

HISCOCK & BARCLAY LLP DIVERSITY MENTOR PROGRAM

The Hiscock & Barclay Attorney Mentor/Mentee Program seeks to foster mentorship for students from Albany Law School with practicing attorneys from the Albany Office of Hiscock & Barclay, LLP. Students will be paired with attorney mentors for three months to gain an inside knowledge of specific fields of interest, discuss their career paths, and seek out networking opportunities as they begin the process of entering the job market. Lawrence Zimmerman, Esq., Partner – In charge of the Albany Offices Diversity Initiatives oversees this Program. The program will run in the Fall and Spring terms.

Meet the Attorney Mentors:**David M. Cost, Esq.**

Mr. Cost concentrates his practice in the areas of commercial litigation and toxic tort, as well as focusing on torts, insurance defense

and products liability litigation. He has represented a broad array of clients in civil litigation matters pending in both state and federal courts in New York. Mr. Cost also has experience in asbestos litigation matters, matters pertaining to group self-insurers, media law and First Amendment litigation matters, as well as subrogation claims. Areas of Practice: Commercial Litigation; Torts & Products Liability Defense.

**Charles Z. Feldman, Esq.**

Mr. Feldman focuses his practice in the areas of healthcare compliance matters, civil litigation, including professional malpractice and personal and premises liability. Areas of Practice: Health & Human Services, Torts & Products Liability Defense, Professional Liability, Sports & Entertainment.

**Alexandra M. George, Esq.**

Ms. George focuses her practice on insurance coverage matters; the defense of personal injury and property damage claims; and

professional liability litigation, including medical malpractice defense. Areas of Practice: Torts & Products Liability Defense, Commercial Litigation, Insurance Coverage & Regulation, Professional Liability.

**Albert Hessberg III, Esq.**

Mr. Hessberg's practice focuses on estate planning, estate administration, estate litigation and elder law. He has practiced extensively with the Surrogate's Courts of Upstate New York in matters involving estate administration, will contests, construction proceedings, estate and trust accountings and guardianships. His extensive knowledge of New York and federal estate and gift tax laws have assisted in the drafting of complex wills, living and testamentary trusts, supplemental needs trusts and related documents. Mr. Hessberg also practices

commercial litigation and hospital/health law.
Areas of Practice: Trusts & Estates.



Mark D. Lansing, Esq.

Mr. Lansing practices in the areas of energy (acquisitions, project development, and operations), project development and finance, and property tax. He assists energy and commercial companies as they buy, build, and operate power-generating plants and commercial facilities. Mr. Lansing's practice focuses on management of real property and local taxes, and state and federal taxes. Areas of Practice: Real Property Tax & Condemnation, Energy & Utilities.



Henry J. Nahal, Esq.

Mr. Nahal's rich background in government, technology and the law brings great depth to his legal practice. His practice currently focuses on business and enterprise development for a wide variety of clients, particularly in the health care field. His practice also includes land use planning and government procurement. Areas of Practice: Health Care & Human Services, Real Estate.



Jessica A. Norgrove, Esq.

Ms. Norgrove represents clients in a wide array of energy, regulatory and real property tax matters. She focuses on complex legal issues in the energy industry, including project siting, litigation, eminent domain, and compliance work before various state agencies, including the New York State Public Service Commission. Her practice includes advising clients under various state statutes, including Article VII of the New York

State Public Service Law, Article 7 of the Real Property Tax Law and the Eminent Domain Procedure Law. She has represented clients in a variety of energy matters, including major electric generating facilities under Article X of the Public Service Law, wind energy project siting, utility rates and compliance matters, and major electric and gas transmission facilities under Article VII of the Public Service Law. Areas of Practice: Energy & Utilities, Municipal & Land Use, Real Property Tax & Condemnation, Regulatory.



Thomas J. O'Connor, Esq.

Mr. O'Connor focuses his practice on insurance defense, specializing in first party litigation. He has tried more than 70 arson/fraud cases to verdict. He has been given the Martindale-Hubbell AV Rating for the highest level of competence and ethics. Areas of Practice: Insurance Coverage & Regulation, Commercial Litigation, Torts & Products Liability Defense.



George M. Pond, Esq.

Mr. Pond's practice focuses primarily on energy and utility-related matters, including regulatory proceedings involving rates, siting and other regulatory approvals; restructuring and stranded cost recovery; and contract development and enforcement. Mr. Pond handles cases before the New York Public Service Commission, the Federal Energy Regulatory Commission, and state & federal courts. As a former Trial Attorney in the Energy Section of the Justice Department's Antitrust Division, Mr. Pond has over thirty years of experience in the introduction of competition into formerly

regulated markets. Areas of Practice:
Regulatory, Energy & Utilities.



Margaret Surowka Rossi, Esq.

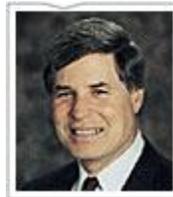
Ms. Rossi focuses her practice in the area of Health Care & Human Services, Labor & Employment, Commercial Litigation, and Lobbying & Election Law Compliance. She provides advice and representation to individual health care providers and health care facilities in all aspects of their practice including licensure, disciplinary and ethics proceedings. Ms. Rossi also provides counsel with respect to Medicaid, Medicare and other governmental investigations and audits as well as on employment and contracts matters. As sole in-house counsel to the 14,000 member New York State Dental Association, Ms. Rossi counseled members regarding proposed legislation and regulations, developed a HIPAA guide for members, developed risk management seminars for members, and analyzed and counseled members on all healthcare related matters.

Ms. Rossi has handled lobbying issues and audits and advises on compliance with New York State and City Lobbying Laws. She has extensive background in commercial litigation and has represented employers in matters before the State Division of Human Rights. Ms. Rossi developed and presents one of the few approved courses to fulfill New York dentists mandatory Jurisprudence and Ethics Course requirement. She has been appointed to the Board of Directors of the National Society of Dental Practitioners. Areas of Practice: Commercial Litigation, Health care & Human Services, Labor & Employment, Lobbying & Election Law Compliance.



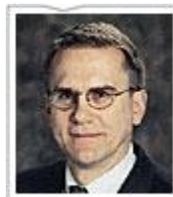
Ekin Senlet, Esq.

Ms. Senlet, a native of Turkey, received both her law degree, cum laude and M.A. in International Relations from Syracuse University. As a member of the firm's Regulatory and Energy & Utilities Practice Areas, she focuses on complex legal issues in the energy industry, including siting and other regulatory proceedings before the New York State Public Service Commission, eminent domain and zoning, and municipal and real property tax. She also represented a major telephone company completing land use approvals and permits. Ms. Senlet brings an international perspective and holds a diverse wealth of knowledge to augment her practice of law. Areas of Practice: Energy & Utilities, Regulatory.



Edward J. Trombly, Esq.

Mr. Trombly focuses his practice on business law with significant experience in finance and real estate. He also serves as Leader of the Firm's Financial Services Practice Group and is a member of its Compensation Committee. Areas of Practice: Financial Institutions & Lending, Corporate, Real Estate.



Stephen H. Volkheimer, Esq.

Mr. Volkheimer practices in both the litigation and transactional areas. He has extensive experience representing various business entities in contested matters in state and federal courts. He is also experienced in administrative law, representing health care professionals and other licensed entities and individuals in various regulatory matters. He also has extensive

experience representing financial institutions with regard to a wide variety of legal matters including commercial lending, creditor's rights/work-outs, product development, forged check litigation and general litigation. His transactional experience includes representation of lenders in large, complex commercial loan transactions as well as representation of governmental bond issuers and underwriters in tax-exempt bond transactions. Areas of Practice: Commercial Litigation, Financial Institutions & Lending, Health Care & Human Services, Torts & Products Liability Defense.



Lawrence A. Zimmerman, Esq.

In addition to being to the Partner – In charge of the Albany Offices Diversity Initiatives oversees this Program, Mr. Zimmerman has represented clients in hundreds of proceedings involving real property tax reduction, condemnation and a variety of commercial litigation matters. He has appeared at administrative hearings before the Office of Real Property Services, Department of Environmental Conservation and other New York State agencies. Areas of Practice: Real Property Tax & Condemnation, Energy & Utilities.

“Mentoring is a brain to pick, an ear to listen, and a push in the right direction.”

- John Crosby, American Businessman

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Suggestions for Students

1. **Prepare a brief bio** highlighting your experience in law school, your goals for the future, and your expectations from a law school degree and this mentor program. **NOTE: This is NOT an internship program, IT is an opportunity to locate a mentor in your practice interest(s) area.**
2. **Research information on the mentor's field of practice and experience** from the program's webpage as well as from Hiscock & Barclay's website.
3. **Set realistic expectations** at your first meeting. Understand your expectations from the mentor program; convey this to your mentor. Know that this is only a mentor program, with no expectations of an after-graduation job.
4. **Ask your mentors advice on how you can get more involved in a particular field or how you can gain some practical experience**, whether it is through pro bono service, participation in a school program, or through an internship position.
5. **We also encourage mentees to set up one-on-one meetings with your mentors early in the semester.** Attorney mentors are very busy. Please schedule meetings in advance but also be understanding of unexpected changes in plans. Be flexible. Invite your mentor to the Law School to any programming you believe they may find interesting.
6. **Stay in contact with your mentor during your term.** Contact your mentor weekly or work out a schedule that works for both of you. Notify him or her of your progress. Ask questions.
7. **Send your mentors useful or interesting information** – e.g. articles, event notices, or anything you might come across that you think would pique their interest. Ask your attorney mentor to do the same (with CLEs and conferences). This could be a great way to keep in touch and also a way to gain some knowledge about a particular subject.