community College:**

AFT/AFL-CIO Local 4537

July 1, 2021 through June 30, 2024

Memorandum of Agreement July 1, 2021 through June 30, 2022

**AFSCME**

July 1, 2018 through June 30, 2021

July 1, 2021 through June 30, 2024

**Adjunct Faculty**

\*currently negotiating successor agreement

**Administrative Professionals**

\*currently negotiating successor agreement

**Morristown:**

PBA Local No.: 43 (Superior Officers)

January 1, 2010 through December 31, 2011

December 31, 2011 through December 31, 2017

**North Brunswick:**

North Brunswick PBA Local 160

January 1, 2016 - December 31, 2017

North Brunswick Superior Officers Association

January 1, 2016 – December 31, 2017

AFSCME Local 3834

January 1, 2016 – December 31, 2017

RWDSU Local 108, UFCW, RWDSU, AFL-CIO, CLC

Blue Collar Division

January 1, 2016 – December 31, 2017

North Brunswick School Crossing Guards Association

Local 108, RWDSU/UFCW, AFL-CIO

January 1, 2016 – December 31, 2017

RWDSU Local 108 (Clerical Division)

UFCW, RWDSU, AFL-CIO, CLC

January 1, 2016 – December 31, 2017

**Norwood:**

DPW Association

January 1, 2009 through December 31, 2011

PBA Local # 233

January 1, 2009 through December 31, 2012

**Old Bridge:**

PBA Local 127  
Interest arbitration awarded February 1, 2012

**Piscataway:**

Agreement between Piscataway PBA Local No. 93A and Township of Piscataway  
January 1, 2007 through December 31, 2010

**Rahway:**

Local 32 OPEIU (Rahway City Hall Workers and Communications Operators)  
July 1, 2003 through June 30, 2007  
July 1, 2011 through December 31, 2014

PBA Local # 31

July 1, 2007 through June 30, 2013  
July 1, 2013 through December 31, 2017

Firemen's Mutual Benevolent Association Local #33

July 1, 2003 through June 30, 2008  
July 1, 2008 through June 30, 2013  
July 1, 2013 through December 31, 2017  
Rahway Fire Officers Association, Local # 233  
July 1, 2003 through June 30, 2008  
July 1, 2008 through June 30, 2013  
July 1, 2013 through December 31, 2017

Rahway Local #32 OPEIU - Rahway Public Library  
July 1, 2008 through June 30, 2012

International Brotherhood of Teamsters, Local Union No. 469  
July 1, 2011 through December 31, 2015

**South Amboy:**

Municipal Employees Union of South Amboy  
January 1, 2008 through December 31, 2013

PBA Local 63  
July 1, 2009 through December 31, 2013

PBA/Superior Officers Association  
July 1, 2009 through December 31, 2013

**Somerville:**

Local 32 Office and Professional Employees International Union  
January 1, 2009 through December 31, 2012

American Federation of State, County and Municipal Employees AFL-CIO Local 1829

January 1, 2009 through December 31, 2012

AFSCME Local 1829

January 1, 2013 to December 31, 2017

**Teaneck:**

FMBA Firefighters Local No. 42

June 1, 2004 through December 31, 2008

**Trenton:**

PBA Local 11

January 1, 2011 through December 31, 2018

PBA/Superior Officer Association

January 1, 2011 through December 31, 2018

FMBA Local 6

January 1, 2013 through December 31, 2018

FMBA Local/Superior Officers Association

January 1, 2013 through December 31, 2018

AFSCME Local 2286

January 1, 2014 through December 31, 2018

AFSCME Local 2281

January 1, 2015 through December 31, 2018

*\* Indicates that the parties are currently involved in Interest Arbitration.*

A comprehensive listing of labor union contracts is available upon request.

## **EXHIBIT E**

# ARLENE QUIÑONES PEREZ

## ATTORNEY AT LAW

Arlene Quiñones Perez is an Equity Partner and the Director of Diversity & Inclusion at DeCotiis. She is a member of the Labor and Employment Practice Group, the Municipal Law Practice Group, the Educational Law Practice Group and the Cannabis Law Practice Group.

Prior to joining the DeCotiis law firm, she served as General Counsel to the Northeast Regional Council of Carpenters ("NRCC"), which is a skilled trade organization that at the time represented carpenters in New Jersey, New York State and throughout the United States. Previously, Arlene served as an Associate with Kroll Heineman Carton, LLC, where she focused on labor law, municipal law, securities fraud, and election law. From 2011-2012, Arlene served as a Judicial Term Law Clerk for the Honorable Michael A. Shipp in the United States District Court for the District of New Jersey. Prior to joining the Federal District Court, Arlene was an attorney with Murphy Orlando, LLC and a registered lobbyist with Impact NJ, LLC. From 2009-2010, Arlene served as a Judicial Term Law Clerk to the Honorable Lisa P. Thornton in the Superior Court for the State of New Jersey.

Arlene's extensive government and political experience includes her service as a Councilwoman in the Town of Clinton, New Jersey (where she was the youngest member of the municipality's governing body and the only Hispanic woman to serve as an elected official in Hunterdon County), a member of the Town of Clinton's Board of Adjustment and working as a confidential assistant to the Governor and Attorney General of the State of New Jersey.

Arlene served as Chair of the Judicial and Prosecutorial Committee ("JPAC") for the New Jersey State Bar Association from 2019 to 2020. She has also been at the forefront of the cannabis legal practice in New Jersey for over a decade and has been advocating for the expansion of medical marijuana and other legal reforms related to medical cannabis. Arlene also serves as the General Counsel for Latina Civic Action. Arlene served as the Chair of the Hunterdon County



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United States of America

# ARLENE QUIÑONES PEREZ

## ATTORNEY AT LAW

Democratic Committee for a decade. From 2016 to 2017, Arlene served as the President of the Hispanic Bar Association of New Jersey where she served on the Board for over ten years. Arlene previously served as a member of the Supreme Court Committee on Women in the Judiciary and the Board of Directors for the Girls Scouts Heart of New Jersey. Arlene was featured in the Hispanic Executive Magazine, listed by Politics NJ on the 40 Under 40 Power List, as one of New Jersey's top 50 rising stars, and featured in the Star-Ledger as a Person of Interest. In 2009, Arlene received the National Association of Women Lawyers Award. While in law school, she completed a judicial externship with the Honorable Jose L. Linares in the United States District Court for the District of New Jersey.

### Bar Admissions:

District of Columbia, June 2019

United States District Court for the District of New Jersey, March 2011

New York, May 2010

New Jersey, December 2009

### Professional Memberships, Associations and Activities:

Seton Hall Law School, Adjunct Faculty Member, Fall 2021 & Fall 2022

Hispanic Bar Association - New Jersey, Member January 2007 – present

- President, November 2016 - October 2017
- President- Elect, October 2015 - October 2016
- Vice President, October 2014 – October 2015
- Membership Secretary, October 2013 – October 2014
- Member, Supreme Court Committee on Women in the Judiciary, May 2012- October 2014
- Chair, Appointment Committee, October 2011 – 2017
- Co-Chair, Bylaws Committee, October 2011 – 2017
- Chair, HNBA Endorsement Committee, 2010
- Trustee, Region 7 (Somerset, Hunterdon), January 2007 – October 2013

New Jersey State Bar Association, Member January 2007 – present

- Legislative Committee, Member, June 2017 – present
- Editorial Board, Member June 2017- 2019
- Women in the Legal Profession, Trustee, May 2009 – May 2010

Latina Civic Association, General Counsel, January 2022-Present

Latinas United for Political Empowerment, Member, January 2010

- Treasurer, November 2017 – present
- Secretary, January 2016 – November 2017

Latino Action Network, Board Member, January 2016 – present

New Jersey Supreme Court Committee on Women in the Judiciary, October 2010 – October 2014

Girl Scouts of Heart of New Jersey Board of Directors, Member, May 2010 – August 2012

Town of Clinton, Councilwoman, August 2006 – January 2007

Clinton Emergency Services Foundation, President & Founder, March 2006 – August 2008

# JASON S. NUNNERMACKER

## ATTORNEY AT LAW

Jason S. Nunnermacker, Esq. is a Partner at DeCotiis. He joined DeCotiis in 2024 and is a member in the firm's Litigation, Municipal and Labor/Employment practice group.

Jason has extensive experience representing employees and employers in various employment-related matters, including matters arising under various anti-discrimination and harassment laws, whistleblower protections laws and other Federal and State laws governing employer-employee relations. Jason also has significant experience litigating shareholder/member disputes, matters under New Jersey's Consumer Fraud Act, New Jersey Tort Claims Act claims, commercial and residential landlord-tenant matters, commercial and residential foreclosure actions, land-use approval disputes, public and private nuisance actions, claims made and adjudicated under automobile warranties, and other types of commercial and business matters. Jason regularly appears before all trial and appellate courts in the State of New Jersey, as well as the United States District Court, District of New Jersey. Jason has also appeared in the Federal and State Courts located in New York, Rhode Island, Texas and California.

Jason is a graduate of William Paterson University where he was inducted into the national honor society for political science students (*Psi Sigma Alpha*) and received his Juris Doctorate from Roger Williams University School of Law.

### Education:

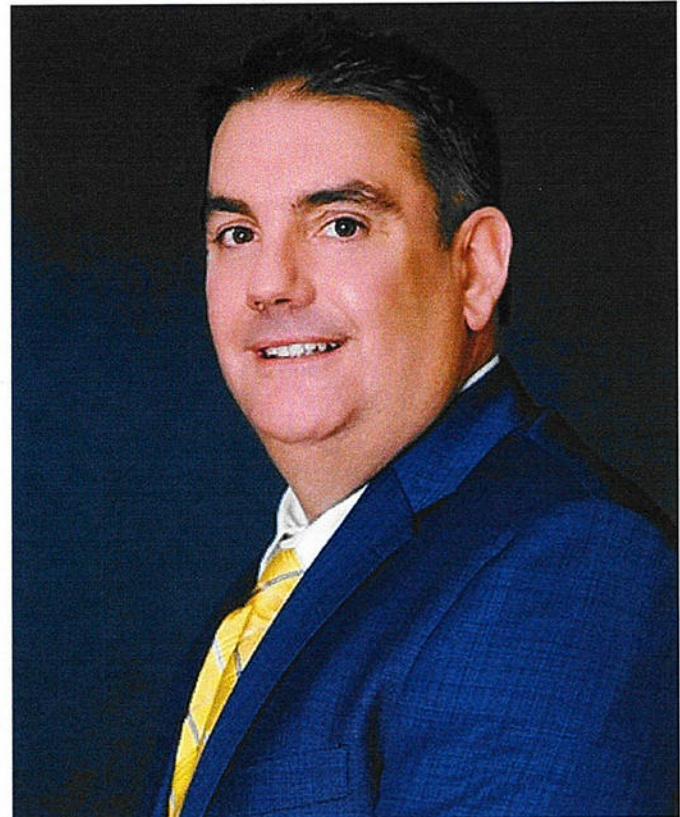
William Paterson University  
Roger Williams University School of Law

### Bar Admissions:

State of New Jersey  
State of Rhode Island  
United States District Court, District of New Jersey  
United States Court of Appeals, 9<sup>th</sup> District

### Recognition:

201 Magazine Top Lawyers in Commercial Litigation  
New Jersey Super Lawyer Magazine "Rising Star"



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# THOMAS A. ABBATE

## ATTORNEY AT LAW

Thomas A. Abbate is a partner at DeCotiis. He joined DeCotiis in 2002 and became a partner in 2007. He is a member of the litigation practice group.

An experienced litigator who has spent the entirety of his legal career at DeCotiis, Mr. Abbate's practice focuses on complex civil and commercial litigation on behalf of both businesses and government entities at the trial and appellate levels of the state and federal courts.

Mr. Abbate has represented businesses in a diverse array of commercial litigation matters relating to health care licensing and regulation, administrative and regulatory law, land use and real estate, insurance coverage, pharmaceutical antitrust, intellectual property, commercial and contract disputes, among others. Representative matters include experience as the lead attorney in a multi-faceted and multi-forum "bet the company" litigation amongst a series of major health care institutions which resulted in the client successfully obtaining all of the approvals necessary to open a new 128-bed acute care hospital in Westwood, New Jersey, the first such approval granted by the State Department of Health in decades.

Mr. Abbate also handles a variety of litigation matters on behalf of state and local government entities, and in this capacity also has experience working with numerous joint insurance funds and insurance carriers. He has particular experience in litigation matters relating to public entity governance, procurement and public records access, regulatory law, prerogative writ and challenges to governmental authority, labor and employment litigation, civil rights, First Amendment and constitutional law, construction litigation, law enforcement liability and excessive force, environmental litigation, legal ethics, public officials' ethics and conflict of interest law, education law and insurance coverage.

Representative public entity matters include a complex environmental litigation arising under the federal Resource Conservation and Recovery Act, Mr. Abbate



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# THOMAS A. ABBATE

## ATTORNEY AT LAW

successfully brought to a conclusion, on summary judgment, a suit of first impression and of national import that was brought against a state transportation agency. Plaintiffs sought to advance a novel claim of liability premised upon an interpretation of federal law which would have potentially exposed the State to tens of millions of dollars in future environmental compliance costs. The federal court found that the claims had no merit, and dismissed the case.

Mr. Abbate is also an experienced appellate litigator and his practice has a particular emphasis on preparing and arguing appeals on behalf of the firm's institutional and public entity clients. He has appeared in the appellate courts numerous times, and some representative cases include:

### Representative Cases:

I/M/O Certificate of Need for HUMC North Hospital, 2012 WL 6012808 (App. Div. 2012) (rejecting, in its entirety, legal challenges brought by business competitors to a certificate of need granted to HackensackUMC at Pascack Valley Hospital to open a 128-bed acute care hospital, the first such approval for a new hospital in many years).

Ciesla v. Department of Health & Senior Services, 429 N.J. Super. 127 (App. Div. 2012) (holding that draft evaluation reports prepared by Department of Health staff evaluating the certificate of need application of HackensackUMC at Pascack Valley Hospital are unqualifiedly protected by the deliberative process privilege).

Borough of Sayreville v. 35 Club, LLC, 208 N.J. 491 (2012) (holding that the First Amendment is not violated by a New Jersey municipality's identification of reasonable alternative sites, located in the State of New York, within which an unlawful sexually-oriented business might relocate if ordered to cease operation).

I/M/O Xanadu Project at the Meadowlands Complex, 415 N.J. Super. 179 (App. Div.), certif. denied, 205 N.J. 96 (2010) (holding that a private redevelopment project on property ground leased from a state agency is within the regulatory eligibility criteria for special State-issued liquor licenses).

In re Zisa, 385 N.J. Super. 188 (App. Div. 2006) (holding that a municipal official was entitled to rely in good faith upon the advice of his municipal attorney as a complete defense to an ethics complaint).

Luskey v. Carteret Board of Education, 459 N.J. Super. 150 (App. Div.), certif. denied 239 N.J. 489 (2019) (affirming the dismissal of a school district employee's complaint seeking to set aside an arbitration award granting his discharge on jurisdictional grounds, and holding that a contractual promise to grant statutory tenure required any subsequent revocation proceeding to be brought before an arbitrator appointed by the Commissioner of Education, rather than the Public Employment Relations Commission).

Mr. Abbate received a B.A. in Music with honors from the Frost School of Music at the University of Miami in 1999. He received his J.D. from the Fordham University School of Law in 2002, where he was on the staff of the Fordham Urban Law Journal and a Legal Writing Teaching Assistant. Mr. Abbate is a New Jersey native. As a result of his life-long love of the performing arts and music, Mr. Abbate maintains an active performance schedule, including with the Ridgewood Symphony Orchestra and the New Jersey Wind Symphony, where he also serves on the Board of Trustees.

### Bar Admissions:

New Jersey (2002)  
United States District Court for the District of New Jersey (2002)  
New York (2003)  
United States Court of Appeals for the Third Circuit (2007)

# JOSEPH M. DECOTIIS III

## ATTORNEY AT LAW

Joe DeCotiis is a Partner at DeCotiis. He is a member of the firm's Labor and Employment, Municipal Law, Public Procurement and Contracting, Cannabis, and Redevelopment Practice Groups.

Mr. DeCotiis has been affiliated with the firm since 2015. While working at the firm, Mr. DeCotiis' primary focus has been providing clients with representation and counseling in transactional matters. As a member of the firm's Redevelopment, Cannabis, Public Procurement and Contracting, and Labor and Employment Groups, Mr. DeCotiis provides counsel to both public and private employers.

Mr. DeCotiis is a 2015 graduate of James Madison University where he received his B.A in Political Science. In 2019, he received his J.D. from Seton Hall Law School. After graduating law school, and passing the Uniform Bar Exam for the State of New Jersey he began as a full time Attorney in 2019. He is a longtime New Jersey resident.



### Education:

Seton Hall University School of Law, Newark, New Jersey

J.D. – 2019

James Madison University, Harrisonburg, Virginia

B.A. – 2015

Major: Political Science

### Bar Admissions:

New Jersey, 2019

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