



**A Year in Review**  
2016-2017

Building on an Illustrious Past...  
Toward a Bright Future

## SCHENCK, PRICE, SMITH & KING LLP

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**After 105 years, we know where we're coming from. So we know where we're heading.**

Dear Clients and Friends,

In commemoration of Schenck, Price, Smith & King's 105th anniversary, our entire team is proud to share with you this brief overview about our practice, some of its many recent accomplishments and the 85+ attorneys who comprise our firm.

We are very proud of where we came from. Former partners in our firm have served on the New Jersey Supreme Court, as judges, as distinguished political figures and as significant leaders in the business community.

But we are even more excited about where we are heading. A storied past is only good to the extent that it is the foundation upon which we are building an exciting future. We have grown – sometimes by design, sometimes by happy good fortune – to be one of the leading law firms in Northern New Jersey today. By many measures, we are a leader in the law today, and have positioned ourselves to be a leader for tomorrow.

Some might say we are a bit of a well-kept secret in Morris County. We are looking to change that. And that is one of the reasons for this publication. Our attorneys have accomplished impressive results, and we wanted you to know about it.

Schenck, Price, Smith & King may well have represented your father – and your grandfather – but we are no longer your grandfather's law firm. In the breadth of our experience, the depth of our expertise and the leadership of our attorneys, we have taken the values of the early 20th century and positioned ourselves to be able to help you and your business address the business and legal challenges of the 21st century.



Gary F. Werner

**Gary F. Werner, Esq.** | MANAGING PARTNER

*On behalf of the attorneys and staff of Schenck, Price, Smith & King LLP*

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## Negotiating Cross-Border Purchases

Clifton-based Lamart Corporation is a 2nd/3rd generation family-owned company that manufactures flexible adhesives used substantially in the aerospace industry. SPSK's **Edward Ahart** serves on the company's advisory board and is its lead corporate attorney. He and the SPSK team, including **Jason Waldstein, Gary Mazart, Sean Monaghan, Ira Hammer, Jordan Wassel** and paralegal **Stacey Gallagher**, advises the company and its owners and managers on all business and legal matters, including business planning, succession and estate planning.

While Lamart was engaged in purchasing the assets of California's Orcon Corporation through the creation of two new California companies, those assets included a Mexican subsidiary. Because that subsidiary is a *maquiladora*, a factory that operates under preferential tariff programs established and administered by the U.S. and Mexico, negotiations required both dealing with complex business and tax issues related to each country, and involved working with Mexican counsel and financial advisors in the U.S. and Mexico. Following the completion of the transaction, SPSK continues to advise the company and its various affiliates on the legal issues related to the business, both domestically and beyond.



Back row, left to right: Jason Waldstein, Ira Hammer, Stacey Gallagher, Gary Mazart, Jordan Wassel. Front row, left to right: Edward Ahart, Sean Monaghan

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## Contending with a Whistleblower

Little Falls, a 10,000-resident township in Passaic County, NJ, is the home of the Yogi Berra Museum and Montclair State University. In a recent case, the Township got some unwanted attention when a township employee filed a Conscientious Employee Protection Act (CEPA), or "Whistleblower" claim. The employee claimed that she was the victim of retaliation because she had reported violations of law.

SPSK handles many such claims for employers directly and through employment practices liability insurance, or EPLI, which provides coverage to employers against claims made by employees alleging discrimination, wrongful termination, harassment and other employment-related issues.

This case was out of the ordinary, however, because the employee was never disciplined. Rather, she claimed that downsizing of staff and implementation of new technology constituted retaliation against her. This case had the potential to set a dangerous precedent. In a time when all employers and employees must do "more with less" and rely heavily on technology, any finding that staff reductions and requirements to use more technology could be considered retaliation would create a complicated minefield for employers.

The employee demanded more than \$500,000. The jury trial took more than three weeks. The court rendered a defense verdict for Little Falls and awarded the plaintiff no damages. The Township was represented by SPSK attorneys **John Ursin** and **Cynthia Flanagan**.

Township Administrator Charles Cuccia said, "In a small municipality, a case such as this has a tremendous impact on the attitude and culture of the other employees. With the guidance you provided throughout the process, you allowed us to show the staff that the administration values our employees and treats all of our employees fairly."



John Ursin, Cynthia Flanagan



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## Expanding Our Health Care Practice

Our growing Health Care Law practice group has seen an increase in audits, investigations and attempts by third party payers to recoup payments from providers, including hospitals and physicians. Much of this activity comes from the special investigations units and recoveries units of the payers. We have successfully defended a number of providers in such matters.

On behalf of one hospital client, we successfully challenged a third party payer's attempts to recoup over \$700,000 in alleged overpayments. The payer had sought to recover alleged overpayments through its special investigations unit. On behalf of the hospital, we appealed the decision and succeeded in having it reversed, with no payment obligation from the hospital.

We successfully represented a number of podiatric physicians in appeals of third party payers' attempts to recoup payments made for providing custom-made orthotics devices to patients. The payers took the position that they should not have paid for the devices that were casted and distributed by the podiatrists. On appeals, we convinced them that the devices are appropriately reimbursed under HCPCS Code L3000, thus saving the podiatrists hundreds of thousands of dollars. We are seeing many of these types of matters, and have been able to educate the payers about the permissible reimbursements related to podiatric medicine and custom-made orthotics devices.

On behalf of a hospital client, we recovered a sizeable reimbursement from a Medicaid Managed Care plan. The plan had underpaid the hospital on a large number of claims by paying the incorrect rates of reimbursement. SPSK successfully obtained the appropriate reimbursement for the hospital, resulting in an additional \$2 million for the hospital.

Back row, left to right: Divya Srivastav-Seth, Brian Foley, Daniel Carroll. Front row, left to right: Meghan Hoppe, Deborah Cmielewski, Sharmila Jaipersaud



Michael Marotte

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## Aiding Telecommunications Businesses on Many Fronts

**Michael Marotte** has been involved in a number of high-profile matters in the telecommunications industry, both in New Jersey and beyond the state's borders. Working on behalf of one of the nation's preeminent telecommunications companies, SPSK negotiated and drafted agreements for a \$165 million asset-based loan. After the loan closed, SPSK negotiated and reviewed eleven amendments to the loan agreements and continued to provide ongoing advice and guidance concerning compliance with loan covenants.

SPSK negotiated and successfully settled a lawsuit filed by Blackberry Limited against a major telecommunications client in the United States District Court for the District of New Jersey concerning the purchase and sale of hundreds of thousands of cellular devices in U.S. and international markets. SPSK served as lead co-counsel with one of Washington, D.C.'s most prominent law firms.

SPSK filed suit on behalf of another telecommunications client against AT&T as a result of a dispute concerning the refurbishment of cellular devices in the U.S., the Dominican Republic, Hong Kong and China, which resulted in a favorable confidential settlement for our client.

## Taking Action to Collect What Was Owed by Contractor

Schenck, Price, Smith & King was retained by a major concrete subcontractor related to the construction of a chemical plant in Kearny, NJ. The project's general contractor had been terminated, yet the firm's client was still owed in excess of half a million dollars for concrete work that had been performed and accepted. **Joseph Haftek** and our Construction Law Group quickly took action and filed a construction lien to secure the client's interest against the owner, and immediately began negotiations with the owner and general contractor. While the case expanded to include claims and counterclaims from the owner, general contractor, other subcontractors and sureties, SPSK led the way in maintaining pressure on the owner and general contractor.

Our Construction Law attorneys used their many years of collective experience to provide irrefutable evidence early in discovery that clearly demonstrated there was no basis to withhold payment from our client. As a result, the client received a large settlement from the general contractor and its surety; no other claims have settled in the matter to date, and all of the remaining parties are headed towards an extremely expensive and time-consuming trial.

Our Construction team's quick action in filing a lien claim, developing strong evidence and maintaining pressure on all parties resulted in a fantastic result for our client.



Construction Law Practice Group  
Back row, left to right: Joseph Haftek, Jr., Cynthia Flanagan, Gary Werner, Thomas Gamarello. Front row, left to right: Gilbert Leeds, Thomas Cotton. Not pictured: Jeffrey LaRosa, Ryder Ulon, John Ursin, Dana Ferrara



Jeremy Garlock, Michael Marotte, Michael Messer, Amy Buck Faundez, Thomas Hofstetter, Heidi Hoffman-Shaloo  
Not pictured: Michael Gallo

## Handling Nearly \$1 Billion in Loans in 2016

In 2016, Schenck, Price, Smith & King handled loan transactions totaling over \$918 million. We provided access to capital to small and mid-size businesses and not-for-profit organizations through various vehicles, including conventional financing from institutional and non-institutional lenders and from lenders that participate in a variety of credit-enhanced governmental lending programs, such as programs of the U.S. Small Business Administration, U.S. Department of Agriculture and New Jersey Economic Development Authority.

As an example, we represented a bank in a \$25 million loan on a multi-family project in Morristown, NJ. The borrowers were a well-known regional apartment house operator and an institutional investor from the Midwest. We handled a \$9.9 million

credit facility financed with a major bank and the SBA 504 loan program for the purchase of a co-op in New York. We also served as borrower's counsel for the Doris Duke Foundation in two bond transactions, in the aggregate principal amount of \$55 million, one publicly sold and one privately placed, with the New Jersey Economic Development Authority.



Wendy Greenwood, Edward Ahart

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## Cooking Up Deals in Bakery Industry

Privately held Run-A-Ton Group is a leading provider of natural and conventional baked goods for supermarket in-store bakery and natural foods markets. The company bakes or imports breads, cakes, pies, cookies, tarts and waffles under such brands as Wholly Wholesome, Outrageously Decadent Cookies, Unique Belgique, Simple Elegance and Apple Valley Inn. The SPSK team of **Edward Ahart** and **Wendy Greenwood** helped Run-A-Ton's owners, who we have represented since 2014, put together a series of agreements in which they formed a company to distribute food products created under the MetaBall Nutrition brand. MetaBall's mission is to distribute foods that meet the requirements of allergy safety, nutritional balance, low sugar and great taste.

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## Obtaining Vital Medical Coverage for Family at a Tense Time

As a New Jersey mother, when your 30-year-old son suffers a traumatic brain injury in a motorcycle accident and is in the Intensive Care Unit at a Pennsylvania hospital, you need to focus all of your attention on caring for your son. The last thing you want to deal with is making sure he has the benefits to get the care he needs.

However, for this mother – one of our clients – the rehabilitation center of her choice refused to accept her son until he was approved for Medicaid. Normally it can take up to 6-7 months to obtain the necessary Medicaid coverage, but SPSK's **Crystal West Edwards** obtained coverage in a matter of days and coordinated the son's transfer to the rehab center. Also, a trust was established to hold donations from the community to cover his supplemental care needs that would not jeopardize his eligibility for Medicaid benefits.

Today, our client's son is back home in New Jersey with his fiancé, has made significant improvements in his mobility and is receiving outpatient rehabilitation to help him regain his strength.



Crystal West Edwards



John Ursin



## Protecting Open Space While Serving a Client's Needs

The Green Acres Program, a division of the New Jersey Department of Environmental Protection, was created half a century ago to meet New Jersey's recreation and conservation needs by creating public-private partnerships to protect open space and provide outdoor recreational facilities.

Last year, **John Ursin** represented Hudson Farm, one of the largest private landowners in New Jersey, to complete a conservation easement program with Green Acres. This was one of the largest projects ever of its kind in Northern New Jersey by acreage.

Ursin's client was compensated for permanently preserving more than three-fourths of a 3,600-acre property in four towns in Sussex County. The public benefitted from the preservation of beautiful rural land and the creation of hiking trails.

Ursin regularly counsels clients on tax and farmland issues and takes on preservation and conservation involving both public and private entities all over the state. Previously, he represented clients in some of the largest conservation projects in state history in Somerset County as measured by the benefit to the land owner per acre.

## Closing Series of Real Estate Deals

Throughout 2016, **Jeremy Garlock** and **Jason Rubin** completed a range of financings, sales, purchases and lease transactions for lenders and real estate tenants, owners and buyers. Some deals went beyond New Jersey's borders and some had unusual twists. These included:

- Closing more than 150 mortgage loans secured by properties in over 10 different states.
- Completing a \$19 million refinancing of a New York industrial park in only five business days – from commitment to closing.
- Representing a major manufacturing and distribution company in purchasing a 30,000-square-foot flex building for its new corporate headquarters, and assisting in leasing out excess space.
- Representing the sellers of two separate portfolios of multi-family apartment buildings, and the seller of a multi-family residential complex in Rahway, valued at \$29 million.
- Representing a Turkish company in leasing a corporate office in New Jersey and a warehouse and distribution facility in Pennsylvania.
- Representing a seller in the sale of a major Newark shopping center.
- Representing the seller of a self-storage facility to a national self-storage company, and assisting our client in using the sale proceeds to complete a 1031 Exchange into a FEDEX distribution facility in Kentucky.



Jason Rubin, Jeremy Garlock

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## Serving a Wide Range of School Districts – and a Broad Range of Needs – Statewide

Serving as general counsel in over 40 school districts in 13 of New Jersey's 21 counties, SPSK's School Law practice has grown to become one of the state's largest. More important than the number of districts we represent is their variety and needs: from large, urban school districts to small suburban K-8 districts, regional boards of education and educational services commissions.

### Over 40 school districts in 13 counties.

The scope of our work is even broader than our geographic reach. Our work for education clients includes state funding, construction contracts, commercial and professional contracts, tenure and seniority, discrimination and harassment investigations, environmental issues, property sale and acquisition, employment disability and leave claims, student discipline, bullying claims, public contracts, employee benefits and land use and zoning issues. Increasingly, we counsel districts on all facets of special education law, including evaluations, eligibility, program placement and discipline matters. We have even been appointed by the New Jersey Department of Education to provide legal counsel to the State Monitors in New Jersey's special needs districts. Our educational representation has also grown to include private schools and colleges and universities, such as Rutgers University and Sussex County Community College.

In recent months, our attorneys have represented more than a dozen districts in negotiating labor contracts and successfully resolving tenure dismissal cases, and we have prevailed in a Superior Court action involving a First Amendment issue with significant labor implications.



Back row, left to right: Paul Green, Katherine Gilfillan, John McCarthy, Marc Zitomer, Gary Werner, Joseph Roselle, Robin Ballard, Joseph Haftek, Jr. Front row, left to right: John Allen, Joanne Butler, James Eric Andrews, Alison Kenny  
Not pictured: Sidney Sayovitz, John Ursin



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## Defending Environmental Professional Before Regulatory Board

The State of New Jersey licenses Site Remediation Professionals (“LSRPs”), whose focus is on protecting public health and safety and the environment in their oversight of environmental investigations and cleanups. **Richard Conway** and **Sean Monaghan** successfully defended an LSRP against a confidential complaint by the New Jersey Department of Environmental Protection (“NJDEP”) to the professional board regulating LSRPs. The complaint alleged that he failed to meet his highest duty in protecting health, safety and the environment in decisions concerning his client’s site, failed to properly determine that groundwater delineation of that particular site was complete, and failed to act appropriately upon the determination of another consulting firm that an immediate environmental concern condition existed within the building formerly owned by the LSRP’s client. If the complaint had been found accurate, the LSRP’s name would have been published, he could have been fined, and he could even have lost his license; the economic and social damage to the LSRP, his firm, his clients and his family would have been significant.

The complex matter required coordination with the LSRP’s client’s counsel, particularly as NJDEP had issued a Spill Act directive to the LSRP’s client and asserted it was empowered to exercise direct oversight over the client’s site remediation. The matter took almost 18 months from the assertion of the complaint to the Board’s ultimate finding dismissing the complaints.

Defended an LSRP against a confidential complaint by the NJDEP to the professional board regulating LSRPs

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## Representing Electronics Company in Obtaining Loan

SPSK’s team of **Michael Marotte**, **Michael Gallo**, **Amy Buck Faundez**, **Wendy Greenwood** and paralegal **Stacey Gallagher** represented a consumer electronics company as a borrower in an \$18 million mezzanine loan. SPSK negotiated and prepared the Senior Subordinated Loan and Security Agreement, Collateral Pledge Agreements, Warrant and Warrant Agreement, Trademark Security Agreement and other loan documents. SPSK negotiated the draw conditions, financial reporting requirements, financial and operational covenants and the required revisions of the company’s governing documents.



Amy Buck Faundez, Michael Marotte, Wendy Greenwood, Stacey Gallagher  
Not pictured: Michael Gallo



Wendy Greenwood, Michael Marotte

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## Forming a Hedge Fund

**Michael Marotte** and **Wendy Greenwood** represented an SPSK client in the formation of a hedge fund that will invest in equity and debt securities in the U.S. and offshore. Along with New York co-counsel, SPSK negotiated and reviewed all required service and ancillary agreements, offering memoranda and all documentation concomitant with the formation of the U.S. and offshore funds.

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## Helping Russian Dissident Gain Asylum

Aleksandr Klimanov was a political dissident in Russia, where he organized demonstrations and blogged against the totalitarian rule of Russian President Vladimir Putin and Russia's invasion of the Ukraine. He fled Russia after being warned that his arrest by the Russian security service was imminent, and he travelled through several countries before walking across the U.S.-Mexican border to seek protection from the United States Government. The only English he knew, which he spoke to the U.S. Board Patrol agent he encountered upon stepping onto U.S. soil, were the words: "I'm a Russian opposition leader and I need political asylum in the United States," a sentence he learned through Google.

Klimanov had been in detention at the Essex County Correctional Facility for four months when he was introduced to his pro bono attorneys, SPSK's **Eric Inglis** and **Olga Kats-Chalfant**, by Human Rights First, a refugee advocacy group. Kats-Chalfant, fluent in Russian herself, translated Klimanov's blogs and the harassing comments he received in response. The attorneys built a case for granting him asylum, documenting his detention and harassment by Russian police, as well as his admiration for the United States. Inglis and Kats-Chalfant prevailed before the U.S. Immigration Court. As a result, the judge granted Klimanov asylum based upon the persecution he faced in Russia due to his political opinions. SPSK continues to represent him as he tries to bring his wife, Anastasiya, into the country and he himself seeks legal permanent residency in the United States.



Olga Kats-Chalfant, Eric Inglis

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## Lending a Hand – One Small Business at a Time

- Contemporary Medical Services, P.C.
- Fresco Marketing & Catering
- Infinity Garage Systems, Inc.
- RankSense, Inc.
- Señor Sangria

A food market. A fitness center. An auto body shop. A tutoring center. A conference center. A not-for-profit. Small businesses throughout the New York Metropolitan Area with nothing in common, except that SPSK facilitated US Small Business Administration 7(a) and 504 closings financings to launch their operations. In some cases, we represent the business owners themselves, helping them negotiate contracts and purchase agreements, reviewing title and performing due diligence. In other cases, we represent the banks and certified development corporations, performing due diligence and closing loans. In every case, SPSK works every day to help entrepreneurs and small business owners realize their dreams.



Ira Hammer



Heidi Hoffman-Shaloo, Thomas Hofstetter, Amy Buck Faundez, J. Nicole Knox

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## Filing Patents Around the World

Filing a patent application requires a certain level of intellectual property knowledge. Filing applications all over the world requires a whole different level of expertise and coordination. Our client, a manufacturer of fire-retardant products used in the transportation field, sells its products worldwide, most notably in nations with significant aviation manufacturing operations. For a patent the manufacturer co-owns with another company, they needed applications filed in countries throughout Europe, as well as in Australia, Brazil, Canada and China. Coordinating with local counsel in each country, **Ira Hammer** responded to different types of objections in different jurisdictions, in order to complete the patent applications.





Sandra Calvert Nathans, Peter Marra

## Fighting to Protect the Patient Safety Act

New Jersey's Patient Safety Act established that material prepared as part of a hospital's Patient Safety Plan and provided to the Department of Health were protected by an absolute privilege and were not subject to disclosure in discovery.

During discovery in a medical malpractice lawsuit, plaintiff filed a motion to compel discovery of the root-cause analysis of the fall which led to the patient's death. The hospital filed for a protective order pursuant to the Patient Safety Act. The defense argued that compelling the hospital to divulge peer review information gathered in the course of developing a root cause analysis would have a negative impact on the desire of the medical professionals to openly discuss the case. The hospital contended that the medical professionals would only engage in frank and open discussions leading to health and safety improvements if the proceedings remained confidential.

The trial court ordered the hospital to disclose portions of the root cause analysis. The New Jersey Appellate Division reversed the decision of the trial court. The appellate court held that documents prepared as part of the Patient Safety review process that are submitted to the Department of Health are absolutely privileged and not subject to disclosure.

Newtown Medical Center, a hospital in the Atlantic Health System, was represented by **Peter Marra** and **Sandra Calvert Nathans**. Said Marra, "The protections afforded under the Patient Safety Act allow health care facilities to continually seek ways to improve patient health care by engaging in open and frank discussion in a confidential, non-punitive environment."

## Battling a Challenge to Duke Farms

Schenck Price Smith & King was retained to represent long-time client Duke Farms Foundation ("DFF") and the Doris Duke Charitable Foundation in a challenge filed by an objector group concerning the demolition of a 67,000-square-foot former main residence on the site that had been "mothballed" for a decade. The Foundation had decided that its mission would best be served by demolishing the residence and opening up that area for additional public access, hiking and biking trails and to promote the environmental mission of the property.

DFF operates a 2,700-acre property in Hillsborough Township known as Duke Farms, which is widely recognized as a regional center for environmental stewardship. The proposed demolition was approved by the Hillsborough Historic Preservation Commission, and the objectors filed a lawsuit challenging that approval. **Edward Ahart**, **Jeffrey LaRosa** and **Thomas Gamarello** defended that victory before both the New Jersey Appellate Division and the New Jersey Supreme Court. The residence was demolished, the case was dismissed and DFF is in the process of opening up that area for additional public access, as originally planned.

Jeffrey LaRosa, Edward Ahart, Thomas Gamarello



## Strengthening Our Commitment to Diversity

SPSK takes its commitment to advancing a diverse and inclusive workplace seriously. Not only has the firm been working to recruit and retain excellent attorneys of color — now including the largest number in our history and among the highest percentages among New Jersey law firms — but those attorneys are increasingly playing leadership roles in the legal community.

**Crystal West Edwards**, the first African-American elevated to partner at SPSK, is currently serving as President of the Garden State Bar Association, the state's largest professional organization for African-American judges, lawyers and law students, and two other SPSK attorneys have leadership roles in the organization. **Sharmila Jaipersaud** is President- Elect of the South Asian Bar Association of New Jersey (SABA-NJ). Our attorneys have come out in force to support these leaders and their organizations.

To further advance our diversity goals, SPSK's Diversity and Inclusion Committee asked all attorneys to attend a Cultural Awareness Workshop, and our attorneys are mentoring law students of color through an initiative of the New Jersey Law Firm Group, whose mission is to increase the diversity of the New Jersey bar.

Our diverse attorneys are increasingly playing leadership roles in the legal community.



Divya Srivastav-Seth, Farah Ansari, Raajen Bhaskar, Crystal West Edwards, J. Nicole Knox, Sharmila Jaipersaud, Clifford Dawkins

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## Navigating a Complex Sales Transaction for International Company

A couple of years ago, when Euroimmun US, a German company and world leader in the field of medical diagnostics, wanted a new, modern space to expand its U.S. headquarters, it engaged SPSK to negotiate a substantial lease for space in Mountain Lakes, NJ. The project was a complete rebuild to create a cutting-edge, technology-friendly facility with European flair. The project was such a success that the company decided to buy the building.

Last year, the client turned to **John Ursin** and **Jason Rubin** to complete the \$14 million deal. Although it was a complex three-party transaction, it was a complete success, and Euroimmun US is prospering in its new home.



John Ursin, Jason Rubin

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## Completing Complex Deal for Management Consultants

Since its founding nearly a decade ago as a start-up, a husband-and-wife-led management consulting company has turned to SPSK for its legal needs. In 2016, the company, which had grown to include both software and management coaching components, and had also developed unique management-related software products, was sold to the global executive search and management consulting firm Heidrick & Struggles, a publicly traded company.

The transaction was very complex, due to the various component parts of the company, the differing business objectives of the selling partners, related earn-out, tax and asset allocation issues, complicated transition issues related to employees and employee benefits plans, and intellectual property issues. The SPSK team, comprising **Edward Ahart**, **Jason Waldstein**, **Ira Hammer**, **Douglas Eisenberg** and paralegal **Stacey Gallagher**, counseled our client throughout the nine-month negotiations with one of the world's largest law firms, resulting in the successful completion of the deal.



Douglas Eisenberg, Ira Hammer, Edward Ahart,  
Stacey Gallagher, Jason Waldstein



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## Advancing Women in the Legal Profession

Schenck, Price, Smith & King is committed to the advancement of women in the law and within the firm. An important part of that effort is the SPSK Women's Initiative, whose mission is to:

- Promote the professional development of women through mentoring, education and advocacy;
- Recognize outstanding women professionals;
- Attract and retain excellent women attorneys; and
- Provide networking opportunities for women professionals.

All the firm's women attorneys are welcome to take part in the Initiative's regular and varied events. This past year, one such event was a spring networking reception at the Park Savoy Estate that was attended by nearly 100 women professionals. The event featured a presentation by Kelly Piacenti, named a "Working Mother of the Year" by *Working Mother* magazine.

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Back row, left to right: Divya Srivastav-Seth, Katherine Gilfillan, Julie Gendel, Cynthia Flanagan, Wendy Greenwood, Amy Buck Faundez, Olga Kats-Chalfant, Valerie Vladyka, Meghan Hoppe, Crystal West Edwards, Sharmila Jaipersaud, Sandra Calvert Nathans, Alison Kenny, Robin Ballard  
Front row, left to right: Wynne Whitman, Farah Ansari, Shirley Whitenack, Meredith Grocott, Deborah Cmielewski, Joanne Butler  
Not pictured: Dana Ferrera, Heidi Hoffman-Shaloo, J. Nicole Knox, Regina Spielberg

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