





FROM THE CHAIR

Brian J. Butler
Chair
Management Committee

As we reflect on 2024, it is clear that the legal profession is evolving at an unprecedented pace. At Bond, we are committed to staying at the forefront of these changes, ensuring that our clients receive the most informed, strategic and forward-thinking counsel and advice.

Artificial intelligence impacts every sector of our economy. Our Al practice, launched in 2024, is actively advising clients on the legal implications of this transformative technology, from regulatory compliance to ethical considerations. At the same time, we recognize how Al is reshaping our own profession, and we are dedicated to leveraging its potential while maintaining the high-quality legal services our clients expect.

Our higher education and collegiate sports clients have experienced significant shifts over the past year, and our dedicated team continues to navigate these changes alongside our clients. As policies, rules, regulations and institutional needs evolve, we remain trusted advisers, providing guidance tailored to the unique challenges of colleges and universities.

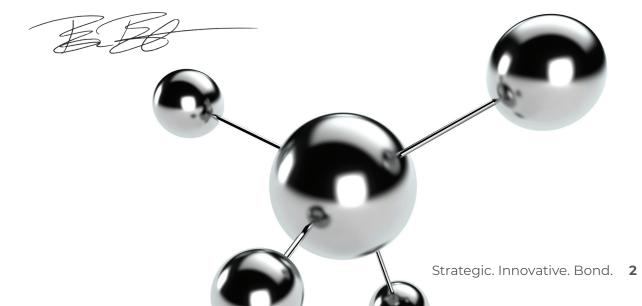
In each of our practices, we strive to be trusted business partners in this rapidly changing regulatory and business environment, bringing to our clients an in-depth understanding of their industries, challenges and goals. This level of partnership has never been more important than it is today.

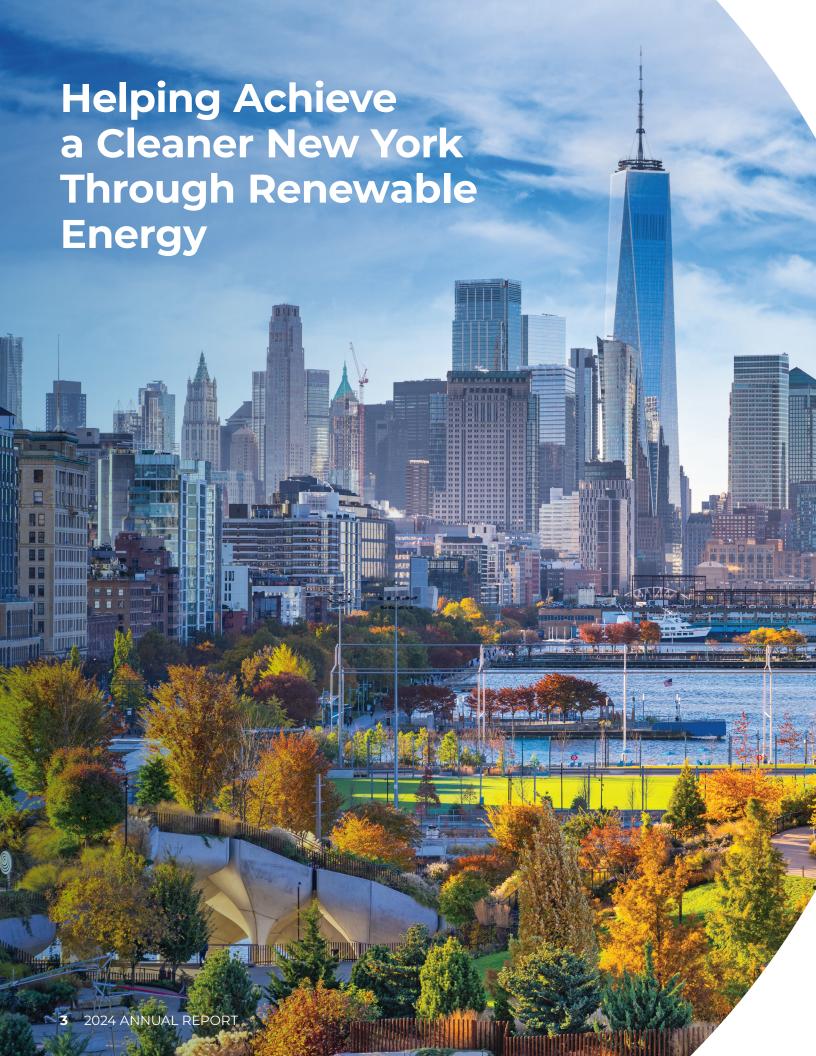
Strategic growth has been a key focus across our firm. We have thoughtfully integrated new attorneys into our culture, ensuring that our values of excellence, client service and collaboration remain strong. As part of our long-term growth strategy, we have merged our two Long Island offices into a single, unified presence. This move will allow us to continue to grow our business and commercial practice on Long Island and aligns with our commitment to operational excellence and a dynamic, collaborative work environment.

Growth also brings the opportunity for reflection. We have taken a close look at how we operate—evaluating what works, identifying areas for improvement and making necessary refinements. This commitment to continuous improvement allows us to serve our clients more effectively and position the firm for sustained success.

Looking ahead, we are closely monitoring the growth of the semiconductor industry in Upstate New York and the New York SMART I-Corridor Tech Hub. This sector has the potential to drive significant economic growth for the state, the region and the nation. Our firm is well-positioned to support businesses navigating this evolving landscape, ensuring they are prepared for both opportunities and challenges.

At Bond, we have a clear vision for the future—one of strategic and sustained growth. We will continue to adapt, innovate and expand in ways that enhance our ability to serve clients while staying true to our core values. Thank you for your continued trust and partnership. We look forward to another year of progress and success together.







In order to deliver reliable clean energy from Hydro-Québec in Canada directly to New York City, Bond client, CHPE LLC (CHPE), developed an approximately 339-mile underground electric transmission line from the U.S.-Canadian border to New York City (CHPE Project). The project will improve New York City's reliability margins and significantly contribute to New York State's climate goals established under the Climate Leadership and Community Protection Act. The CHPE Project is permitted and expected to be fully operational in May 2026, delivering 1,250 megawatts of affordable, reliable, renewable power directly into New York City, providing approximately 20% of NYC's total electricity needs.

To that end, Bond assisted CHPE with the acquisition of over 600 easements from private property owners both through negotiated real estate transactions and the use of eminent domain. Bond reviewed and negotiated easement rights in less than two years. Bond also filed close to 100 eminent domain proceedings over the course of 18 months and is pleased to report that the majority of those proceedings were amicably resolved prior to moving to obtain court orders.

Over 30 years, the project will save New York homes and businesses more than \$17 billion through wholesale electricity costs and generate \$1.4 billion in funding for more than 70 municipalities and nearly 60 school districts. The project will provide the largest increase in clean renewable energy in New York State history.

Kathleen M. Bennett, Sarah B. Wheeler and Jessica M. Blanchette handled this matter, with additional assistance from a number of Bond attorneys, including Kevin V. Recchia, Eric M. O'Bryan, Suzanne M. Messer, Jeremy R. Oliver, Connor C. Ingerson and paralegals Cassandra A. Brady and Macy Missigman.

The CHPE Project is permitted and expected to be fully operational in May 2026, delivering 1,250 megawatts of affordable, reliable, renewable power directly into New York City, providing approximately 20% of NYC's total electricity needs. Discrimination Claims Ramp Up for Triangle Services

Bond client Triangle Services of Florida provides ramp services, including baggage loading and unloading, aircraft cleaning and aircraft logistics for airlines at the Orlando International Airport. Two former employees sued Triangle Services claiming employment discrimination on the basis of their sexual orientation and retaliation based on their complaints about their alleged mistreatment.

Triangle Services disputed whether any incidents of discrimination or harassment occurred and also defended itself based on the prompt remedial action that it took to address the single minor complaint that one of the employees made. Triangle also contested whether any retaliatory action was taken against the employees because of a complaint about harassment or discrimination.

The case went to a four-day jury trial in Orlando, Florida, in December 2024. The former employees were seeking a total of approximately \$300,000, but the jury returned a verdict of no liability for Triangle Services on all claims and against both of the former employees.

Andrew H. Reiss handled this matter.

Financing for Better Health

Founded in 1887 in Syracuse, New York, Bond client Crouse Hospital is a private, nonprofit hospital, licensed for 506 acute care beds and 57 bassinets. Crouse provides crucial, life-saving health care services for a wide range of patients, from inpatient to emergency services as well as a host of specialty care services that Central New Yorkers rely upon, including a cancer center, breast health center, surgical services, a neonatal intensive care unit and much more.

As part of Crouse's continual commitment to provide high quality health care services and capabilities, Crouse engaged Bond to serve as hospital counsel on a refinancing transaction that involved the public sale of nearly \$80 million in tax-exempt and taxable bonds by the Onondaga Civic Development Corporation. The proceeds of the bond sale were loaned to the hospital and, together with other available funds, utilized to refinance all of the hospital's outstanding long-term debt obligations. The consolidation and restructuring of this indebtedness will help the hospital better manage its cash flow, modernize its financial covenant requirements and allow the hospital to focus more assets on providing health care services to patients.

Matthew N. Wells and Thomas M. Clifford handled this transaction.

Court Dismisses Case With Multiple Allegations in its Entirety

> Bond's client was a national company that faced a lawsuit from a former professional employee who alleged violations of the Family and Medical Leave Act (FMLA), age and disability discrimination under federal law and disability discrimination and retaliation under state law. Bond defended its client on each of the charges and was able to end the lawsuit by successfully moving for summary judgment after the close of discovery in the Eastern District of New York.

The court dismissed plaintiff's federal discrimination claims as it was undisputed that plaintiff failed to exhaust administrative remedies. With respect to plaintiff's FMLA interference claim, the court found that there was no interference with plaintiff's FMLA rights. With respect to FMLA retaliation, the court found that Bond's client had set forth legitimate, non-discriminatory reasons for plaintiff's termination and plaintiff failed to set forth any evidence that those reasons

were pretextual. With respect to plaintiff's disability discrimination claim under state law, the court found that plaintiff could not make out a prima facie case as there was no link between the protected characteristic and the adverse action. With respect to plaintiff's retaliation claim under state law, the court again found that plaintiff could not put forth any evidence that Bond's client's reasons for terminating plaintiff were pretextual.

Louis P. DiLorenzo and Mallory A. Campbell handled this case.

Former Professor's Hybrid Claims Dismissed

Bond represented D'Youville University in a lawsuit filed in the United States District Court for the Western District of New York by a former professor asserting a hybrid claim pursuant to § 301 of the Labor Management Relations Act (LMRA).

Specifically, the plaintiff alleged that the University breached a collective bargaining agreement, as well as breached the implied covenant of good faith and fair dealing, arising out of his termination and asserted claims for intentional and negligent infliction of emotional distress. Bond moved to dismiss the complaint against the University on the grounds that plaintiff's claims were preempted by § 301 of the LMRA and the motion was granted. Moreover, because the co-defendant union also successfully moved to dismiss the claim asserted against it (for allegedly acting in bad faith by refusing to arbitrate his claim), the entire suit was dismissed by the court because plaintiff was unable to assert a viable hybrid claim.







In 2023, Bond successfully defended SkyHop, a national airline crew transportation service, against an initial Teamsters unionization attempt. However, in 2024, the Teamsters narrowly won certification and swiftly moved to assert pressure through aggressive bargaining tactics.

Negotiations for an initial labor agreement began in October, but after just three bargaining sessions, the Teamsters escalated matters with a pre-Thanksgiving strike—timed to cause maximum disruption during the holiday travel season. Their actions threatened airline operations by interfering with the transportation of flight crews at major airports, including JFK and Newark, as well as key hotels in midtown Manhattan.

Recognizing the urgency of the situation, Bond attorneys worked tirelessly over the Thanksgiving holiday to secure a temporary restraining order (TRO) from the Queens County Commercial Division of the Supreme Court. The TRO, granted under the rarely used New York Labor Law Section 807. provided emergency relief based on concerns over disorderly conduct, breach of the peace and safety risks, and, as such, among other things, prohibited the strikers from physically blocking SkyHop's vans that transport flight crews to and from the airports.

The Teamsters immediately sought to overturn the TRO, filing an emergency appeal at the Appellate Division, but Bond successfully defended it, ensuring continued stability in SkyHop's critical operations. The trial court has since held a weeklong evidentiary hearing and issued a preliminary injunction in favor of SkyHop, granting broader relief than sought in the TRO.

This case highlights Bond's strategic experience in high-stakes labor disputes. particularly in the transportation and aviation industries. By leveraging deep legal knowledge and swift action, Bond protected SkyHop's business continuity while setting a precedent for combating disruptive labor tactics.

As the matter proceeds, Bond remains committed to securing a favorable resolution for SkyHop and reinforcing our reputation as a trusted legal partner in complex labor relations challenges.

Louis P. DiLorenzo, Mark A. Berman, Raymond J. Pascucci and Patrick J. Caldarelli handled this matter.

Holding Parties Accountable in a High-Stakes Real Estate Dispute

Bond successfully represented EMRES in a complex commercial real estate dispute involving a \$71.5 million transaction. EMRES, the seller, had entered into an agreement with a California-based buyer to sell the property. However, when the buyer failed to fulfill its contractual obligations, EMRES turned to Bond to enforce its rights under the contract.

Pursuing swift and strategic legal action, Bond's team initiated litigation in California, seeking to recover \$400,000 in liquidated damages as well as attorneys' fees. Bond aggressively advocated for our client, filing a motion for summary judgment to expedite the resolution of the case. The court ruled in Bond's favor, granting the motion and affirming the enforceability of the contract's provisions.

Following this key victory, Bond negotiated and secured a stipulated judgment against the buyer for \$440,000 plus interest. This outcome not only ensured our client recovered the damages owed but also reinforced the importance of holding parties accountable in high-value real estate transactions.

Bond's litigation team remains dedicated to delivering strong results for our clients, combining deep legal expertise with a commitment to protecting their business interests.

Jeffrey F. Allen and Jeremy M. Sher handled this matter.

Ensuring Compliance with Health and Immunization Laws

After students in several school districts were excluded from school attendance and activities because they were not immunized, Article 78 petitions were filed by four families in four different school districts to reinstate the students despite their failures to comply with New York State (NYS) immunization requirements. Petitioners named as respondents the school districts and the NYS Department of Health, alleging the students' due process rights had been violated by the immediate exclusions from school.

As a result, petitioners argued, the students should be reinstated to school despite the lack of immunizations. Bond attorneys successfully responded to the four different petitions, ensured compliance with relevant NYS health and immunization laws, and helped the schools protect the health, safety and welfare of the students and families in their districts. Ultimately, the Article 78 petitions were dismissed or withdrawn.



Laura M. Purcell, Sara E. Colacino, Jennifer M. Schwartzott, Jeffrey F. Allen, Claire G. Bopp and Jeremy M. Sher handled these matters.

Cutting Edge Bankruptcy Representation in the Crypto Space

Bond was engaged by Coin Metrics, Inc. in connection with the seminal cryptocurrency bankruptcy case of FTX Trading LTD., et al., pending in the United States Bankruptcy Court for the District of Delaware, and in their companion case in the Supreme Court of the Commonwealth of the Bahamas. This was the first instance in which a bankruptcy court estimated the value of cryptocurrency-based claims and conducted a valuation of crypto-type assets.

Coin Metrics, Inc. was retained by the FTX Debtors as an expert to provide pricing for certain spot assets listed on the FTX exchanges. Coin Metrics' assignment was to assist the FTX Debtors in determining the value of claims on accounts of digital assets as of the date and time of the filing of the FTX Debtors' bankruptcy petitions. More specifically, Coin Metrics provided pricing for 428 spot assets, including spot tokens and stablecoins.

Bond counseled Coin Metrics, Inc., one of the leading providers of cryptocurrency network data, in its preparation of detailed reports based upon existing data products and methodologies developed by Coin Metrics. Thereafter, Bond represented Coin Metrics, Inc. with respect to contested bankruptcy claims estimation hearings, at which the objections of those few FTX stakeholders who disputed the methodologies were considered and ultimately substantially overruled by the Bankruptcy Court.

Edward J. LoBello handled this matter.

Successful Defense of Regulatory Inquiry and Investigation of Financial Institution

Bond successfully defended a financial institution against multiple complaints resulting in a regulatory inquiry and investigation concerning its mortgage services. Specifically, the New York State Department of Financial Services issued an inquiry and opened an investigation regarding the financial institution's mortgage services based on consumer complaints.

Bond conducted an internal investigation of the matter and prepared a formal response to the regulator on behalf of the financial institution. Based on the response provided by Bond, the New York State Department of Financial Services discontinued its inquiry and concluded its investigation with no action taken. Bond counseled the client throughout the matter, including a review of the applicable laws and regulations. Bond's collaboration among the financial institutions regulatory, litigation, employment law and real property practice areas resulted in a favorable outcome for our client.

Dori K. Bailey, J.P. Wright, Kerry W. Langan, Savanna P. Klinek, Haley R. Ouellette and paralegal Kristin M. Doner handled this matter.

Community Beer Works Acquires Thin Man Brewery



Bond recently assisted its long time Buffalo-based craft brewery client Community Beer Works (CBW) in acquiring all of the essential operating assets of Thin Man Brewery of Buffalo (Thin Man), significantly increasing CBW's production capacity, physical footprint and distribution network, while transforming CBW into one of the largest craft breweries in Western New York.

Bond is proud to have represented CBW since its inception, as it grew from its original garage-based one-barrel (bbl) facility opened in 2012, to its expansion to a 5,000 sf/20-bbl facility in 2018. Now, with CBW's 2024 acquisition of Thin Man's assets, in addition to its existing 20-bbl facility, CBW also operates the 35,000 sf/30-bbl brewery formerly operated by Thin Man, as well as an associated tap room/restaurant formerly operated by a separate entity. CBW and Thin Man have both won multiple awards at national and state beer competitions, and CBW will continue to brew beer under both labels.

While the CBW and Thin Man business teams were aligned on the overall transaction, the deal was complicated by the existence of new market tax credits in connection with Thin Man's prior operations, the assumption of multiple existing leases, financing issues and the need to coordinate multiple federal and state regulatory approvals. Since neither federal nor state alcohol licenses are transferrable, CBW had to apply for both a new federal Brewers Notice and multiple New York State Liquor Authority licenses. Bond was able to provide guidance on these issues and handle the new licenses needed.

Michael Donlon handled the corporate aspects of the transaction and Charles (Chip) Grieco handled the licensing and regulatory work.





Court Upholds Reduced Verdict in Employment Case

> Bond represented its client Foxmar, Inc., resulting in a significant legal victory. The U.S. Court of Appeals for the Second Circuit upheld a reduced damages award in a case involving a former employee of Foxmar. Initially, a jury awarded the former employee \$3.2 million, including \$3 million in punitive damages, after he alleged wrongful termination. However, the trial court found the damages excessive and ordered a new damages trial.

In December 2022, a second jury awarded the employee \$55,000 in compensatory damages, significantly less than the original amount. The employee appealed, arguing that the district court erred in setting aside the initial award. However, in January 2024, the Second Circuit affirmed the lower court's decision, rejecting his claims. The court noted that the damages awarded in the initial verdict were disproportionate and unsupported by the evidence presented.

The ruling reinforces the principle that punitive damages must align with actual harm suffered. The Supreme Court subsequently declined to review the case, finalizing the outcome. This decision affirms the fair and balanced approach of the judicial system in employment disputes.

Michael D. Billok, Paul J. Buehler III. Rebecca J. La Point and Mara D. Afzali worked on this matter.

A Sound Defense: Recordings **Play Key Role in Education Matter**

In August 2024, Bond successfully defended the board of education and BOCES in a special proceeding brought in a New York court by a teacher subject to administrative discipline.

The teacher sought a judgment to exclude recordings of their abusive statements made to and about the students. with disabilities in the class. The teacher claimed that the recordings were the product of illegal eavesdropping. Prevailing in the proceeding, Bond obtained an order holding that the recordings were lawfully obtained under New York's vicarious consent doctrine. As a result, Bond's clients were able to introduce the recordings against the teacher in an administrative disciplinary proceeding.

Kate I. Reid and Jeremy M. Sher worked on this matter.

minimum

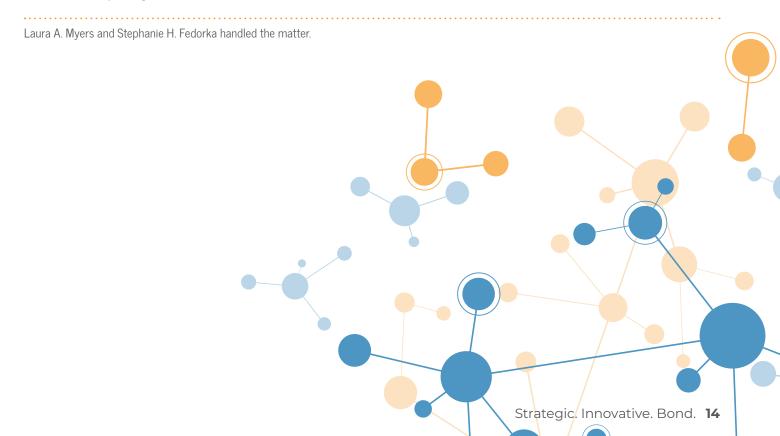


Bond represented the Rochester Institute of Technology (RIT) in the defense of an Article 78 proceeding filed by a former student. The student filed a petition seeking a judicial review of the determination of RIT's Title IX administrative board, which found that an accused former student had not violated the school's sexual misconduct policy.

The petitioner accused the other student of sexual misconduct and assault. RIT, after performing an investigation and conducting a hearing, issued a decision that the accused student was not responsible for violating RIT's sexual misconduct policy. Bond, on behalf of RIT, filed a motion to dismiss the Article 78 petition, alleging that the petitioner did not have standing to challenge the underlying administrative determination, because it required the petitioner to have an injury in fact.

The court dismissed the petition in favor of RIT, finding that because no disciplinary or other adverse action was taken against the petitioner, the student complainant had not suffered an injury as a direct result of RIT's determination.

This matter is important because Bond was unable to find any case law where a student who was the complainant in the underlying Title IX complaint, had then filed an Article 78 action to try to reverse the institution of higher education's finding of "no violation." All of the case law that was identified and reviewed involved an accused student filing an Article 78 action to reverse a university's disciplinary action against them after they were found responsible for a violation of policy.





In a significant employment litigation matter before the Northern District of New York, Bond successfully defended a client against a lawsuit filed by the plaintiff. Bond's strategic approach to discovery and steadfast advocacy ultimately led to a favorable resolution of the case.

During the exchange of written discovery and document production, Bond attorneys identified that the plaintiff had failed to produce relevant text messages exchanged with a coworker—critical evidence to the case. Despite multiple requests, the plaintiff did not comply, prompting Bond to serve a Notice to Inspect her cell phone for the missing communications. The plaintiff opposed the request, which led to Bond filing a motion to compel a forensic examination of the device.

The court granted Bond's motion, ordering the plaintiff to present her phone for forensic review and prohibiting the deletion of any information. However, when the examination was conducted, it was discovered that the phone presented for inspection had been wiped clean of all old data and messages. When brought to the court's attention, the plaintiff explained she purchased a new phone just before the forensic examination and that none of her prior data had been transferred.

Recognizing the severity of this spoilation of evidence, Bond filed a motion for sanctions, requesting reimbursement of costs and fees related to the forensic examination, as well as an adverse inference against plaintiff at trial for the destruction of evidence.

While the motion for sanctions was pending, both parties filed motions for summary judgment. Before ruling on summary judgment, the court issued a decision granting Bond's motion for sanctions in part, ordering plaintiff to pay more than \$32,000 in costs and attorneys' fees. This substantial award facilitated meaningful settlement discussions, leading to a prompt and favorable resolution for our client.

This case highlights Bond's commitment to protecting our clients' interests through meticulous discovery practices and aggressive litigation strategies. By uncovering critical evidence mismanagement and securing appropriate sanctions, Bond reinforced the integrity of the judicial process while achieving a just outcome for our client.

Rebecca K. Kimura and Michaela J. Mancini handled this case.

Bond Goes Big League



Sitting in a bullpen in the summer of 1977, Portland Maverick lefthander Rob Nelson came up with an idea that has had a lasting impact on the game of baseball: shredded bubble gum in a pouch. He named it Big League Chew[®]. Rob took a swing at his first homemade batch of Big League Chew on Feb. 6, 1979 (Babe Ruth's birthday!) and with the help of teammate and former Yankee great Jim Bouton, Rob's gum officially hit the retail shelves in 1980.

Since then, Big League Chew has sold over 1 billion pouches and is designated as the "Hall of Fame Bubble Gum" by the National Baseball Hall of Fame in Cooperstown, New York. Since 2010, Big League Chew licensed Ford Gum & Machine Company, located near Buffalo, New York, to manufacture the shredded gum product.

Big League Chew and Ford Gum enjoyed an excellent relationship until 2021, when Ford Gum was acquired by a private equity firm. Shortly after Ford Gum was acquired, the relationship with Big League Chew began to sour. In 2024, Ford Gum filed a fraudulent application with the United States Patent & Trademark Office (USPTO) and asserted it owned the unique shredded bubble gum trade dress that Big League Chew invented 45 years ago. When Big League Chew demanded Ford Gum withdraw its fraudulent application, Ford Gum refused and insisted it is the rightful owner of Big League Chew's iconic product.

In November 2024, Bond filed an action against Ford Gum in the Federal District Court for the Northern District of Illinois. The lawsuit alleges that Ford Gum, in violation of the Lanham Act and licensing agreement with Big League Chew, blatantly sought to steal Big League Chew's intellectual property, specifically its iconic shredded gum trade dress. Ford Gum's willful infringement threatened the very existence of Big League Chew. The lawsuit, which has been featured in The New York Times and Bloomberg News, seeks to prevent Ford Gum from further breaches of its licensing agreement and continuing to make unauthorized and misleading trademark claims.

In ruling on Bond's motion for a preliminary injunction, the Magistrate Judge found that Big League Chew had established "superior rights" to the shredded gum trade dress. While the case continues, Bond is confident Big League Chew will successfully prevail and remain one of the world's most recognizable brands of bubble gum.

Jeffrey F. Allen, Edward P. Hourihan, Jr., Jeremy M. Sher, Terria P. Jenkins and Jéla M. Paul worked on this matter.

Strategic. Innovative. Bond. 18

Funding for Innovation Center ... and Beyond

In 2024, Bond represented Hamilton College in connection with a \$59,285,000 public bond financing through the Oneida County Local Development Corporation.

Proceeds from the sale of the bonds, together with other available funds of the college, will finance the design, construction and equipping of the college's new academic building, known as the Innovation Center. The financing also provided funding for other improvements throughout the college's campus, and refinanced outstanding bonds issued in 2013 to finance construction of a theater and studio arts building and to convert the former theater building into a student residence hall. The bond financing was underwritten by Barclays Capital Inc.

Matthew N. Wells, Paul W. Reichel, Thomas W. Simcoe, Thomas R. Clifford and Philip K. Grommet worked on this matter.

Victory in the First Department: Full Dismissal in Podiatric Malpractice Case

The Appellate Division of the First Department unanimously overturned a lower court's ruling and granted complete dismissal of all claims against Bond's clients in a podiatric medical malpractice case.

The First Department's decision marks a significant victory for Bond's clients (podiatrists) and sets a precedent for future medical malpractice litigation involving a claimed injury of Reflex Sympathetic Dystrophy Syndrome (RSDS). In dismissing, the First Department fully embraced the arguments set forth in the appeal and Bond's motion for summary judgment, concluding that Bond's clients maintained the appropriate standard of care throughout their limited engagement with the plaintiff.

Furthermore, the Court found that even if there had been a deviation from the standard of care, Bond's clients were not the proximate cause of RSDS in that the plaintiff's expert failed to demonstrate how the symptoms of RSDS would have been less severe, if diagnosed earlier. This ruling not only exonerates Bond's clients but also reinforces the principle that not all medical outcomes can be controlled and that healthcare providers should not be unfairly penalized for unforeseeable results.

s omes on fairly

John F. McKay, III handled the litigation of this matter and the appeal in the First Department was orally argued by Justin C. Tan.

Jury Verdict in Favor of Village in Dispute Over Dunkin' Donuts Building Permit

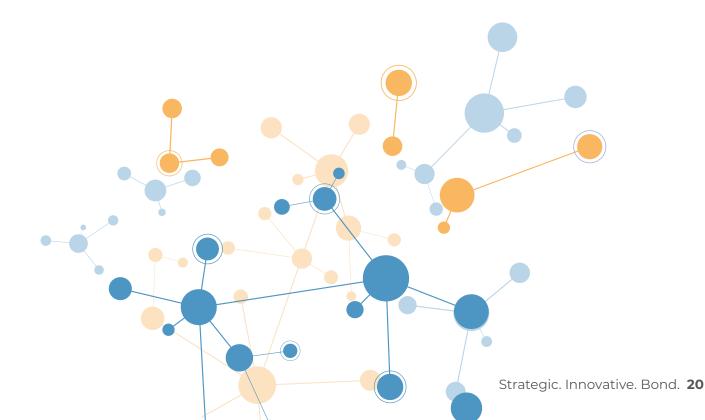
In a notable victory, Bond successfully defended the Village of Larchmont (Village) against an action brought by a commercial property owner who applied for permits to convert a former bank into a drive-through Dunkin' Donuts.

The property owner sued the Village under the equal protection clause of the U.S. Constitution, contending that the Village singled it out and unjustly refused to vote on its application, preventing it from fulfilling its lease with a Dunkin' Donuts franchisee.

Bond's trial team meticulously prepared the case, navigating through intricate aspects of constitutional law and municipal regulations. In advance of trial, the Court granted Bond's pre-trial motion, precluding the property owner from introducing a second claim for equitable relief on the eve of trial. During the subsequent five-day jury trial,

Bond presented a compelling defense, demonstrating that the Village's actions were consistent with its established land use regulations and were not motivated by any discriminatory intent. The jury recognized the merit of Bond's arguments and returned a verdict in favor of the Village. This case underscores Bond's considerable experience in trial advocacy as well as the firm's commitment to defending the interests of our municipal clients. The trial team was supported by seasoned attorneys from the firm's litigation and property departments, who consulted on various environmental and evidentiary issues that came up during trial, showcasing Bond's collaborative approach to securing favorable outcomes for our clients.

Daniel J. Pautz and Mara D. Afzali handled the matter with assistance from Rvan P. Keleher.





Bond celebrated a significant victory in the New Jersey Appellate Division for longtime client Travelers Insurance. The case revolved around a scheme perpetrated by Robert J. Triffin, a notorious litigant who has filed over 15,000 lawsuits in the past decade. Although Triffin passed the bar, he was denied admission to practice law due to his failure to pass the character and fitness screening, a decision that proved prescient. The Appellate Division affirmed Travelers' application for summary judgment, dismissing the lawsuit and awarding over \$30,000 in sanctions against Triffin.

Triffin's modus operandi involves targeting large corporate defendants and financial institutions in a litigation shakedown, relying on the likelihood that these well-funded defendants will settle early to avoid the costs of protracted litigation. His scheme typically begins when an insurance check is electronically deposited, followed by the payee cashing the check at a checkcashing storefront. The bank subsequently dishonors the check submitted by the check-cashing facility, and Triffin then takes an assignment to collect on the dishonored check, proceeding to sue both the bank and the payor, in this case, Travelers.

The complexities of these lawsuits involve nuances of the state's Uniform Commercial Code and regulations drafted by the Federal Reserve System in response to the Check Clearing for the 21st Century Act, which legitimized substitute truncated checks as equivalent to originals. Bond attorneys skillfully dismantled Triffin's scheme, earning accolades and requests to discuss the issues and decisions with other counsel and those well-versed in Triffin's litigation tactics.

Barbara Marissa Maisto and Thomas A. Martin handled this matter.

Bond attorneys skillfully dismantled Triffin's scheme, earning accolades and requests to discuss the issues and decisions with other counsel and those well-versed in Triffin's litigation tactics.

Securing Institutional Integrity in Higher Education

> In a year marked by significant challenges in the higher education sector, Bond successfully defended several academic institutions against legal claims that sought to challenge their administrative, academic and disciplinary decisions.

At New York University, Bond represented the College of Dentistry in two separate cases filed by former students alleging disability discrimination, retaliation and breach of contract. In both matters, Bond argued that the claims improperly sought to challenge academic decisions that should have been brought under an Article 78 proceeding—claims that were time-barred. The New York Supreme Court dismissed one case entirely, a decision later upheld on appeal, while the U.S. District Court for the Southern District of New York dismissed the second case in full, with no appeal filed.

At the Fashion Institute of Technology (FIT), Bond defended the school in litigation brought by a former resident assistant who alleged her removal from the position for posting a pro-Palestinian poster was arbitrary and violated her First Amendment rights. Bond successfully moved to dismiss both her Article 78 petition and a subsequent plenary action, while also opposing her attempt to consolidate the cases. The court ruled entirely in FIT's favor, and a motion for reconsideration was denied. The plaintiff has appealed.

At the University of Mount Saint Vincent, a former physician assistant student challenged her dismissal after misrepresenting her credentials. She filed a hybrid Article 78 petition alongside various discrimination, defamation and contract claims. After extensive litigation—including a denied attempt to secure an emergency injunction for reinstatement—Bond prevailed in full. The court dismissed all claims, denied the Article 78 petition and rejected the plaintiff's attempt to sever the claims.

These cases highlight Bond's ability to navigate complex legal issues in higher education, securing decisive victories that uphold academic integrity and institutional autonomy.

Rebecca K. Kimura handled all of these cases, with Mallory A. Campbell assisting on the New York University matters.



In a complex and high-stakes case, Bond successfully defended a hospital and its CEO against wrongful claims brought by a former physician. The plaintiff alleged racial discrimination and a hostile work environment, along with various contract-related claims. Bond swiftly moved to dismiss all claims except for the discrimination allegations, and the court granted our motion.

As the case progressed, the plaintiff attempted to secure a default judgment against the hospital's CEO, despite failing to serve him properly. Bond attorneys countered with a motion to dismiss for lack of personal jurisdiction, which was granted. Undeterred, the plaintiff then filed a nearly identical lawsuit against the CEO but failed to disclose this related case to the court or to Bond's team. Without Bond's client's knowledge, the plaintiff obtained a default judgment, leading to a \$2 million award against the CEO.

Upon discovering this second action, Bond acted immediately, filing a motion to vacate the judgment and seeking sanctions against the plaintiff for improperly pursuing the case. The court not only vacated the judgment but also awarded Bond its full legal fees. The court has since granted Bond's motion to dismiss the entire action against the CEO.

This case underscores the importance of vigilance, strategic advocacy and unwavering commitment to protecting our clients. Through careful litigation and decisive action, Bond prevented an unjust outcome and held opposing counsel accountable for their misconduct.

Rebecca K. Kimura and Jason F. Kaufman handled this matter.





As an arbitrator for the Court of Arbitration for Sport (CAS), Bond attorney Kristen J. Thorsness was invited to serve on the international body charged with settling legal disputes during the 2024 Paris Olympic Games.

Founded in the 1980s by the International Olympic Committee (IOC), CAS oversees disputes for the worldwide Olympic Family and its international federations, Fédération Internationale de Football Association (FIFA), International Tennis Federation (ITF), Formula 1, the World Anti-Doping Agency and numerous national sports federations.

Thorsness' own pedigree as an Olympic gold medalist made her a logical choice for the Paris assignment – she was part of the U.S. & BOND women's rowing team that brought home gold from the 1984 Olympics in Los Angeles and brings a lifetime of experience as an athlete at all levels of competition to her legal practice. At Bond, where she has been of counsel since 2023, Thorsness focuses on athletics regulation, specifically gender equity in athletics (Title IX). She also serves as an arbitrator and on adjudicative panels for the U.S. Olympic & Paralympic Committee - work that positions her to provide practical guidance to universities, colleges and school districts navigating Title IX's regulatory requirements for athletic programs.

During her time in Paris, Thorsness heard one case as part of a three-person panel and also served as a sole arbitrator on three other disputes involving weightlifting, water polo, swimming and track & field. When she wasn't working alongside arbitrators from Australia, Austria, China, Egypt, England, France, Iran, Paraguay and Switzerland – she was able to witness elite athletes competing in the world's biggest arena.

"All of these experiences, meeting interesting people from around the world, it enriches you in ways that you may not even be aware of in the moment," Thorsness said. "I've always thought globally - but I think this experience, having been abroad for a month, has increased that. It's easy to have blinders on and only see what's in front of you in your own little milieu- and being around people who think differently and come from completely different cultures, is inevitably going to be a learning and growing experience."

Thorsness' path to Olympic gold originated at the University of Wisconsin, where she was an undergraduate student and went out for the rowing team. After her senior year, she tested and qualified for the U.S. national rowing team and went on to win three World Championship silver medals and multiple U.S. national championships between 1982 and 1988. The 1984 U.S. women's rowing team was the first of its kind to win Olympic gold, and Thorsness, an Anchorage native, was the first Alaskan to win an Olympic medal of any color.

She retired from rowing after a shoulder injury in 1988, with a semester still to go at Boston University School of Law. Since then, she has volunteered as a rowing referee and served on the board of directors for U.S. Rowing. She has served on CAS for three years and hopes she'll be invited to return to Los Angeles as an arbitrator for the 2028 Summer Games.

"I would not jump at the chance to return to the Olympics. I would leap."



At Bond, we believe that a range of perspectives and experiences within our ranks makes us better lawyers and a stronger law firm. We proudly value our racial, ethnic, cultural, social, gender, sexual orientation, gender identity, religious and other personal differences. Our firm invites and encourages people from a wide array of backgrounds to join our team. We are dedicated to fairness, mutual respect and equal opportunity to help our team, our clients and our communities flourish.

Our commitment to valuing different perspectives and experiences remains at the core of our mission, driving innovation and excellence in our legal practice.

The development of our attorneys remains a key focus for us, and we have invested in ongoing training and learning opportunities for our lawyers. By promoting continuous growth and understanding, we empower our team to better serve our clients and address the evolving challenges of the legal profession.

Our dedication to the communities in which we live and work remains a core value of Bond. We have actively supported various initiatives and organizations that align with our values, reinforcing our commitment to making a positive impact beyond our firm walls.

Together, we are building a culture that celebrates our differences and unites us in our common goals. We believe that by embracing a wide range of perspectives, we can achieve greater success and drive meaningful change.

We look forward to another year of growth, learning and collaboration.



Kimberly Wolf Price Chief Strategy Officer Firm Diversity Officer



Sanjeeve K. DeSoyza Member Management Committee Liaison to Diversity Committee

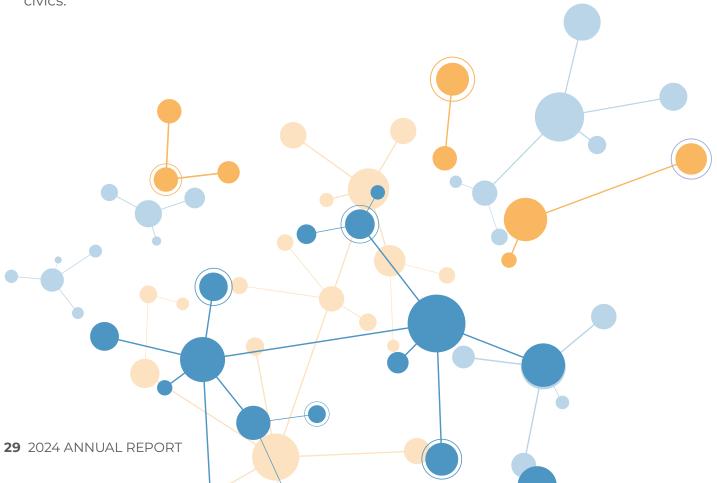


Suzanne M. Messer Chair Women's Initiative

The following is an abbreviated list of activities in 2024:

- Bond was included in Bloomberg
 Law's Fourth Annual Diversity, Equity
 and Inclusion (DEI) Framework list.
 The framework recognizes law firms
 for their performance across six pillars:
 recruitment and retention, leadership
 and talent pipeline, business strategy and
 innovation, firm demographics, diversity
 and inclusion, and marketing and
 disclosure.
- Donated to The New York Bar
 Foundation's Veterans Campaign. This
 fundraising effort assists veterans by
 providing access to a variety of legal
 services, including housing matters,
 access to medical care, child support
 and veteran status and benefits.
- Sponsored Youth Law Day at Syracuse University College of Law, a program that brings students from high schools across Central New York into law schools to learn more about careers in the law. Kim Wolf Price (Syracuse) gave a presentation on civics.

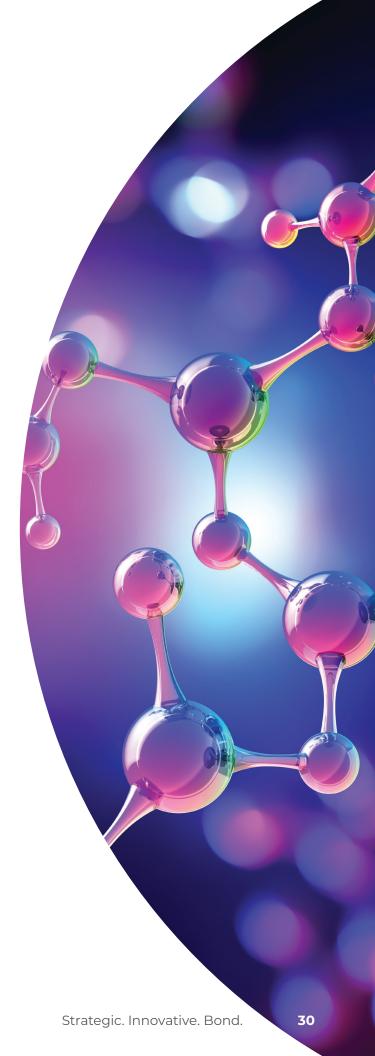
- Bond attorney Stephanie Fedorka (Rochester) became a director on the board of the Puerto Rican Bar Association.
- Sponsored the 2024 Collaborative Bar Leadership Academy (CBLA), which is hosted by the Hispanic National Bar Association's Vision in Action Fund (HNBA VIA Fund).
- Sponsored Run the Redline, an event by CNY Fair Housing, a nonprofit dedicated to eliminating housing discrimination in Central and Northern New York. (Syracuse)
- Provided comprehensive training to attorneys and senior staff on the benefits of inclusive practices in hiring and review processes. The discussion focused on continuing to assess candidates based on merit, skill and organizational need.



WOMEN'S INITIATIVE

Bond's Women's Initiative is proud to share the following notable achievements from 2024:

- Bond was responsible for bringing the first Girls Rule the Law (GRTL) event to Upstate New York. This event was held at Syracuse University, and more than 200 high school students attended. The event focuses on teaching the students about the varied career paths available within the law. Many of our Bond attorneys and staff served on the planning committee, as panelists and/ or speed mentors to the students that attended. (Syracuse)
- Bringing attention to Women's History
 Month through a raffle highlighting
 women-owned businesses, with proceeds
 donated to the nonprofit organization, Girls
 Rule the Law, which inspires and empowers
 women and men of underrepresented and
 underprivileged backgrounds to seek a
 career in the legal, legislative and judicial
 fields.
- Bond was listed in Law360's 2024 Women in Law Report as one of the top 10 U.S. law firms with 251-600 attorneys that boast a high percentage of female equity partners. The firm ranked eighth in the country in this category.



Bond in the Community

Bond attorneys and staff devote time each year to pro bono representation and to serving in our communities, on the boards of more than 100 entities, including legal aid societies, volunteer lawyer projects and various other civic organizations. Additionally, the firm participates in a variety of community activities, such as parades and local events, to further engage with and support the places where we live and work.

Pro bono legal assistance is generally provided through nonprofit legal providers and in conjunction with court programs. This legal assistance allows our lawyers to assist individuals and communities in need.

Engaging in pro bono work helps our neighbors who could not otherwise afford private legal representation. It allows our attorneys to give back to society and uphold the ethical standards of the legal profession. Pro bono work is crucial for a fair and just legal system.

Our firm is deeply committed to making a positive impact through community service and engagement. This dedication to service reflects the firm's core values.

A sampling of our 2024 activities follows:

COMMUNITY SERVICE

- Through CenterState CEO's Generation Next initiative, Bond sponsored tickets for the performance and reception of the production "Clyde's" at Syracuse Stage. (Syracuse)
- In May, Bond hosted its third SIPS FOR SUNRISE wine and food tasting event held at the firm's Melville office. The event raised money for Sunrise Day Camps, which supports children with cancer and

their siblings by providing them both with the opportunity to attend summer camp for free. The event brought many people together from the Long Island business community, who enjoyed great food and wine all donated by many of the best Long Island restaurants and vineyards. As a result of the event, the Bond team was one of the top team fundraisers for Sunrise Day Camps. (Melville and Garden City)







(L-R) Albany - House of Troy Children's Holiday Program, Buffalo - Go Red For Women, Melville - Sips for Sunrise







(L-R) Naples - Food Drive, New York City - Bowery Bottomless Closet, Rochester - 2024 Pride Parade

- Marched in Pride parades in Syracuse, Rochester and Buffalo through the work of Bond Pride, the firm's LGBTQ+ affinity group, and was a sponsor of the Albany parade. Participants marched behind a Bond banner and wore custom Bond Pride hats.
- Sponsored a table at World Refugee Day in Syracuse and donated it to the Volunteer Lawyers Project of CNY. This allowed community members to connect with the organization during the event, which honored refugees and celebrated their resilience.
- Attorneys and staff from the Naples office volunteered with Helps Outreach. They assisted with moving their food pantry and supplies and rearranged their showroom. Since 1999, Helps Outreach has provided the Naples community with food, clothes and other necessities. (Naples)
- Referred to us by the Suburban Housing Authority, the Melville and Garden City offices collected monetary donations to purchase holiday gifts for a family in need. (Long Island: Melville and Garden City)
- The Naples office raised monetary donations for the Wounded Warrior Project. (Naples)

- During the summer months, the NYC and Westchester offices collected clothing donations for The Bottomless Closet and The Bowery Mission. (Westchester and New York City)
- For the Thanksgiving holiday, the Rochester office put together over 10 Thanksgiving food boxes for families in need. This event was hosted by the Small Business Council, an affiliate of the Greater Rochester Chamber of Commerce. Our Westchester and New York City offices gathered food items for the organization, Feed Westchester.
- The Buffalo office hosted a Taste of BOND event to benefit FeedMore of Western New York. (Buffalo)
- During the winter holiday, the Syracuse office participated in the 2024 Holiday Gift Program with Huntington Family Center to provide gifts for families in need. (Syracuse)
- In October, the Bond offices in Syracuse, Rochester and Buffalo participated in a variety of activities to benefit the United Way throughout the month. Additionally, these Bond offices participated in the United Way's Day of Caring. Each year, thousands of volunteers in the community donate their time to volunteer at over 100 local nonprofits.

^{*} As of May 5, 2025, all Garden City and Melville attorneys are in Bond's Long Island office.

- In collaboration with the United Way of Central New York, Bond staff and attorneys took part in a weekly program called Book Buddies, where they helped children in local elementary schools with their reading and literacy skills. (Syracuse)
- The Buffalo office held a Buffalo Bills Tailgate to benefit Victory Sports. Victory Sports helps under-resourced schools, leagues, teams and athletes obtain the equipment they need to play and compete in sports. (Buffalo)
- The Naples office assisted Kids4aCause, a local nonprofit, with their project Treats4Troops Halloween candy donation. Candy was collected and sent to sailors deployed aboard the USS Wasp & USS Truman. (Naples)
- The 2024 Bond summer law clerks volunteered at the Central New York (CNY) Diaper Bank. The CNY Diaper Bank works to ensure that all families have access to an adequate supply of diapers for their babies and toddlers. (Syracuse)

- Held by the CenterState CEO and the Rescue Mission, the Syracuse office participated in the annual Mark J. Palumbo Memorial Clothing Drive, collecting gently used winter clothing for families in need. (Syracuse)
- During the holiday season, the Buffalo office participated in Adopt-a-Family, sponsored by Child & Family Services.
- Hosted by the Education Success
 Foundation, the Rochester office took part
 in a Back2School Blitz, donating school
 supplies to students in the Rochester area.
- The Buffalo office participated in Pack-a-Backpack, a school supply drive. All donated supplies are distributed by Boys & Girls Clubs of Buffalo in time for the first day of school. (Buffalo)
- The Albany office participated in a winter holiday gift tag program for The Unity House of Troy, providing gifts for families in need. (Albany)

#InspireInclusion



(L-R) **Summer Associates** – Diaper Bank Volunteer Event, **Syracuse** – United Way Day of Caring Award, **Westchester** – International Womens Day

JUSTICE FOR ALL (PRO BONO)

- Bond was selected as the 2024 Law Firm Pro Bono Champion by the Volunteer Lawyers Project of CNY for outstanding contributions to providing pro bono legal services and promoting equal access to justice. Syracuse Bond attorneys assisted in kick-starting a help center clinic for the 5th Judicial District. (Syracuse)
- Giuseppe Franzella (Melville) and Kristy Weglarz (Melville) were honored by the Nassau County Bar Association for their pro bono service on landlord-tenant matters at the Nassau District Court.
- Mitch Banas, Kevin Cope (both Buffalo). Jeremy Sher (Rochester) and Mike Wolford (Rochester) were listed on The United States District Court for the Western District of New York Annual Pro Bono Honor Roll for providing pro bono representation from July 1, 2023, to June 30, 2024. The court acknowledged 79 attorneys, including four from Bond

- Bond received recognition by the Suffolk County Pro Bono Foundation, Nassau Suffolk Law Services and the Suffolk County Bar Association for the most Suffolk County pro bono project clients by a medium-sized law firm. (Long Island: Melville and Garden City)
- Eight Bond attorneys across multiple offices received recognition in 2024 for the 2023 New York State Bar Association (NYSBA) Empire State Counsel honor. (Albany, New York City, Rochester, Syracuse)
- Attorneys in our Melville/Garden City offices volunteered for the Community Legal Help Project through the Nassau County Bar Association, providing advice to low-income individuals in the area. (Long Island: Melville and Garden City)
- Numerous Bond Attorneys serve on the boards of legal services providers across our many offices.





New Members of Bond

Each year, the members (partners) at Bond elect senior counsel and associates to join the ranks of the membership.



Paul J. Buehler III Member Labor and Employment Albany



Nicholas P. Jacobson Member Labor and Employment Rochester



Timothy N. McMahon Member Litigation Syracuse



Amy G. Rhinehardt Member Property Syracuse



Michael Sheridan Member Collegiate Sports Kansas City

New Attorneys to Bond

The following experienced attorneys joined Bond in 2024.



Eugene R. Barnosky Of Counsel School Law Long Island



Erin M. Callahan Member Labor and Employment Albany



Robert H. Cohen Of Counsel School Law Long Island



Sara E. Colacino Member Labor and Employment Rochester



Lindsay T. Crocker Senior Counsel School Law Long Island



Amy L. Earing Member Trust and Estate Albany



Allison Gabala Senior Counsel **Environmental and Energy** Newark



Mara N. Harvey Senior Counsel School Law Long Island



Tracie L. Lopardi Member Labor and Employment Buffalo



Anne M.McGinnis, Ph.D. Member Labor and Employment Rochester



Michelle K. Piasecki Senior Counsel **Environmental and Energy** Albany



James A. Pilon Of Counsel **Property** Naples



Laura M. Purcell Member Labor and Employment Rochester



Lauren Schnitzer Senior Counsel School Law Long Island



Jeffrey J. Weiss Member Labor and Employment Buffalo

New Associates at Bond

The following joined Bond in 2024 and are now Associates.



Patrick J. Caldarelli Associate Labor and Employment **New York City**



Alexander J. Casper Associate Property Syracuse



Ruthleona N. Clement Associate Business Restructuring, Creditors' Rights and Bankruptcy Long Island



Hilda M. Curtin Associate Labor and Employment Albany



Leah Dawit Associate Litigation Syracuse



Ariyana DeWitz Associate **Business and Transactions** Rochester



Madison Einhorn Associate Labor and Employment Long Island



Josiah H. Elsaghir Associate **Business and Transactions** Naples



Gavin T. Gretsky Associate Labor and Employment Syracuse



Selin Ince Associate Litigation Rochester



Jillian R. Jin Associate Labor and Employment **New York City**



Anthony A. Levitskiy Associate Labor and Employment Syracuse .



Andrew R. Mark Associate Labor and Employment Buffalo



Jéla M. Paul Associate **Business and Transactions** Rochester



Christopher J. Phillips Associate Trust and Estate Buffalo



Rachel N. Roth Associate School Law Long Island



Marc N. Saracino Associate Mergers and Acquisitions Long Island



Colin P. Smith Associate Labor and Employment Rochester



Kathryn M. Stiffler Associate Labor and Employment Rochester



Megan A. Wick Associate Trust and Estate Long Island



Kristina Wieneke Associate Litigation Albany



Jacqueline E. Zahn Associate Litigation Syracuse



Zena Zimmerglass Associate Property Albany



Accolades + Honors

Chambers USA®

Six Bond practice areas were recognized:



- Corporate/Mergers & Acquisitions Upstate New York
- Higher Education Nationwide
- Labor and Employment Upstate New York
- Litigation Upstate New York
- Real Estate Upstate New York

Chambers-ranked lawyers included Monica C. Barrett, Kevin M. Bernstein, Michael I. Bernstein, Louis P. DiLorenzo, Jonathan B. Fellows, Charles D. Grieco, Vincent O. Hanley, Edward P. Hourihan, Jr., Randall M. Odza, Stephen A. Sharkey and Robert R. Tyson.

Best Lawyers® "Best Law Firms"

Bond was recognized nationally in four categories:

- Employment Law Management
- Labor Law Management
- Litigation –
 Labor and Employment
- Sports Law

Bond was also ranked regionally in 79 practice areas.



Chambers RANKED IN

USA

2024

Best Lawyers® and Super Lawyers®

Ninety-seven Bond attorneys were recognized by *Best Lawyers in America*. Twenty-two of the firm's attorneys were recognized as *Best Lawyers in America*: Ones to Watch.

Best Lawyers

Sixty-three Bond attorneys were named New York Super Lawyers, and 24 attorneys were named as New York Super Lawyers Rising Stars.

Super Lawyers®

Best Lawyers® "Lawyer of the Year"

Only one lawyer in any practice area in a city is honored as "Lawyer of the Year." Sixteen Bond attorneys achieved that recognition:

Albany

- Michael D. Billok: Labor Law Management
- Sanjeeve K. DeSoyza: Employment Law Management
- Hermes Fernandez: Administrative/ Regulatory Law

Buffalo

- Vincent O. Hanley: Litigation Land Use and Zoning Law
- Daniel P. Forsyth: Labor Law Management
- Randall M. Odza: Employment Law Management

Kansas City

• Richard J. Evrard: Sports Law

Long Island

 Terry O'Neil: Employment Law – Management

Rochester

• Edward P. Hourihan, Jr.: Construction Law

Syracuse

- Kevin M. Bernstein: Environmental Law
- Stephen A. Donato: Bankruptcy and Creditor Debtor Rights/Insolvency and Reorganization Law
- Peter A. Jones: Labor Law Management
- Larry P. Malfitano: Education Law
- Robert A. LaBerge: Employment Law Management
- Jeffrey B. Scheer: Corporate Law
- Matthew N. Wells: Public Finance Law

Best Law Firm to Work For

Bond was named one of the best law firms to work for in *U.S. News & World Report's* 2024 "U.S. News Best Companies to Work For: Law Firms" list. In compiling its list, the publication evaluated employee sentiment and legal market research data to calculate six metrics used in the list: quality of pay and benefits, work-life balance, job stability, physical and psychological comfort, belongingness and opportunities for professional development.



Ceiling Smasher

Bond was named a "ceiling smasher" in the 2024 Women in Law Report by Law360 for ranking number eight in the country in terms of its percentage of women equity partners for firms in its size category.



In its "2024 Women in Law Report," Law360 reports that while women comprise 40.6% of all lawyers, they make up only 25.9% of equity partners in the industry. Of our 173 members (partners), 52 (31%) identify as women.

Bloomberg Law's 2024 DEI Framework

Bond was named to Bloomberg Law's "2024 Diversity, Equity and Inclusion (DEI) Framework" for the firm's distinguished performance against the Framework's six pillars: recruitment and retention, leadership and talent pipeline, business strategy and innovation, firm demographics, diversity and inclusion and marketing and disclosure.



Impact Maker

Bond Syracuse was recognized at the United Way of Central New York State of Caring Breakfast with this year's Impact Maker Award. United Way noted that Bond's United Way campaign excelled with 100% participation among associates and a leadership team "that's willing to go the extra mile to drive donations."



Pro Bono Champions

Bond was selected as the 2024 Law Firm Pro Bono Champion by the Volunteer Lawyers Project of CNY (VLPCNY), for outstanding contributions to providing pro bono legal services and promoting equal access to justice for those in need in Central New York. The Bond Syracuse attorneys who contributed to this work included: Brian J. Butler, Cecily E. Capo, Alyssa M. Christian, Thomas R. Clifford, R. Christopher Corona, Gianelle M. Duby, David M. Ferrara, Suzanne O. Galbato, Connor C. Ingerson, Savanna P. Klinek, Shannon A. Knapp, Nicole K. Macris, Liza R. Magley, Ryan M. Marquette, Timothy N. McMahon, Elizabeth L. Morgan, Daniel J. Nugent, Hannah K. Redmond, Andrew S. Rivera, Brendan M. Sheehan, Thomas R. Smith (retired), Richard L. Weber, James P. Wright and Kimberly Wolf Price.

Bond also was recognized on Long Island for its pro bono efforts. The firm received a special recognition by the Suffolk County Pro Bono Foundation, Nassau Suffolk Law Services and the Suffolk County Bar Association for the most Suffolk County pro bono project clients by a medium-sized law firm.

Business of the Year Finalist

Bond was selected as a finalist for CenterState CEO's 2024 Business of the Year Awards in the "More than 50 Employees" category. Companies in contention for this award exemplified growth. showcased noteworthy leadership in business and exceeded the standard in their dedication to the community



Individual Accolades & Achievements

Three Bond attorneys were named to the 2025 Lawdragon Guides:

- John M. Bagyi (Albany) was named in the Lawdragon 500 Leading U.S. Corporate Employment Lawyers Guide for the sixth consecutive year;
- Mark A. Berman (New York City) was named one of the Lawdragon 500 Leading Litigators in America: and
- Louis P. DiLorenzo (New York City) was named one of the Lawdragon 500 Leading U.S. Corporate Employment Lawyers as a member of its Hall of Fame for Labor and Employment.

Mitchell J. Banas, Jr. and Kevin G. Cope (both Buffalo) and Jeremy M. Sher and Michael R. Wolford (both Rochester) were among 79 attorneys listed on the U.S. District Court for the Western District of New York Annual Pro Bono Honor Roll, which honored attorneys for providing pro bono representation in the district from July 1, 2023 to June 30, 2024.

Paul J. Buehler III (Albany) was selected as a 2024 Albany Business Review's 40 Under 40 honoree.

Jessica L. Copeland (Buffalo) was recognized at the Buffalo Business First 2024 Women of Influence award luncheon. The award recognized the business acumen and community spirit of 25 Western New York women. Jessica was honored in the category of Innovation.

Ryan B. Cross (Albany) was one of seven Bond attorneys who received the 2023 New York State Bar Association (NYSBA) Empire State Counsel honor for outstanding contributions to their communities by performing 50 or more hours of free legal services to low-income individuals in a year. Joining Ryan were Suzanne O. Galbato (Syracuse), Elizabeth A. Heifetz (New York City), Catherine M. Hrbac, George H. Lowe, Ryan M. Marquette and Tess M. McLaughlin (all Syracuse).

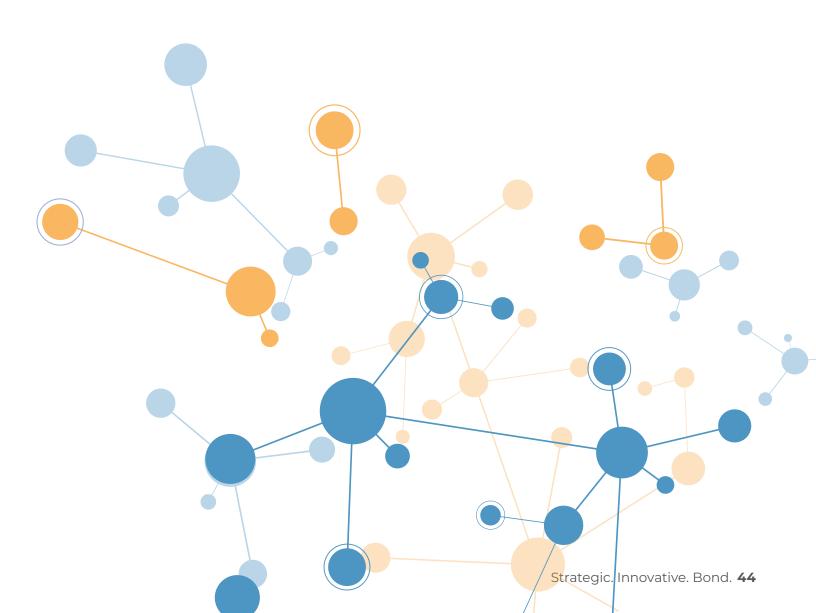
Stephanie H. Fedorka (Rochester) was named one of the 2024 Rochester Business Journal's 40 Under 40 honorees.

Giuseppe Franzella and Kristy A. Weglarz (both Long Island) were honored by the Nassau County Bar Association for their pro bono service on landlord tenant matters at the Nassau District Court.
Laura H. Harshbarger (Syracuse) and Erin S. Torcello (Buffalo) were individually recognized by New York Super Lawyers as Top 25 Women.
Edward P. Hourihan, Jr. , and Jennifer M. Schwartzott (both Rochester) were named to the <i>Rochester Business Journal</i> 's Litigation Power List. Edward also was named to the <i>Rochester Business Journal</i> 's Power 100 List.
Katherine S. McClung (Rochester) was named to the <i>Rochester Business Journal's</i> Labor & Employment Power List.
Tess M. McLaughlin (Syracuse) received the Junior League of Syracuse, Inc.'s New Member Award, presented to a member with 1-3 years of League experience for their dedication and commitment to the League and the community.
Edward C. Radin (Rochester) was named to the <i>Rochester Business Journal</i> 's Trusts and Estates Power List.
Andrew S. Rivera (Syracuse) was one of 50 "up-and-coming" bankruptcy attorneys from across the country selected to participate in the National Conference of Bankruptcy Judges (NCBJ) 2024 NextGen program in Seattle.
John J. Sweeney (New York City) was designated a Senior Fellow at the Center for New York City and State Law by New York Law School Dean and President Anthony Crowell. The Center is a one-of-its-kind civic engagement hub, providing exploration, explanation and analysis of New York City and state government, policy and law and suggests reforms to make government more effective and efficient.
Kristen J. Thorsness (Rochester) was selected to be an arbitrator with the Court of Arbitration for Sport (CAS) Ad Hoc Division in Paris for the Paris 2024 Olympic Games. The CAS Ad Hoc Division resolves any legal disputes that arise during the Games.

Erin S. Torcello (Buffalo) was named to the 2024 Power 200 Women list by *Buffalo Business First*.

Kimberly Wolf Price (Syracuse) was recognized as a 2024 Champion of Diversity at the 26th Annual YWCA Day of Commitment to Eliminate Racism & Promote Diversity. Those selected for the award embody YWCA's mission of eliminating racism, empowering women and enhancing our community by advancing opportunities for all.

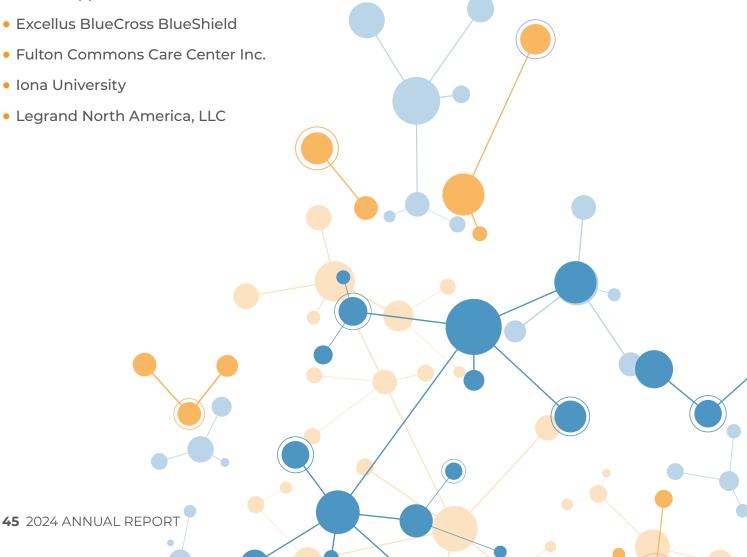
Michael R. Wolford (Rochester) received the Champion for Diversity Award from the Honorable Roy W. King Legal Diversity Internship program. This award was given to those who have supported the internship program and the efforts to diversify the bar within Monroe County.



Representative Clients

- Amphenol Corporation
- Babcock & Wilcox
- Baptist Health Nursing & Rehabilitation Center
- Buckingham Group, Inc.
- Carnegie Dental P.C.
- Champlain Hudson Power Express
- Christopher Community, Inc.
- Cornell University
- Daikin Applied Americas Inc.
- Excellus BlueCross BlueShield
- Fulton Commons Care Center Inc.
- Iona University
- Legrand North America, LLC

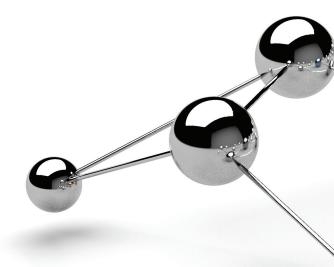
- MVHS, Inc.
- The New School
- Plug Power, Inc.
- Rochester Gas and Electric Corporation
- Rochester Regional Health
- Sanofi S.A.
- UVEye



Representative Board Affiliations

- Asia Pacific Group of Central New York, Inc.
- Big Brothers Big Sisters of Greater Rochester
- Blue Hill Public Library
- Buffalo Philharmonic Orchestra
- CASA of New York State
- Catholic Charities Family and Community Services
- Center for Community Alternatives, Inc.
- Cystic Fibrosis Foundation, Central New York Chapter
- CNY Arts, Inc.
- Community Foundation of Collier County
- Congregation Temple B'Nai Sholom-Beth David
- Explore & More Children's Museum
- Gilda's Club Rochester
- Harbor House of Rochester
- Hope for Bereaved, Inc.
- Hospice of Central New York and the Finger Lakes
- Huntington Family Centers, Inc.
- Jewish Community Center of Syracuse
- Jewish Home of Central New York Foundation
- Legal Services of Central New York
- Legal Services of Long Island

- Maureen's Hope Foundation, Inc.
- Memorial Art Gallery
- National Kidney Foundation
- Niagara Pride, Inc.
- On Point For College, Inc.
- Onondaga Historical Association
- Paige's Butterfly Run, Inc.
- Regional Food Bank of Northeastern New York
- Rochester Museum and Science Center
- St. Elizabeth Ann Seton Church
- Sunrise Children's Services, Inc.
- Survivor Advocacy Center of the Finger Lakes
- Syracuse Stage
- The Arc Erie County
- The Harley School Board
- The Monsignor Tom Culhane Endowment Fund
- The Syracuse Orchestra
- Theodore Roosevelt Inaugural Site
- United Way of Central New York
- Willow Domestic Violence Center





ALBANY | BUFFALO | ELMIRA | LONG ISLAND | NEW YORK | ROCHESTER

SARATOGA SPRINGS | SYRACUSE | UTICA | WESTCHESTER

BOSTON | KANSAS CITY | NAPLES | NEWARK, NJ

WWW.BSK.COM