



*Working*  
**TOGETHER**  
*Going the Distance for You*

# About Our Law Firm

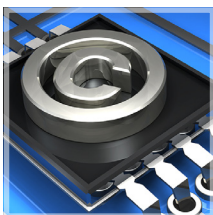
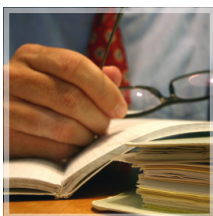
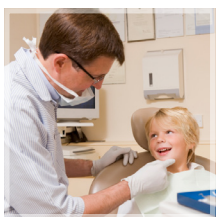
*Since its founding in 1930, Mandelbaum Salsburg has been committed to providing high level, personal, hands-on attentiveness to our clients' legal needs.*

We treat our clients' matters as our own, and our lawyers take a proactive approach to representing them. We take the time to get to know our clients' businesses so that we can effectively help them avoid legal problems before they occur. Yet if they do occur, we are zealous advocates for our clients from the boardroom to the courtroom.

More than fifty experienced attorneys respond to our clients' legal needs across all aspects of real estate, business litigation, business counseling and personal matters. We consistently provide cost-effective, creative solutions to complex legal and business problems.

Our business clients are as diverse as our attorneys. They include organizations of all sizes in various industries, such as banks, government entities, public and private institutions, health care providers and facilities, individuals and families.

Our firm has been, and will always be, committed to providing the highest level of legal services to our clients. While we are proud of our New Jersey roots, and our knowledge of its laws and businesses, we know that in order to best serve our clients, we often have to act internationally. In order to meet the expanded needs of our clients, Mandelbaum Salsburg is a member of The International Society of Primerus Law Firms, a network of top-quality, mid-sized law firms, which gives our clients access to excellent independent law firms located across the country and throughout the world.



# Real Estate



Mandelbaum Salsburg's Commercial Real Estate Practice Group assists our clients in all aspects of real estate, including transactions, leasing and land use. Our technical skill, experience, practical perspective and business acumen enable us to skillfully execute complex transactions in a cost-effective manner.

We represent owners, purchasers, sellers and tenants with a broad array of property interests ranging from commercial and industrial facilities to multi-family housing. Our clients include real estate operating and development companies, institutional lenders and investors, retail tenants and corporate users.

## *Leasing*

Both landlords and tenants rely on us in complex leasing transactions for conventional office, shopping center and industrial property leases as well as long-term ground and net leases.

## *Commercial Real Estate*

Mandelbaum Salsburg assists our clients as they purchase, sell, finance, develop, lease and manage real property ranging from commercial and industrial facilities to multi-family housing.

## *Community Associations*

We are skilled in developing commercial and mixed use condominium structures and in organization of commercial and residential condominium associations to facilitate and enhance property development.

## *Commercial Lending*

Our attorneys serve lenders and borrowers in routine and complex commercial loans involving a wide range of business ventures including commercial real estate purchases and real estate development.

## *Environmental Law*

Our firm coordinates Brownfields and redevelopment area acquisitions, development and financing. We also represent developers, contractors and investors in obtaining permits and approvals regarding wetlands and other environmental issues.

## *Land Use*

Mandelbaum Salsburg appears before municipal boards and various agencies to procure planning approvals, variance relief, subdivision approval and other essential permits and approvals.

## *Tax Appeals*

We provide assistance on all tax aspects of real estate transactions, have successfully obtained reductions in real property taxes, and negotiated state and local tax credits, benefits, and other incentive packages.

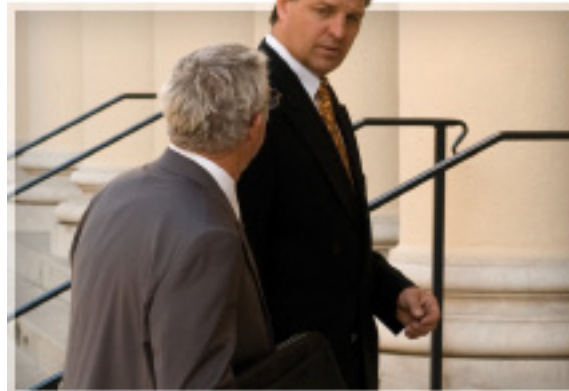
## *Renewable Energy and Sustainability*

We also counsel clients looking to reduce their carbon footprint and replace their fossil fuel consumption with sources of renewable energy.

# *Business Litigation*

Mandelbaum Salsburg's Commercial and Corporate Litigation Practice Group has earned a distinguished reputation in both New Jersey and New York for representing our clients' interests aggressively and successfully in a cost-effective manner. Our Litigation Practice Group provides a full range of litigation services to our institutional, corporate and individual clients.

Our services include pre-litigation counseling and negotiations, mediation, arbitration, trials and appellate practice. We practice in state and federal courts and before regulatory bodies and administrative agencies. The hallmark of our Litigation Practice Group is personal attention coupled with zealous and efficient advocacy.



## *Alternative Dispute Resolution*

Our retired judges and trained mediators offer cost-effective alternatives to litigation through the mediation of disputes and the arbitration process.

## *Bankruptcy & Creditors' Rights*

Our attorneys have decades of experience litigating bankruptcy cases in the state and federal courts on behalf of banks and other creditors. We also have extensive experience representing debtors in Chapter 7 litigation and Chapter 11 reorganization cases.

## *Commercial & Corporate Litigation*

Our Litigation Practice Group provides a full range of litigation services to institutional, corporate and individual clients.

## *Construction Litigation & Counseling*

Mandelbaum Salsburg assists clients in all facets of construction-related issues, from negotiating contracts and risk assessment through issue resolution.

## *Employment Litigation Defense*

We offer labor and employment law services, consult clients on personnel policies and practices, and handle litigated employment law matters and union issues.

## *Environmental Litigation*

Mandelbaum Salsburg offers a full range of environmental and land use legal services to meet our clients' transactional, regulatory and litigation needs.



# Business Counseling

Mandelbaum Salsburg offers a broad spectrum of business counseling services to address the needs of a wide variety of manufacturers, service organizations, real estate developers, health care providers and facilities, banks, equity sponsors, retail operators, inventors, software developers, and the hospitality and restaurant industry.

Our lawyers advise clients on business formation, mergers and acquisitions, business transactions, corporate governance, dissolutions, and corporate and shareholder disputes. We also counsel clients looking to reduce their carbon footprint and replace their fossil fuel consumption with sources of renewable energy.

## Corporate & Transactional

We represent corporations, limited liability companies, partnerships and individual entrepreneurs of all sizes in all aspects of business law.

## Dental Practice Counsel

We serve 100+ health care professionals with specialists in dental transitions, partnerships, groups, leases and other business, personal and estate matters.

## Employee Benefits

We counsel clients to help them as plan sponsors and administrators, during negotiation of compliance plans and other administrative remedies and when managing employment-related agreements and programs.

## Health Care

We represent physicians, medical groups, surgical centers, management and billing service providers, third-party administrators, trade associations and group purchasing agents as they deal with complex regulations, licensing and service agreements.

## Intellectual Property

Mandelbaum Salsburg helps clients increase the value of IP assets by counseling them in all areas of IP law, including patents, trademarks, trade dress, licensing and related IP issues.

## Labor & Employment Law

We offer a comprehensive range of labor and employment law services from regularly consulting businesses on their personnel policies and practices to handling litigation.

## Tax Law

Our firm advises individuals, business entities, business owners and non-profit organization in all areas of federal and state income, excise, gift and estate taxation.

## Veterinary Practice Counsel

We counsel our veterinary clients on practice transitions, partnership agreements, leases, associate agreements, management services organizations and other business, personal and estate matters.

# Personal

Mandelbaum Salsburg's attorneys are respected throughout the legal community and their skills, insights and responsiveness have nurtured many long-term client relationships. In fact, many of our clients use our services for both their professional and personal legal needs.

Our lawyers represent clients, including those whose primary language is Spanish, in federal, state and municipal courts in a wide range of legal matters to fully protect our clients and to ensure they receive appropriate justice. We offer defense of individuals against criminal allegations, representation in family and elder law cases, and handle all aspects of estate planning and administration.



## *Criminal Defense*

We have successfully defended against allegations of white collar crimes, including insider trading, environmental crimes and political corruption, as well as homicides and simple assaults.

## *Domestic Violence*

Mandelbaum Salsburg serves both victims of domestic violence, and those accused of domestic violence which often affects divorce proceedings, child custody, alimony and other matters.

## *Trusts & Estates*

We offer a full range of estate planning and estate administrative services, as well as planning for long-term care, Medicaid entitlements and business succession.

## *Elder Law*

Our attorneys address the financial, social and legal issues of the elderly, disabled and their families in navigating government benefit programs, long-term care options and assisting loved ones.

## *Family Law*

We negotiate, mediate, and litigate matrimonial matters and represent clients in applications to modify alimony and child support proceedings and appeals.

## *Municipal Court*

Our lawyers have successfully represented thousands of clients in municipal courts on charges including DWI, revoked list, reckless driving, other Title 39 offenses and disorderly persons offenses.

## *Personal Injury*

We represent those who have been seriously or fatally injured as a result of negligence or the wrongful conduct of others. Our attorneys understand how insurance companies and defense lawyers think.

## *Workers' Compensation*

Mandelbaum Salsburg has many years of experience in workers' compensation litigation, representing individuals injured at work and those diagnosed with occupational illnesses.

## Partners

Thomas W. Ackermann

Joseph J. Discenza

Steven A. Holt

Lance N. Olitt

Dennis J. Alessi

Gordon C. Duus

Owen T. Hughes

Joseph J. Peters

Craig W. Alexander

Jon Fallon

Sharon T. Jacobson

Michael A. Saffer

William S. Barrett

Robert W. Gluck

Yale I. Lazris

Richard L. Slavitt

Cheryl H. Burstein

Stuart Gold

Robin F. Lewis

Lynne Strober

Arla D. Cahill

Deborah L. Greene

Charles S. Lorber

Peter H. Tanella

David S. Carton

Arthur D. Grossman

Barry R. Mandelbaum

Joseph A. Vena

## Associates

Andrea L. Alexander

Martin M. Barry

Casey L. Carhart

Mara Codey

Deborah A. Concepcion

Constantina Koulosousas

Owen J. Lipnick

Alona Magidova

## Counsel

Marc J. Comer

James T. Elliott

Lisa Factor Fox

Manuel R. Grova

Richard I. Miller

Richard I. Simon

Alan L. Sussman

## Of Counsel

Shay S. Deshpande

Hon. Michael K. Diamond (retired)

Kathleen M. Gialanella, RN

Dr. John Little, DMD, Esq.

Hon. Robert A. Longhi (retired)

Michael Schlesinger

Richard H. Steinberg

# Our Offices

The need for a lawyer can arise for a variety of reasons... some expectedly and some unexpectedly.

We invite you to contact us and find out how we can go the distance for you.



## Essex County Office

155 Prospect Avenue  
West Orange, NJ 07052  
Tel: 973-736-4600  
Fax: 973-325-7467

## Monmouth County Office

119 Maple Avenue  
Red Bank, NJ 07701  
Tel: 732-933-1515  
Fax: 732-933-5551

## Florida Office

10304 Crosby Place  
Port St. Lucie, FL 34986  
Tel: 772-460-6356  
Fax: 772-460-6357

## Middlesex County Office

317 George Street, Suite 440  
New Brunswick, NJ 08901  
Tel: 732-628-0900  
Fax: 732-628-0920

## Union County Office

75 Elizabeth Avenue  
Elizabeth, NJ 07206  
Tel: 908-353-6764  
Fax: 908-353-6780

## New York Office

c/o Grant Company II, LLC  
65 East 55th Street, 33rd Floor  
New York, NY 10022