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December 29, 2021

*Via email: [supervisor@ulysses.ny.us](mailto:supervisor@ulysses.ny.us)*  
Nancy Zahler, Supervisor  
Town of Ulysses  
10 Elm Street  
Trumansburg, NY 14886

**Re: Legal Services Proposal**

Supervisor Zahler:

Thank you for allowing Coughlin & Gerhart, LLP ("C&G") to provide this proposal for legal services. Our firm provides a full array of legal services to municipal clients. Therefore, we believe that our firm is uniquely qualified to assist the Town of Ulysses as its general legal counsel.

#### **HISTORY AND DESCRIPTION OF FIRM**

Centrally located in Ithaca, Binghamton and Cortland, our firm, which numbers over 50 attorneys and an equal number of professional staff, has grown over time to service an increasing number of clients throughout New York State. Tracing its roots to the 1890's, C&G is one of New York's oldest law firms. Over the past 100 years, our firm's partners have been recognized as leaders in the legal profession, government and community. Our partners have included a United States Attorney, the majority and minority leaders of the New York State Assembly, two presidents of the New York State Bar Association, a chair of the New York Conference of Bar Leaders, a Uniform Law Commissioner, several federal and state judges and the editor emeritus of the New York State Bar Association's Journal.

Our firm holds an "AV" peer-rating through the Martindale-Hubbell law firm rating system. This is the highest rating available. The firm is also ranked as a "Best Law Firm" by U.S. News and World Report in the areas of several practice areas, including Arbitration; Employment Law-Management; Labor Law-Management; Litigation-Labor and Employment; and Law. Twelve of C&G's partners have been named for inclusion in the Best Lawyers in America® and several partners have been selected for recognition in the Upstate Edition of New York Super Lawyers.

Nancy Zahler, Supervisor  
Town of Ulysses  
December 29, 2021  
Page 2

Coughlin & Gerhart, LLP is a law firm organized into several practice groups including Public Law, Labor & Employment, Litigation, Business & Banking, Trusts & Estates, Real Estate and Disability Benefits Law. Several partners, including myself, belong to more than one group and are able to put together an effective team of cross-disciplinary experts when the need arises. Enclosed are summaries of the practice groups.

### OUR TEAM

Every attorney, including myself, that would work for Town of Ulysses is admitted in New York State and is in good standing. We additionally have an excellent reputation for reliability, honesty and integrity. Those attorneys working on your matters are well versed in the relevant practices and procedures and are well qualified to render oral and written advice regarding all issues under Civil Service Law, Labor law, Local Finance Law, General Municipal Law and other pertinent legal matters relevant to your needs.

I am a partner with the firm's Public Law Group, and the lead attorney for several municipalities, including the Town of Dickinson, Town of Guilford, Village of Owego, Village of Whitney Point, Village of Port Dickinson, Nichols Joint Fire District, Whitney Point Central School District, Harpursville Central School District, Chenango Forks Central School District, and Binghamton City School District. I have significant experience providing general counsel advice, on matters including (but not limited to) Open Meetings Law, Freedom of Information requests, zoning, planning, and land use, local law adoption and amendments, labor issues, contract negotiations and disputes, and capital projects. I also provide substantial legal services in support of my colleagues for numerous other municipalities.

Our firm is also able to assign attorneys to services the Town of Ulysses may require, where I may not be directly available, or others may have more experience. While biographies of our Municipal Law attorneys are enclosed, below are summary profiles of several key team members.

- Cheryl I. Sacco, Esq. Ms. Sacco is the Co-Chair of the firm's Public Law Group. She focuses in municipal work, education law, fire district, land use, and labor and employment. Ms. Sacco represents numerous towns, villages, school districts, fire districts and municipalities, including the Towns of Franklin and Masonville in Delaware County. She is recognized as a State-wide expert on Civil Service Law. From 2005 to 2007, Ms. Sacco was Special Counsel to New York State Senator Thomas W. Libous. In 2005, she was the Executive Deputy County Clerk for Broome County. From 2002 to 2005 Ms. Sacco was the First Assistant Corporation Counsel for the City of Binghamton.
- Robert H. McKertich, Esq. Mr. McKertich is he Co-Chair of the firm's Public Law Group, and the lead attorney for several municipalities, including the Village of Endicott, Town of Kirkwood, Town of Maine, Town of Nanticoke, Village of Windsor, Village of Hancock, Town of Bainbridge,

Nancy Zahler, Supervisor  
Town of Ulysses  
December 29, 2021  
Page 3

Town of Nichols, Village of Nichols, and Village of Candor. He is also chair for our firm's Alternative Dispute Resolution Practice Group and serve as a hearing officer for several state agencies and local school districts. He is experienced in courtroom litigation, particularly Article 78 proceedings, and practicing before federal, state and local administrative agencies.

- Angelo D. Catalano, Esq. Mr. Catalano joined C&G in 2014, and concentrates in the areas of Labor & Employment, Litigation, and Public Law. Mr. Catalano represents employers in drafting employment agreements, counseling employers on wage and hour issues and Department of Labor regulatory compliance. He also represents employers in litigation matters such contract grievance and arbitration, GML § 207 matters, contract negotiation, and interest arbitration. He regularly authors articles for the New York Employment Law Letter, a monthly publication that helps employers understand new laws, regulations, and court cases. His prior experience includes his association with the Binghamton law firm of Hogan, Sarzynski, Lynch, Dewind & Gregory, LLP and student clerkships with the U.S. Attorney's Office for the Northern District of New York, the Buffalo Regional Office of the New York State Attorney General's Office, and the Honorable John F. O'Donnell (Justice of the Supreme Court, 8th District).

### LEGAL SERVICES

We believe that we can offer sound and responsive legal counsel with regard to the municipal needs of the Town of Ulysses. We strive to provide our services at a cost-effective level which is crucial in light of today's budgetary concerns. We are cognizant of the budgetary realities that our municipal clients face, particularly in this economic climate. We frequently work closely with one primary point of contact.

C&G can provide your necessary legal services at the rates of \$250 per hour for Partners, \$220 for Associates, and \$180 for Paralegals. There are certain specialized practice areas which may charge higher hourly rates, which we can discuss in more detail with you. In addition to legal fees, we also may charge for disbursements that we incur as direct expenses, such as mileage (from our nearest physical office location), photocopies, and postage. There is no mark-up on these costs. We render bills on a monthly basis and would provide the Town of Ulysses with detailed, itemized statements so that you are fully aware of the nature of the services provided.

Coughlin & Gerhart, LLP will represent the Town of Ulysses by providing advice and rendering opinions on various legal matters, including, but not limited to:

- Weekly consultations with Town officials (Supervisor; Board Members; Secretary and Members of the Planning and Zoning Boards; Clerk; Fiscal Officer; Highway Superintendent; etc.), as needed.
- Attendance at monthly Town Board Meetings and Planning Board meetings, as required/requested.

Nancy Zahler, Supervisor  
Town of Ulysses  
December 29, 2021  
Page 4

- Review and/or prepare resolutions, contracts, water district formation and expansion, FOIA requests, and other legal documents as requested by the Supervisor.
- Provide legal research and guidance of the Town's zoning and policies.
- Advice to the Supervisor on various matters as requested.

This is a firm and irrevocable offer. I affirm that there are no conflicts of interest between Coughlin & Gerhart, LLP and the Town of Ulysses.

#### REFERENCES

References for our municipal work include all of the municipalities listed in this proposal.

We represent over 150 municipalities across New York, including the counties of Cattaraugus, Chemung, Cortland, Delaware, Genesee, Jefferson, Madison, Niagara, Oneida, Onondaga, Ontario, Orleans, Rockland, St. Lawrence, Tioga and Wyoming among others; the cities of Auburn, Batavia, Binghamton, Elmira, Ithaca, Lackawanna, Little Falls, Mount Vernon, New Rochelle, Plattsburgh, Salamanca, Syracuse, Watertown and Yonkers; and many large and small towns, villages and fire districts across New York State, too numerous to list in full here.

Our municipal clients are also affected by the same Civil Service Law, Labor Law, Anti-Discrimination Laws, Open Meetings Law, Freedom of Information Law, Environmental Law, PERB, arbitrations, competitive bidding, matters that the Town of Ulysses faces.

Also, our firm's representation of many businesses, corporations, and individuals requires involvement in contract analysis and advice, facility construction, bank financing, intellectual property, human resources, personnel, labor and real property issues. Most of these private sector issues are identical to issues that arise for our municipal clients. The representation also provides us with new ideas and solutions that municipalities can utilize to address their needs.

Finally, we also represent the interests of municipalities in our capacity as area counsel for Trident Insurance Company, Eire Insurance Company, Selective Insurance Company and Utica Mutual Insurance Company. As retained defense counsel to municipalities, we are often called upon to defend a variety of complex legal issues and claims, ranging from civil rights, personal injury, lack of supervision, sexual harassment, discrimination, construction law, breach of contract, copyright and other claims brought against them. We have, therefore, had frequent opportunities to defend municipalities on a wide variety of legal claims.

Nancy Zahler, Supervisor  
Town of Ulysses  
December 29, 2021  
Page 5

**WHY CHOOSE COUGHLIN & GERHART, LLP?**

Our firm's motto is "Building Relationships on Results." Professional, innovative and always prepared, we are proud of the results we obtain for our municipal clients across New York State. One of the C&G hallmarks is the personal attention and individualized service that we provide to our clients. Based on how we are organized and our team approach, our Municipal Law attorneys can respond to all of the challenges faced by the Town of Ulysses. We know this because we have already done it for our other municipal clients all over New York for many years. Based on a proven track record of success, we are confident that we can provide you with quality representation that will realize savings over the long term. While our peers and clients give us high marks for our work, we constantly strive to improve our services.

It would be our privilege to represent the Town of Ulysses.

Sincerely,

COUGHLIN & GERHART, LLP



By Nathan D. VanWhy  
Partner

NDV/kjg  
Enclosures

## FIRM OVERVIEW

**Coughlin & Gerhart, LLP** is a multi-service law firm consisting of more than 55 active lawyers and a professional support staff. We provide quality legal services in a cost-effective manner while maintaining a personal interest in our clients. Coughlin & Gerhart has its main office in Binghamton, New York. The firm maintains branch offices in downtown Binghamton, Bainbridge, Cortland, Hancock, Ithaca, Owego, Walton, and Montrose, Pennsylvania.

**Coughlin & Gerhart** is one of the oldest law firms in the Southern Tier of New York, dating back to the 1890s. The firm and its many partners have played an integral role in the development of the Broome County and surrounding areas. All of our lawyers are encouraged to participate and take leadership roles in the community, as well as in bar association activities. Coughlin & Gerhart has produced two presidents of the New York State Bar Association, a chair of the New York Conference of Bar Leaders, judges and authors, as well as majority and minority leaders of the New York State Assembly. Other partners were instrumental in the establishment of the Roberson Museum and Science Center and the Broome County Airport. The lawyers of the firm continue to be deeply involved in the community's political, cultural, business, and economic development.

**Coughlin & Gerhart** remains committed to our founders' deals of quality, integrity, and service. The men and women who fill the firm's ranks today are dedicated to maintaining a tradition of excellence. To better serve our clients, we are organized into eight basic Practice Groups: Business & Banking Law, Labor & Employment Law, Litigation, Alternative Dispute Resolution, Public Law, Real Estate, Workers' Compensation & Disability, and Trusts & Estates. Complex matters within each practice area are supervised by lawyers experienced in the type of matter being handled. Because of the size of the office and diversity of the attorneys in the firm, lawyers from one practice group are able to routinely assist and augment lawyers in another group. Each group meets on a periodic basis to discuss the status of assigned and new matters, as well as current developments in the law.

For more information about **Coughlin & Gerhart, LLP** contact the firm's Managing Partner, Mark S. Gorgos, Esq. at (607) 723-9511 or toll free 1-877-COUGHLIN, or e-mail us at [info@cglawoffices.com](mailto:info@cglawoffices.com).



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## PUBLIC LAW PRACTICE GROUP

The members of the Public Law Practice Group represent school districts, towns, villages, and other municipal entities such as fire companies and emergency squads. The work of the Public Law Practice Group extends to many areas of the law, and the attorneys in the Group are uniquely qualified to address these overlapping areas of law. The Public Law Practice Group works closely with the firm's Labor & Employment Practice Group and the Litigation Practice Group to provide its municipal clients with responsive and comprehensive legal representation.

The members of the Public Law Practice Group have extensive experience in adversarial proceedings in all State and Federal courts. These proceedings also include arbitrations and matters before the Commissioner of Education, PERB, the Unemployment Insurance Board, and many other administrative agencies.

### Education Law

- Personnel Matters
- Collective Bargaining
- Contract Matters
- Capital Projects
- Special Education Cases
- Student Disciplinary Matters
- Personal Injury Defense
- Defense of Civil Rights Claims
- Tax Assessment Matters

### Municipal Law

- Legislative, Zoning, and Planning
- Labor and Employment Matters
- Municipal Finance
- Variances or Land Subdivisions
- Local Legislation
- Capital Projects
- Tax Certiorari Cases
- Freedom of Information Law
- Open Meetings Law

For more information, please contact either Co-Chair of our Public Law Practice Group, Cheryl I. Sacco or Robert H. McKertich at (607) 723-9511, or E-mail the group at [public@cglawoffices.com](mailto:public@cglawoffices.com).



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## LABOR AND EMPLOYMENT LAW LITIGATION PRACTICE GROUP

The lawyers in the Labor and Employment Law Litigation Practice Group of Coughlin & Gerhart, LLP have extensive experience in handling all aspects of the practice of employment and labor law on behalf of management, in both the private and public sector. The relationship between employee and employer is ever changing and increasingly regulated by state and federal laws and regulations. The attorneys in the Labor and Employment Law Litigation Practice Group assist clients in negotiating the vast "mine fields" created by these changes in an effort to prevent or limit labor and employment-related problems.

The members of the Labor and Employment Law Litigation Practice Group at Coughlin & Gerhart, LLP are called upon on a daily basis to counsel clients on an extensive range of labor and employment law matters.

### COUNSELING AND ADVICE

- Employment Agreements
- Employee Handbooks
- Non-competition and Confidentiality Agreements
- Drug and Alcohol Testing Policies
- Family and Medical Leave Act Policies
- Harassment Prevention and Reporting Policies
- Independent Contractor Agreements
- Union Organizational Activities / Collective Bargaining

### LITIGATION

- Employment Discrimination
- Labor/Management Conflict
- Safety and Health Matters
- Wage and Hour Claims
- Workers' Compensation
- Police and Firefighters' Disability, Retirement, and GML Section 207 Claims

The members of the Labor and Employment Law Litigation Practice Group at Coughlin & Gerhart, LLP also conduct management training seminars on state and federal employment law compliance and are available for this purpose upon request. For more information, please contact the Chair of our Labor and Employment Law Litigation Practice Group, Paul J. Sweeney, Esq. at (607) 723-9511, or e-mail the group at [laboremployment@cglawoffices.com](mailto:laboremployment@cglawoffices.com).



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## LITIGATION PRACTICE GROUP

The twelve attorneys of the Litigation Practice Group are experienced trial lawyers licensed to practice before all state and federal courts in New York. Two of our litigators are also licensed to practice in the state and federal courts of Pennsylvania. The Firm's litigation practice includes representation of institutional clients such as corporations, businesses, municipalities and insurance companies, as well as individuals who are injured, or, who are compelled to assert or defend a claim.

For over 100 years, our trial lawyers have professionally represented our clients in all forums, including trial and appellate courts, as well as before administrative agencies such as the workers' compensation and unemployment insurance boards. The Litigation Practice Group's areas of concentration include:

- **Business and Commercial Litigation**
- **Intellectual Property Litigation**
- **Personal Injury and Product Liability Claims**
- **Medical Malpractice Claims**
- **Insurance Defense**
- **Construction Site Injuries / Motor Vehicle Accidents**
- **Real Estate Litigation**
- **Creditors' Rights / Bankruptcy Litigation**
- **Surrogate Court Litigation**
- **Family/Matrimonial Practice**
- **Immigration Law**

For more information, please contact the Chair of our Litigation Practice Group, Keith A. O'Hara, Esq., at (607) 723-9511, or E-mail the group at [litigation@cglawoffices.com](mailto:litigation@cglawoffices.com).



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## BUSINESS & BANKING PRACTICE GROUP

The Business & Banking Practice Group engages in the entire range of law relative to business and banking issues which face our clients. The Group represents all types of clients, including individuals, sole proprietorships, partnerships, limited partnerships, limited liability partnerships, limited liability companies, and both for-profit and not-for-profit corporations.

- **General Business Counseling** – advising clients regarding many business areas, including formation of a business, which involves issues such as choice of entity, the ongoing conduct of the business, and dissolution and winding up issues.
- **Mergers and Acquisitions** – involving both purchasing and selling of divisions of companies and entire businesses, including due diligence reviews, negotiation and preparation of transaction documents, review of finance documents, and the closing of transactions.
- **Contracts** – including supplier agreements, distributor agreements, licensing arrangements, franchise documents, equipment purchases and leases, and purchase order documentation.
- **E-Business** – including review of website agreements, development of website terms and conditions, and general counseling on e-commerce.
- **Lenders** – including document preparation, review of lending relationships and securitization of loans, including real estate, asset-based, and equity lending.
- **Commercial Real Estate** – including purchase and sale of commercial real estate, including negotiation of purchase and sale agreements, review of finance documents and closing of transactions, and commercial leasing issues from the perspective of both lessor and lessee.
- **Creditors' Rights and Bankruptcy** – negotiating workouts and forbearance agreements and generally protecting creditors' rights in areas involving bankruptcy, foreclosure, and collection work.

The Group offers a full range of practice in federal, state, and local courts, including bankruptcy court, and is able to assist clients with respect to all aspects of the conduct of their businesses. For more information, please contact the chair of our Business & Banking Practice Group, Brady L. Begeal, Esq., at (607) 723-9511, or e-mail the group at [business@cglawoffices.com](mailto:business@cglawoffices.com).



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## REAL ESTATE PRACTICE GROUP

The Real Estate Practice Group of Coughlin & Gerhart, L.L.P. represents institutional lenders, including banks, credit unions and finance companies; developers; organizations; and individual clients in the purchase, sale, financing, refinancing, leasing and development of residential and commercial real property. We also offer title insurance as an approved examining counsel for a national title insurance company. The firm's broad geographic base in our many branch offices enables us to offer real estate closings in many locations, for the convenience of our clients.

We pride ourselves in providing all of our clients with both timely and cost-effective legal services. Whether it is new construction, existing housing, or commercial real estate, our attorneys emphasize the attention to detail demanded in real estate transactions. Our experienced real estate attorneys are proficient with the nuances of real estate law and related financing considerations, including the following:

- **negotiation of contracts, including necessary contingencies**
- **septic/well water issues for rural properties**
- **survey requirements**
- **preparation and examination of abstracts of title**
- **boundary line agreements, easements, and restrictive covenants**
- **tenancy issues and eviction procedures**
- **obtaining required insurances, including title and homeowner's**
- **preparation of all closing documents**
- **obtaining mortgage payoffs and preparing closing statements**
- **tax ramifications**
- **post-closing considerations**

Our expertise is not only beneficial for the residential purchase, sale or financing transaction, but is also essential for more involved matters, such as commercial uses, new construction, real estate development, subdivisions, mortgage foreclosure actions, easements, tax assessment proceedings, condemnation actions, zoning and planning issues, and related environmental reviews. In concert with members of the firm's Litigation Practice Group, we also provide assistance in litigated real estate matters, such as evictions, mechanics' liens, boundary disputes, partition actions, and actions to quiet title.

For more information, please contact either of our Co-Chairs of our Real Estate Practice Group, Robert J. Madigan, Jr., Esq., or Meiyong Z. Austin, Esq. at (607)723-9511, or e-mail the group at [realestate@cglawoffices.com](mailto:realestate@cglawoffices.com).



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## TRUST AND ESTATES PRACTICE GROUP

The section is comprised of at least a dozen attorneys, with strong support from several trusts and estates paralegals. The Section members work closely with family members, as well as individual and corporate fiduciaries, at every stage of trust and estate administration.

Section members utilize a team approach, working closely with each client's accountants, financial planners, insurance agents, and other professionals, in order to develop a comprehensive estate plan which encompasses the "big picture."

### Estate Planning

- Wills
- Powers of Attorney
- Living Wills and Health Care Proxies
- Tax Planning
- Living Trusts
- Business Succession

### Estate Administration

- Probate & Administration
- Judicial and Informal Accountings
- Surrogate Court Proceedings & Litigation
- Estate Taxes
- Fiduciary & Individual Income Taxes

### Elder Law

- Basic Planning
- Asset Preservation
- Medicaid Planning
- Advance Directives
- Long-term Care Planning Insurance
- Medicare/Medicaid Advice

For more information, please contact the Co-Chairs of our Trust and Estates Practice Group, Beth E. Westfall, Esq. or Kristen K. Luce, Esq., at (607) 723-9511, or e-mail the group at [truststates@cglawoffices.com](mailto:truststates@cglawoffices.com).



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**NATHAN D. VANWHY**

**Education**

Albany Law School, J.D., *magna cum laude*, 2010

State University of New York at Fredonia, B.A. (Political Science), *cum laude*, 2006

**Bar Admissions**

- State of New York, 2011

Mr. VanWhy joined Coughlin & Gerhart, LLP in 2013 and is a partner with the firm, where he represents and advises a diverse array of municipal, school, and business clients. He frequently advises municipal and school clients on borrowings, Article 78 proceedings, zoning and planning matters, open meetings and freedom of information issues, procurements, and capital construction projects, while for school clients, he also serves as special education counsel and as a student discipline hearing officer. For business clients, Mr. VanWhy has advised on sales and acquisitions and other business related transactions and agreements.

Prior to joining Coughlin & Gerhart, Mr. VanWhy worked for two years as an associate for a respected Utica-based law firm, where he also provided legal advice and solutions to municipal and business clients. While in law school, Mr. VanWhy clerked for a respected Albany-based law firm, the New York State Bar Association, and the Albany County District Attorney's Office.

Mr. VanWhy is a member of the Broome County Bar Association and the New York State Bar Association.

**Honors & Awards**

- Listed, *Upstate New York Super Lawyers' Rising Stars*, 2017 & 2018

**Leadership & Community Involvement**

- Board Member, Life is Washable, Inc.

**Professional Affiliations**

- New York State Bar Association (Member, 2011 – Present)
- Broome County Bar Association (Member, 2013 – Present)



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**CHERYL I. SACCO**

**Education**

State University of N.Y. at Buffalo School of Law, J.D., 1998

Catholic University of America, Washington D.C., B.A., 1995

**Bar Admissions**

- State of New York, 1999
- U.S. District Court for the Northern District of New York, 1999
- Supreme Court of New Jersey, 1998
- U.S. District Court for the District of New Jersey, 1998

Ms. Sacco joined Coughlin & Gerhart, LLP in 2007 and is a partner with the firm. She is a member of the firm's Executive Committee and Practice Group Co-Leader of the firm's Public, Municipal & Education Law Group. From 2005 to 2007, she was Special Counsel to New York State Senator Thomas W. Libous. In 2005, she was the Executive Deputy County Clerk for Broome County. From 2002 to 2005 Ms. Sacco was the First Assistant Corporation Counsel for the City of Binghamton. From 1998 to 2002 she was an Associate with the firm of O'Connor, Gacloch, Pope & Tait LLP. Ms. Sacco's practice of law includes municipal work, education law, fire district, land use, and labor and employment.

Ms. Sacco represents schools, towns, villages, counties, authorities, fire/EMS entities and other municipal entities. She provides in-service training and educational seminars to her municipal clients and has presented programs to the Broome County Bar Association, The Association of Towns and other associations and groups.

Ms. Sacco has been a member of the Broome County Bar Association since 1999 and was a Director from 2007-2010. She has also been a member of the New York State Bar Association since 1998. She is also a member of the Executive Committee for the Broome County Conservative Party and is its Legal Counsel.

**Professional Affiliations**

- New York State Bar Association (Member, 1998 – Present)
- Broome County Bar Association (Member, 1999 – Present)
- Broome County IDA/LDC (Member, 2019 – Present)



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**ROBERT H. MCKERTICH**

**Education**

Northeastern University School of Law, J.D., 2003

University of Rhode Island, B.A., 1998

- Honors: *Strauss Academic Scholarship Award for excellence in Political Science*

**Bar Admissions**

- State of New York
- Commonwealth of Massachusetts
- Commonwealth of Pennsylvania

Mr. McKertich joined Coughlin & Gerhart, LLP in 2009 and is a partner with the firm. His practice is concentrated in municipal law, education law, and labor law. Mr. McKertich is experienced in courtroom litigation and practicing before federal, state, and local administrative agencies. He is Practice Group Leader for the firm's Alternative Dispute Resolution Practice Group and Co-Leader of the firm's Public Law Practice Group. He also serves as a hearing officer for several state agencies and local school districts. He was selected as a Rising Star among Upstate New York lawyers in the 2013 edition of *Super Lawyers* magazine.

Mr. McKertich is a member of the Municipal Law and Dispute Resolution Sections of the New York State Bar Association and the Broome County Bar Association. He is also an adjunct professor of law at two colleges. In addition, Mr. McKertich serves as Co-Leader of the firm's Recruitment Committee.

**Honors & Awards**

- Listed, Upstate New York *Super Lawyers' Rising Star*, 2013

**Past Employment Experience**

- Massachusetts Division of Banks, *Bank Auditor*

**Professional Affiliations**

- New York State Bar Association (Member)
- Broome County Bar Association (Member)
- Adjunct Professor of Law



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**ANGELO D. CATALANO**

**Education**

SUNY Buffalo Law School, J.D., *magna cum laude*, 2013

- *Intellectual Property Law Journal*
- Environmental Law Moot Court Team

Hobart College, B.A. (History and Public Policy), 2010

**Bar Admissions**

- State of New York
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Western District of New York
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Eastern District of New York

Mr. Catalano is a partner with Coughlin & Gerhart, LLP. Mr. Catalano's practice is concentrated in the areas of Labor & Employment, Litigation, and Public Law.

Mr. Catalano is a member of the New York State Bar Association and a member of the Labor & Employment Law Section. He is also a member of the Broome County Bar Association and is Co-Chair of the Young Lawyer's Section. Mr. Catalano began his legal career in the Binghamton area when he served as a law clerk with the U.S. Attorney's Office for the Northern District of New York while in law school. He later served as a law clerk in the Buffalo Regional Office of the New York State Attorney General's Office, served as student judicial law clerk to the Honorable John F. O'Donnell (S.J.C., 8th District), and served as a law clerk, and later as an associate, with another local law firm. He joined Coughlin & Gerhart, LLP in 2014.

Mr. Catalano represents employers in drafting employment agreements, counseling employers on wage and hour issues and department of labor regulatory compliance. He also represents employers in litigation matters such as contract grievance and arbitration, General Municipal Law 207 matters, contract negotiation, and interest arbitration. In addition to his regular work, he regularly authors and edits articles for the New York Employment Law Letter, a monthly publication that helps employers understand new laws, regulations, and court cases.



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### Publications & Presentations

- *Dealing With a Hostile Work Environment Complaint*, N.Y. EMPLOYMENT LAW LETTER, Nov. 2014, at 1-2 (VOL. 21, No. 11).
- *Binding Arbitration Clauses and the Importance of Employee Handbooks*, N.Y. EMPLOYMENT LAW LETTER, Dec. 2014, at 4 (VOL. 21, No. 12).
- *Is There a Doctor in the House? Physicians as Independent Contractors or Employees*, N.Y. EMPLOYMENT LAW LETTER, Jan. 2015, at 4-5 (VOL. 22, No. 1).
- *That's a Crime: Employer's Lie May Amount to Harboring Illegal Alien*, N.Y. EMPLOYMENT LAW LETTER, April 2015, at 1-2 (VOL. 22, No. 4).
- *Going Biggie With a French Manicure: New Regs, Wage Increases Lurk*, N.Y. EMPLOYMENT LAW LETTER, June 2015, at 1-2 (VOL. 22, No. 6).
- *Losing 'Control' in a Retention Agreement*, N.Y. EMPLOYMENT LAW LETTER, July 2015, at 2-3 (VOL. 22, No. 7).
- *Restrictive Covenants and the Sale of a Business—It's Not Personal*, N.Y. EMPLOYMENT LAW LETTER, Aug. 2015, at 4-5 (VOL. 22, No. 8).
- *NYS DOL OK's Wage Board's Fast-Food \$15 Minimum Wage Recommendations*, N.Y. EMPLOYMENT LAW LETTER, Oct. 2015, at 1-2 (VOL. 22, No. 10).
- *2nd Circuit Clarifies Meaning of 'Race' for New York Village*, N.Y. EMPLOYMENT LAW LETTER, Feb. 2016, at 1-2 (VOL. 23, No. 2).
- *The 'Other Shoe' Drops: 2nd Circuit Weighs in on Pregnancy Discrimination*, N.Y. EMPLOYMENT LAW LETTER, June 2016, at 5 (VOL. 23, No. 6).
- *Minimum Wage Update: Appellate Court Affirms 'Fast-Food' Wage Order*, N.Y. EMPLOYMENT LAW LETTER, July 2016, at 2-3 (VOL. 23, No. 7).
- *Where's the Beef? Lessons on Sexual Harassment from New York Grocer's Meat Locker*, N.Y. EMPLOYMENT LAW LETTER, Aug. 2016, at 2-3 (VOL. 23, No. 8).
- *Fear the Monkey: 2nd Circuit Adopts 'Cat's-Paw' Liability*, N.Y. EMPLOYMENT LAW LETTER, Oct. 2016, at 1-2 (VOL. 23, No. 10).

### Leadership & Community Involvement

- Newman Foundation, Binghamton University (Former Board Member)
- Chenango Forks High School Mock Trial Team (Former Attorney Advisor)
- Broome Leadership Institute ("BLI") (Graduate, Class of 2020)
- Cortland Area Communities That Care (Board Member)

### Professional Affiliations

- Broome County Bar Association (Member); Young Lawyer's Section (Co-Chair)
- Cortland County Bar Association (Member)
- New York State Bar Association (Member); Labor and Employment Law Section (Member)
- Northern District of the New York Federal Court Bar Association (Member)