

**A RESOLUTION TO BE SUBMITTED
BY CHAIR GRANT**

RE: Erie County Citizens' Budget Review Commission

WHEREAS, the Erie County Legislature unanimously approved, and the County Executive signed, a local law introduction reinstating a Citizens' Budget Review Commission for the County; and

WHEREAS, the Commission shall assist and advise the Legislature in the oversight of the County's budget, and to monitor County finances, ensure the long-term fiscal stability of Erie County, prevent the concealment of County deficits, and to help provide the Legislature with enough time and information to respond to budgetary problems, according to their Charter mandate; and

WHEREAS, according to the provisions of Local Law No. 2 of 2012, specifically Section 2618 (c) [Membership; Terms; Vacancies], specific categories of appointments shall be made on an annual basis, of members of the Commission; and

WHEREAS, following a general media outreach to solicit interest among Erie County residents to serve on this important policy panel, letters of interest were received for all membership categories.

NOW, THEREFORE, BE IT

RESOLVED, that pursuant to Local Law No. 2 of 2012, the following individuals are hereby appointed by this Honorable Body to serve as members of the Erie County Citizens' Budget Review Commission, for a term that will expire on December 31, 2013:

Appointee:

Membership Category:

Joseph F. Winter, CPA
82 Howard Lane
Tonawanda, NY 14150

Professional Experience as a
Certified Public Accountant

Michael J. Otto
86 Dorchester Road
Buffalo, NY 14213

Professional Experience in the
Banking and Finance Industry

Scott A. Bylewski
5861 Goodrich Road, Unit #12-D
Clarence Center, NY 14032

Attorney-at-Law with Experience
in Local Government Law
and/or Finance

Denise I. Geier Szymura, R.D. CDN
27 Felber Lane
Depew, NY 14043

Professional Experience
with Organized Labor

Thomas Earl Webb, Jr.
5854 Main Street, Suite #701
Williamsville, NY 14221

Represent a Cross-Section
of the County's Diverse
Population and have a Depth

**of Appropriate Experience and
Expertise**

**Laythanette E. Shine
381 Sycamore Street
Buffalo, NY 14204**

**Represent a Cross-Section
of the County's Diverse
Population and have a Depth
of Appropriate Experience and
Expertise**

and be it further

RESOLVED, that this Legislature declares that each appointee possesses strong personal and professional credentials for adding greatly to the Commission's important work; further ensuring fiscal stability of County government, adding additional checks and balances to the oversight of County finances, and increased budget monitoring and reporting; and be it further

RESOLVED, that certified copies of this resolution be conveyed to the County Executive, Erie County Fiscal Stability Authority, Comptroller, County Attorney, Budget Director, and the Erie County Citizens' Budget Review Commission appointees at the addresses listed above.

FISCAL IMPACT: Positive for Erie County.

JOSEPH F. WINTER, CPA

82 Howard Lane

Tonawanda, New York 14150-8125

Home: 716-833-3833, Cell 716-861-7579, e-mail: jwleverage@roadrunner.com

EDUCATION:

CANISIUS COLLEGE
Buffalo, New York
MBA - Finance

DAEMEN COLLEGE
Amherst, New York
BS - Accounting

EXPERIENCE:

PALLADIAN HEALTH, LLC, West Seneca, New York

VICE PRESIDENT OF FINANCE, September 2007 – Present:

Responsible for all accounting, financial reporting, cash flow projections and budgeting matters for a \$40 million privately owned health maintenance organization.

- Assisted with the development and implementation of a business plan after outside venture capitalists acquired minority interest
- Execute and monitor the financial results of business strategy through dashboard reporting
- Negotiate with health insurance carriers regarding reimbursement rates, letters of credit and collateral security arrangements
- Continuously interact with outside venture capitalists, board of managers and multiple sets of bankers
- Implemented new financial reporting and accounting package consistent with internal control objectives
- Directly supervise staff of four associates and oversee the claims department with a staff of thirteen

BLUE OCEAN PARTNERS, LLC, Amherst, New York

VICE PRESIDENT OF FINANCE, December 2006 – September 2007:

Responsible for all accounting, financing and cash flow processes for a venture capital firm that specializes in high-risk lending/investing to law firms and plaintiffs in legal matters.

- Executed business strategy by providing objective support, influence and management of internal controls and financial policy development
- Continuously interacted with senior lender and commercial bankers in regards to financing options to maximize firm profitability, line utilization and case return
- Directly involved with growing portfolio investments by \$6 million (200% annualized growth) within first five months of employment
- Administered human resources function of the agency, including fringe benefits, 401(k) implementation, hiring, termination, compliance laws and regulations
- Supervised and evaluated underwriting and accounting staff

THE VANNER GROUP, INC., Amherst, New York

CFO & HUMAN RESOURCE DIRECTOR, May 2003 – December 2006:

Responsible for all accounting, financing and budgeting matters for a financial services firm with annual premium volume of approximately \$35 million.

- Demonstrated technical competence in accordance with generally accepted accounting principles and Internal Revenue Code
- Administered human resources function of the agency, including fringe benefits, hiring, termination, compliance laws and regulations
- Advised clients of the agency and established relations of new clients for financial planning services
- Continuously interacted with financial lenders, tax authority agents along with outside financial and compliance auditors
- Applied hands-on management skills in relation to a commercial property that principals of the agency own; consisting of marketing, proposal writing, negotiating leases, operations and capital budgeting
- Directly supervised and evaluated staff of the agency

JOSEPH F. WINTER, CPA

ERIE COUNTY INDUSTRIAL DEVELOPMENT AGENCY, Buffalo, New York CFO & TREASURER, September 1998 – May 2003:

Responsible for all accounting, financing and budgeting matters for an economic development agency that consisted of seven affiliated entities totaling approximately \$60 million in assets.

- Demonstrated technical competence in accordance with generally accepted accounting principles, Single Audit Act, New York State Comptroller Regulations and Internal Revenue Code.
- Managed cash positions daily for portfolios that consisted of approximately \$22 million
- Involved and managed loan portfolios with assets amounting to approximately \$32 million
- Assisted with the cumulative issuance of more than \$1.5 billion of industrial revenue bonds on behalf of client entities
- Directly worked with small business loan programs, that were geared towards start-up, minority and women-owned businesses while chairing lending committee programs
- Presented at statewide and local economic development forums
- Continuously interacted with clients' upper management, financial lenders, tax authority agents and outside financial and compliance auditors
- Applied hands-on management skills in relation to the commercial real estate entities of the group, which consisted of 800,000 square feet of space, through negotiating tenants' leases, marketing and capital budgeting
- Directly supervised and evaluated finance and real estate development staffs
- Administered human resources functions of Agency Group, including fringe benefits, compliance laws and regulations

KALEIDA HEALTH SYSTEM, Buffalo, New York TAX/ACCOUNTING MANAGER, November 1996- September 1998:

Responsible for financial reporting and tax compliance for a health care delivery system consisting of 42 affiliated companies having annual revenues that exceeded \$750 million.

- Compliance issues included tax knowledge and execution of commercial for-profit, not-for-profit and unrelated business income implications along with pension, payroll, fringe benefit and Section 125 plan structuring for the health care system
- Performed tax-planning activities to minimize system tax liabilities, displayed tax research skills and responded to taxing authority inquiries
- Reviewed the preparation of all commercial affiliates' monthly financial statements and management reports that were presented to senior management and board of directors
- Involved with the Hart-Scott-Rodino filing when Kaleida Health System was initially formed
- Supervised and reviewed the activities of the payroll function of two hospitals ensuring accuracy and confidentiality for an employment base that exceeded 3,000 employees
- Directly supervised and evaluated staff of six associates
- Performed special projects as requested by senior management and board members
- Exercised independent judgment in executing responsibilities

THE BONADIO GROUP, CPA'S, Amherst, New York SUPERVISOR, December 1990 - November 1996:

Responsible for planning and performing all aspects of financial audits and reviews of various businesses, including financial statement and income tax return preparation.

- Areas of industry concentration include manufacturing, wholesaling, retailing, and not-for-profit organizations
- Extensive experience with financial statement consolidations
- Prepared or reviewed corporate, partnership and personal tax returns; including Federal filings, New York State and multi-state tax returns
- Performed due diligence undertakings in conjunction with merger and acquisition engagements
- Supervised, assisted and reviewed the work of fellow staff associates while demonstrating organizational skills
- Continuously interacted with client's upper management, financial lenders, tax authority agents and partners of the firm
- Acquired up-to-date knowledge of new accounting and auditing standards

JOSEPH F. WINTER, CPA

DELAWARE NORTH COMPANIES, INC., Buffalo, New York

STAFF ACCOUNTANT, May 1989 - December 1990:

Responsible for preparation of monthly financial statements and management reports for hospitality division of a private company that had sales exceeding \$2 billion annually.

- Compiled account analysis, account reconciliations and drafted workpapers for outside auditors
- Worked with cross-functional teams to improve operations
- Involved with the preparation of various special management reports
- Compiled financial statements for outside investment parties

OTHER RELATED EXPERIENCE:

DAEMEN COLLEGE, Amherst, New York

ADJUNCT ASSISTANT PROFESSOR, September 1996 - Present:

Have taught the following graduate & undergraduate courses:

UNDERGRADUATE: Financial Accounting, Managerial Accounting, Intermediate Accounting I, Intermediate Accounting II, Cost Accounting, Income Tax Accounting, Advanced Income Tax Accounting, Advanced Accounting, Auditing, Statistics, Legal & Ethical Environment of Business

GRADUATE: Global Financial Management, Moral & Ethical Aspects of Global Business, Business of Leadership: Financial Reporting & Control and Leadership in Business. Experience with teaching these courses over a traditional semester, advanced five weekend module and web based approach.

NIAGARA UNIVERSITY, Lewiston, New York

ADJUNCT ASSISTANT PROFESSOR, January 2006 – Present:

Have taught the following the following courses in the MBA Program over a traditional semester, advanced five-weekend module or through independent study arrangements: Advanced Auditing, Strategic Accounting Analysis and Advanced Accounting Theory

NIAGARA COUNTY COMMUNITY COLLEGE, Sanborn, New York

ADJUNCT ASSISTANT PROFESSOR, September 2007 – May 2011:

Have taught undergraduate Financial Accounting and Managerial Accounting courses over a traditional semester basis

ACCOMPLISHMENTS/AFFILIATIONS:

Investment Licenses: Series 6, Series 7, Series 63 and Series 66

Active Investment Committee Member of Employer Services Corporation 401 (k) Retirement Plan

Property and Casualty Insurance Broker and Agent Licenses

Life, Accident and Health Insurance Adjuster's License

Recipient of Daemen College's Alumni of the Year Award – 2003 Dedication to the College

Recipient of the New York State Society of Certified Public Accountants Senior Award in college

Active Member of the New York State Society of Certified Public Accountants

Active Board Member of St. Francis of Assisi Parish in Tonawanda, New York

Member of the American Institute of Certified Public Accountants

Michael J. Otto

86 Dorchester Rd, Buffalo, NY 14213

716-882-3292

Michael.Otto@yahoo.com

January 3, 2013

Citizens' Budget Review Commission
Erie County Legislature
92 Franklin St, 4th Floor
Buffalo, NY 14202
716 858 8480

Dear Citizens' Budget Review Commission,

Enclosed is my resume for consideration in filling one of the Citizens' Budget Review Commission vacancies referenced in The Buffalo News. In talking with Tom Loughran about his role with the Erie County Legislature over the past few years, I have become interested in finding an opportunity that will allow me to use my experience to help the area I live in become a more economically stable community.

My career started in the lending industry in 1993. My accomplishments have ranged from opening the first offices in Cheektowaga and Williamsville, NY for two different national companies, to managing a mortgage sales department for M&T Bank. In March, 2008, I was asked by M&T senior management to assist in tripling the size of its Real Estate Owned Department and transitioning it from a reactive, order taking department, to one that was proactive and goal oriented. In 2010, I was asked by M&T senior management to manage the Repossession, Remarketing and Field Investigation Departments in an attempt to streamline processes and reduce expenses.

Following are some of my career highlights:

- Present results, budget analysis, and policy and procedural changes to various levels of employees, ranging from staff to senior managers
- Manage all aspects of Human Resources (IE: hiring, training, performance reviews, salary administration, disciplinary action) for staffs as large as 35 employees
- Analyze market trends and present to senior management a course of action, setting both short and long term goals
- Work closely with other Departments (IE: Finance, Marketing, Compliance, Legal, Production, Audit) to ensure my department is running efficiently and following all necessary federal, state, and local laws, as well as company policies
- Manage diverse staff and motivate them to maximize their efforts by setting measurable objectives and then holding them accountable for their actions and results

I can be reached at (716) 882 – 3292 or via e-mail at michaeljotto@yahoo.com to schedule a time to meet with you to discuss this opportunity.

Sincerely,



Michael J. Otto

Michael J. Otto

86 Dorchester Rd, Buffalo, NY 14213

716-882-3292

Michael.Otto@yahoo.com

OBJECTIVE

To assist the Erie County Legislature in its oversight of the county budget and finances

EXPERIENCE HIGHLIGHTS

Following are career highlights:

- Asked by M&T senior management in September, 2010 to assist in streamlining processes and maximizing employee productivity in the Repossession, Remarketing and Field Investigation Departments.
- Asked by M&T senior management in March, 2008 to assist in reducing the record number of properties M&T owns due to foreclosure by infusing the Department with a sales culture and increasing the Department from 5 to 17 employees
- Restructured policies, procedures, and staffing throughout 2007 for M&T's Alternative Lending Sales and Production Departments while M&T adjusted to the economic downturns in the mortgage industry
- Grew sales and profits by 235% and 278% respectively for M&T's Alternative Lending Sales from 2000 through 2006
- Opened the first and only Green Tree / Conesco Mortgage Services Branch in Williamsville, NY in 1996
- Opened the first American General Finance branch in Cheektowaga, NY in 1995, that led to opening three more offices in WNY
- Additionally:
 - Nearly 20 - years of sales, production, and underwriting management experience
 - A business and sales development style that motivates staff to exceed goals while following company policy and procedures, as well as holding themselves accountable for their actions
 - Developing and presenting marketing materials
 - Solid analytical and problem solving skills
 - Excellent verbal and written communication skills
 - Developing and maintaining business to business relationships with referral sources, business partners and vendors
 - Human resource management experience for staffs as large as 35 employees
 - Developing policies and procedures that help protect my employers from unfavorable internal and regulatory reviews, as well as customer complaints and lawsuits
 - Creating, monitoring, and meeting annual budgets

EMPLOYMENT EXPERIENCE

M&T Bank, Williamsville, NY
Vice President

February, 2000 - Present

Promotions / Recognition

- 2010: asked by M&T senior management to manage the Repossession, Remarketing, and Field Investigation Departments
- 2008: asked by M&T senior management to help manage M&T's Real Estate Owned Department
- 2008: promoted to Vice President
- 2005: assumed responsibility for growing Alternative Lending business in VA, MD, and DC when M&T acquired Allfirst Bank
- 2005: promoted to Assistant Vice President
- 2003: promoted to Officer
- 2002: rated as top presenter at Division wide sales conference attended by over 225 people
- 2001: assumed managerial responsibilities for all of NY and NJ
- 2000: assumed responsibility for growing Alternative Lending in PA when M&T acquired Keystone Bank, in addition to Western and Central NY

Manager

September, 2010 – Present

Repossession, Remarketing and Field Investigation Departments

M&T's Repossession, Remarketing and Field Investigation Departments are responsible for working with vendors to repossess and liquidate consumer (autos, boats, RVs) and commercial assets, and for assisting customers with mitigation efforts.

- Manage a \$4 – million + budget
- Responsible for managing a staff as large as 35 employees
- By creating efficiencies within the departments, reduced the staff size by eight employees
- Participated in a project with other department managers that resulted in streamlining a process that brought about an annual save of > \$300,000
- Developed a process for Commercial Repossession and Remarketing that brought about a proactive approach to managing the various requests from business partners
- Co – managed a project that will increase insurance proceeds by approximately \$200,000 annually

Manager

March, 2008 – September, 2010

Real Estate Owned (REO) Department

M&T's Real Estate Owned Department is responsible for preparing bids for Foreclosure Auction Sales and then marketing / selling the properties M&T owns after the Foreclosure Auction Sale to the general public.

- Tasked with creating a proactive sales force that would efficiently liquidate the record number of properties M&T owned due to foreclosures
- Along with my Manager, responsible for hiring ten employees, which grew the Department from five employees to 17
- In first five months, inventory reduced to below the level senior management was expecting by year end
- Developed reporting that provided each employee with how their actual results compared to their goals
- Developed M&T's REO website, www.mandtreal.com, with another manager in the Department and a vendor
- Initiated development of an asset management system with a vendor that increased improved efficiency
- Responsible for analyzing work flows and restructuring to make more efficient when necessary
- Developed training manuals for staff, many of whom had no experience in selling properties
- Monitored sales activities of staff through team and one – on – one meetings, as well as review of reports
- Developed marketing campaigns to help increase the number of properties that sell prior to foreclosure or at a foreclosure auction
- Continually trained staff on:
 - analysis of property appraisals and market conditions
 - marketing techniques
 - developing timely follow – up skills
 - techniques to solidify relationships with vendors

Sales Manager

February, 2000 – May, 2008

Mortgage Division's Alternative Lending Department

M&T's Alternative Lending Department was a niche business unit for M&T Bank's Mortgage Division. The focus of the Department was to provide an outlet for M&T customers that did not qualify for one of M&T's Conforming mortgage products. Due to the downturn in the mortgage industry, the Department was closed in May, 2008.

Sales Management

Managed up to two Assistant Sales Managers and up to 21 Sales people, located in five states.

- From January, 2007 and until May, 2008, was responsible for restructuring policies and procedures and staff downsizing for the Alternative Lending Sales and Production Departments while M&T tried to adjust to the economic downturns suffered throughout the mortgage industry, maintaining employment for both staffs when possible, while maximizing revenue and reducing expenses
- Responsible for increase in closed \$ volume from \$36,600,000 in 2000 to a high of \$92,000,000 in 2005
- Responsible for increase in net income from \$295,000 in 2000 to a high of \$1,100,000 in 2005
- Supported business in 14 States (from three states in 2000)
- Reported monthly sales results to Mortgage Division employees, ranging from sales people to the President, highlighting areas of success and where improvement was needed
- Trained staff on products, deal structuring, M&T policies and procedures, and Government Regulations
- Coordinated and conducted annual two-day sales conference for the Alternative Lending Specialists, which focused on sales activities that would help each person grow their business, product awareness, and compliance related issues

Marketing

- Developed sales and marketing strategies with Assistant Managers and Sales Force
- Developed presentations for internal and external referral sources that provided details on how Alternative Lending could help them grow their businesses
- Developed a campaign to contact customers that were denied for a Home Equity Loans in 2001 that was still active in 2008
- Worked closely with Marketing, Compliance, and Legal Departments to ensure that the marketing campaigns were compliant with M&T and Federal / State regulatory agencies

Regulatory and Bank Compliance

- Developed and maintained Alternative Lending Policy and Procedures manual
- Participated in state and federal examinations of the Alternative Lending business
- In conjunction with M&T's Legal and Compliance Departments, developed policy that protected the Bank from negative reviews from regulatory agencies, as well as complaints / law suits from customers
- Reviewed state and Federal published documents to determine how they impacted the Alternative Lending business

Budgeting

- Established revenue targets on a per loan basis
- Set annual application and closed volume plan #s
- Budgeted annual expenses and monitored income / expenses monthly to ensure reports were accurate
- Reported on profitability to all levels of Management, providing them with details on how Alternative Lending helped different departments' net income, as well as helped them solidify their business in their markets

Other

- Responsible for hiring sales staff, annual reviews, as well as any necessary progressive disciplinary action for the sales staff
- Responsible for developing and managing business to business relationships
- Worked closely with M&T's Alternative Lending Production Department to ensure that loans were closed in a timely manner

Conseco Mortgage Services, Williamsville, NY

1996 – 2000

Area Sales Manager

- Opened the Buffalo, NY office, hiring Sales, Production and Underwriting Staff
- Trained a mortgage sales staff of up to 16, underwriting staff of up to two, and production staff of up to four
- Responsible for hiring, bi-annual and annual reviews, as well as any necessary progressive disciplinary action for entire staff
- Trained entire staff on state and Federal compliance issues, Conseco's corporate policy, procedures and underwriting guidelines.
- Presented information on the operations of the Buffalo office to Senior Management and other Area and Regional Managers

American General Finance, Central OH and Cheektowaga, NY

1993 – 1996

Branch Manager

- Branch Manager of the Year in 1995 for a 73-Branch Division
- Aided in the development of the Greater Buffalo Market in preparation for opening the Cheektowaga Branch in January, 1995 that also led to the opening of three other branches by September, 1995
- Managed a full service branch with three employees and a satellite branch with two employees
- Generated and maintained a profitable portfolio of consumer loans, real estate mortgages and retail loans
- Prior to being promoted to Management, completed a career path normally scheduled for twelve months in three months

EDUCATION

University of Cincinnati

June 1993

Bachelor of Business Administration Degrees in Finance and Management

- Overall GPA: 3.099
- Finance GPA: 3.375
- Management GPA: 3.50
- Dean's List for three quarters
- Guest columnist for campus newspaper

SCOTT A. BYLEWSKI

5861 Goodrich Road, Unit # 12 D
Clarence Center, New York 14032
scottbylewski@yahoo.com

Phone: (716) 741-6385
Cellular: (716) 698-0867
Fax: (716) 741-6385

A PROVEN COMMUNITY LEADER & WELL RESPECTED ATTORNEY

MAJOR ACCOMPLISHMENTS

- Held line on government spending below inflation rate during worst financial era since Great Depression.
- Fostered a 93% level of satisfaction with Town government.
- Instrumental in preserving historic and agricultural character of Town through adopting or amending historic preservation, right to farm, subdivision, adequate facilities, and zoning local laws.
- Recognized by NY State Comptroller's Office as one of, if not the, best run towns in Western New York.
- Established a successful private law practice.
- Acclaimed leader during natural and manmade disasters.

PUBLIC SERVICE EXPERIENCE

Supervisor (Chief Executive and Chief Fiscal Officer) 2008 - 2011

Deputy Supervisor 2006 - 2007

Councilman 2002 - 2007

Town of Clarence - Clarence, NY

Governed 30,600+ residents. Principally responsible for executive, administrative, legislative, and quasi-judicial functions with twelve department heads and a workforce of 100+. Fostered greater constituent involvement instilling a more participatory town government structure. As the Chief Fiscal Officer, effectively managed the \$21+ million town budget. Facilitated in making Clarence with a total assessed value of \$3+ billion, one of the most desired places to live in America. Initiated multi-year budgeting to improve the financial planning capabilities while maximizing accountability for Town resources. Provided benchmarked government services to an area encompassing approximately 52 square miles without deficit spending. Instrumental in the development of a premier Youth Department. Member of the Project Selection Committee for Erie County's Community Development Block Grant program and Steering Committee for Rural Transit.

LEGAL & RELATED EXPERIENCE

Private Practice Attorney

- Managed the work & workflow and lead 15 personal injury attorneys as Attorney Development Director for a prominent personal injury firm.
- Represented and successfully counseled individuals, corporations, and other entities in civil, commercial, bankruptcy, and regulatory matters.
- Refereed and represented creditors in foreclosure proceedings. Handled real property transactions.
- Appointed Guardian Ad Litem, Court Evaluator, and Small Claims Assessment Review (SCAR) Hearing Officer.
- Concentrated in Alternative Dispute Resolution (ADR) matters as a neutral and advocate. ADR neutral panel member: Better Business Bureau; Community Dispute Resolution (CDR); Equal Employment Opportunity Commission (EEOC); Bar Association of Erie County Fee Dispute (panel chair); Erie County Department of Environment and Planning; Erie County Family Court; New York State Division of Housing and Community Renewal (DHCR); New York State Eighth Judicial District ADR Program (mediator); New York State Eighth Judicial District Matrimonial Fee Dispute (lead arbitrator).
- Continuing Legal Education Seminar Presenter:
 - *The Legal Framework of Disaster Management — Lessons Learned from Flight 3407*
 - *Commercial Litigation & Role of Alternative Dispute Resolution*
 - *Mediation & Settlement – See the Difference*
 - *How to Represent a Client in Mediation*

William Mattar, P.C. 2012 - present

Law Offices of Scott A. Bylewski 2007 – present (winding firm down)

Law Offices of Barry H. Sternberg 2005 - 2007

Law Offices of Peter D. Grubea 2005

Nesper, Ferber & DiGiacomo, LLP 1999 - 2005

Intro. 2-3

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LEGAL & RELATED EXPERIENCE (continued)

**Buffalo Financial Associates - Buffalo, NY
Financial Planner 1998 - 1999**

**Honorable William M. Skretny, US District Court, WDNY - Buffalo, NY
Volunteer Law Student Clerk Summer 1997**

**Honorable Mark G. Farrell, Amherst Town Court Justice - Amherst, NY
Lead Judicial Law Clerk 1997 - 1998
Judicial Clerk Extern 1997**

**Robert M. Ciesielski, Attorney at Law - Cheektowaga, NY
Law Clerk 1996 - 1997**

**Watson, Bennett, Colligan, Johnson & Schechter, Attorneys at Law - Buffalo, NY
Law Clerk 1996**

BAR ADMISSIONS

**New York State 1999
District of Columbia 2000
US District Court, WDNY 1999
US Bankruptcy Court, WDNY 1999
US District Court, EDNY 2004
US District Court, NDNY 2004**

EDUCATION

**State University of New York at Buffalo, School of Law - J.D. 1998
Finance Transactions and Taxation Law Concentrations**

**State University of New York at Buffalo, School of Management - M.B.A. 1995
Human Resources Concentration**

State University of New York at Buffalo, School of Management - B. S. *cum laude* 1995

Canisius High School, Buffalo, NY 1990

AWARDS & RECOGNITIONS

AV® Preeminent Rating – Martindale-Hubbell (highest rating for ability & ethics)
2012 Trailblazer Award, U.S. District Court, Western District of New York
2010 Cystic Fibrosis Foundation *Rising Star*
2010 Bar Association of Erie County Award of Merit
2009 WBEN Persons of the Year
2009 Buffalo Business First 40 Under Forty
Rotary International Paul Harris Fellow
2009 Bar Association of Erie County Leadership Institute
2008 Am Pol Eagle Citizen of the Year – Politics
1998 New York State Bar Association Law Student Bar Association Achievement Award
1995 MBA Student Achievement Award
1995 Carborundum Company Award for MBA Student Excellence in Human Resource Management

PROFESSIONAL & COMMUNITY ASSOCIATIONS

Clarence Chamber of Commerce - Past Director
Clarence Historical Society - Life Member
Cystic Fibrosis Foundation - Board Member
Erie County Bar Association - Speakers' Bureau and ADR (former chair, law school competition subcommittee), Attorney/Client Relations, Commercial and Bankruptcy Law, and Municipal Law Committees
Erie County Democratic Committee - 8th Judicial District Convention Delegate, Judicial Screening Committee, Town of Clarence Democratic Committee (Past Second Vice Chair)
Hearts & Hands – Board Member
New York Fraternal Congress - Past President
New York Guard - Captain, JAG, 21st Engineers Co. B Commander, 221st Brigade Inspector General
Polish Union of America - Past National Director, Lodge # 86 (Secretary)
Professional & Businessmen's Association, Inc. – member
Remember Flight 3407, Inc. – Board member
Rotary International – Eastern Hills Sunrise Rotary - Past President
Rotary International – Eastern Hills Sunrise Rotary Foundation - Vice President (2003 - 2006)
University at Buffalo School of Management & School of Law Alumni Associations – Student Mentor

Alternate Delegate to Association of Towns

Liaison to Town committees/boards at different times during 2002 – 2011 period:

Planning Board and Zoning Codes	Service Organizations	Library
School Board	Cable TV	Clergy Association
Chamber of Commerce	Ethics	Discharge of Firearms
Fire Companies	Youth Department	Bicentennial Committee
Emergency Services	Recreation Department	Recreation Advisory Committee
Law & Legislation	Capital Improvements	Computers
Historic Preservation	Arboretum Committee	Grants
Industrial Development Agency	Inter-Community Committee	Town Hall
Municipal Review & Town	Clarence Center Community	
Environmental Quality Review	Association	
Committees (SEQRA)		

Denise I. Geier Szymura R.D. CDN
27 Felber Lane
Depew, New York
14043

EXPERIENCE:

April 1992 to Present: Chief Dietitian
Erie County Department of Senior Services
Stay Fit Dining
95 Franklin St.
Buffalo, New York 14202

Responsible for providing nutritional dietary guidance and direction for menu planning, formulation and for the preparation and service of regular, ethnic and modified diets to the elderly program participants. Oversees and coordinates the work of the dietary staff and the delivery of dietary services for the elderly dining programs multi-locations. Oversees and actively participates in the monitoring of contractors food preparation and services activities to ensure required dietary and sanitary standards are maintained. Plans and presents group nutrition education presentations and provides individual dietary counseling.

July 2005 to Present: Executive Vice President
CSEA Local 815
570 Kennedy Rd.
Cheektowaga, New York 14227

Represent White and Blue Collar members employed at the following locations: Buffalo Sewer Authority, BURA, City of Lackawanna, Erie County Corrections, Erie County Water Authority, Lackawanna Housing Authority, Town of Amherst, Town of Clarence, Town of Grand Island, Town of Hamburg, Town of Lancaster, Town of Orchard Park, Village of Lancaster, and Village of Depew.

July 2005 to Present: Vice President
CSEA Erie Unit
570 Kennedy Rd.
Cheektowaga, New York 14227

Represents approximately 4,000 White Collar members employed at Erie Community College, Erie County Library, ECMCC, and Departments in Erie County Rath Building.

**July 2000 to Present: Downtown Section President
CSEA Erie Unit
570 Kennedy Rd.
Cheektowaga, NY 14227**

Represent and file grievances on behalf of 375 White Collar Employees in the Departments of: Budget & Finance, Division of Real Property Tax, Division of Information & Support Services, Department of Public Works, Probation, Central Police Services, MERS, Senior Services, Comptrollers, Personnel, and Office of Public Advocacy.

Education:

**Mohawk Valley Community College
Utica, New York
Associates Degree
Major: Science**

**State University College at Plattsburgh
Plattsburgh, New York
Bachelor of Science
Major: Food and Nutrition**

**Dietetic Traineeship
West Seneca Developmental Center**

**Cornell University
Certificate in Labor Studies 2004**

**Cornell University
Certificate in Advanced Labor Studies 2004**

**Cornell University
Certificate in Major Labor Studies 2005**

Professional Memberships:

**American Dietetic Association
New York State Dietetic Association
New York State Aging Services Dietitians Association**

Labor Organization Memberships:

**AFSCME
Buffalo AFL/CIO Labor Council
Coalition of Labor Union Women
Coalition of Black Trade Unionists
Labor Employment Relations Association**

Committee Appointments:

**CSEA Region VI Constitution and By-Laws Chair
CSEA Region VI Women's Committee
CSEA Local 815 Women's Committee Chair**

Community Memberships:

Member of Depew PTSO

References furnished upon request

THOMAS EARL WEBB JR

5854 Main Street, Suite 701, Williamsville, NY 14221, Direct 716-632-5496, tew26@cornell.edu

EDUCATION

Master of Science, M.L.S. 2000
SCHOOL OF INFORMATION STUDIES UNIVERSITY AT BUFFALO - Provisional School Media Specialist
Certification September 2003

Juris Doctor, J.D. 1988
STATE UNIVERSITY OF NEW YORK AT BUFFALO SCHOOL OF LAW - Editorial Board Journal of Law
and Policy

Bachelor of Science, B.S. 1984
CORNELL UNIVERSITY - New York State Regents Scholarship Recipient

EMPLOYMENT

Village Prosecutor 2003 to Present
VILLAGE OF WILLIAMSVILLE - Appointed to the prosecute all traffic violations except misdemeanors,
violations of the Village Ordinance, and violations under the New York State Penal Law that do not include
felonies and misdemeanors.

Village Attorney Zoning and Planning Board 2006
VILLAGE OF WILLIAMSVILLE - Appointed to represent the Village of Williamsville at all Zoning Board of
Appeal Hearings, Planning Board Meetings, and in Courts of Law regarding to zoning issues.

Judicial Hearing Officer 1993 to Present
NEW YORK STATE DEPARTMENT OF EDUCATION - Designated on a per case basis as a Judicial
Hearing Officer pursuant to the provisions of Part 83 of the Regulations of the Commissioner of Education,
New York State Department of Education (8 N.Y.C.R.R. 83) and New York State Education Law Section
305(7) concerning the appropriateness of permitting an individual to teach in the public schools of the State
of New York.

Attorney at Law 1995 to Present
LAW OFFICES OF THOMAS E. WEBB, JR. - Engaged in general practice of law with emphasis on
appellate, criminal, labor, civil rights, and corporate law.

Lead Counsel Published Opinions and Significant Cases:

People v. Shegog, No. KA 03-00017 (N.Y.App.Div. 09/29/2006)
People v. Hall, No. KA 05-02231 (N.Y.App.Div. 09/22/2006)
People v. Pace, 758 N.Y.S.2d 568 (A.D. 4 Dept., 2003)
United States v Terry Davis, 114 F. 3d 400 (2nd Cir. 1997)
Francis W. King Petroleum Products, Inc. v. Geiger, 648 N.Y.S.2d 359 (A.D. 4 Dept., 1996)
Singletary v. Singletary, 643 N.Y.S.2d 443 (A.D. 4 Dept., 1996)
People v. Cooper, 642 N.Y.S.2d 851 (A.D. 4 Dept., 1996)
People ex rel. Dunn v. Irvin, 636 N.Y.S.2d 708 (A.D. 4 Dept. 1995)

Attorney at Law of Counsel 1990 to 1995
ROBshaw RANDACCIO AND FESSARD, P.C. - Served as Head of Litigation Department with emphasis
on labor, business and white collar criminal law.

Lead Counsel Published Opinions and Significant Cases:

Ehrenburg v. Outokumpu American Brass, Inc., 808 F. Supp. 973 (W.D.N.Y., 1992)
U.S. v. Hinds, 803 F. Supp. 675 affd. by 992 F. 2d 321 (2nd Cir. 1992)
People v. Milks, 590 N.Y.S.2d 803 (A.D. 4 Dept. 1992)
People v. Cooper, 178 A.D.2d 971, 579 N.Y.S.2d 770 Denied by People v. Cooper, 79 N.Y.2d. 945, 583 N.Y.S.2d 199, 592 N.E.2d 807 (N.Y. 1992) Post-Conviction Relief Granted People v. Cooper 593 N.Y.S.2d

Confidential Law Clerk 1989 to 1990

UNITED STATES FEDERAL DISTRICT JUDGE JOHN T. ELFIN - Conducted legal research, prepared bench memos, drafted orders and opinions, proofread the Judge's orders and opinions, verified citations, maintained the chambers library, recommended and acquired materials for the Judge and his Law Clerks, liaison with District Court Law Librarian, assisted the Judge during courtroom proceedings, communicated with counsel regarding case management, and procedural requirements.

Graduate Assistant Job Title Program Specialist 1987 to 1989

OFFICE OF UNIVERSITY RELATIONS, UNIVERSITY AT BUFFALO - Served as a liaison between office of University Relations and other campus offices. Coordinated University representation in State University of New York Central Newsletters. Facilitated special projects for the Vice President for University Relations such as ground work for World University Games, which were eventually awarded to University at Buffalo for 1993.

LIBRARY EXPERIENCE

Practicum Charles B. Sears Law Library - Assisted at reference desk and developed self help legal guide for non-lawyers. 2000

Practicum Western New York Library Resources Council - "Designed Library Talk" an online reference site for librarians including Project Literacy, Copyright and Fair Use, and Grant Writing. 2000

Practicum Western New York Library Resources Council - Designed American With Disabilities Act web page 2000

Practicum Kenilworth Branch of Erie County Public Library - Wrote Grant Proposal for Branch to Receive Funds for Bilingual Education. 2000

TEACHING EXPERIENCE

Lecturer 2012
SUNY COLLEGE AT BUFFALO - Business Law I, J Session Online Course

Lecturer 2011
SUNY COLLEGE AT BUFFALO - Business Law I & II

Lecturer 2010
SUNY COLLEGE AT BUFFALO - Business Law II

Student Teaching Practicum 2003

BUFFALO PUBLIC SCHOOL NUMBER 8 - School Media Specialist Student Teaching Practicum

Adjunct Professor 1991
MEDAILLE COLLEGE, BUFFALO, NEW YORK - Business Law 1 ("Bus 299")

Instructor 1990
ERIE COMMUNITY COLLEGE, BUFFALO, NEW YORK - PA 600 Legal Advocacy of Social Concerns

Substitute Teacher 1986 to 1987
BUFFALO PUBLIC SCHOOL SYSTEM, BUFFALO, NEW YORK - Taught math and sciences to Buffalo public high school students.

Teaching Assistant 1984 to 1985
SUNY COLLEGE AT BUFFALO - Economics 424 "Econometrics" and Economics 307, "Intermediate Micro economics"

PAPERS PUBLISHED AND PAPERS PRESENTED

- "Judicial Review of the Arbitration Process: A Union View Point." *41 Labor Law Journal* 484. 1990
- "The Effect of Televising Criminal Trials." presented at the Equity Club of Buffalo, January 1994. .
- "Privatization of Public Sector Employment." *Spring Meeting of the Erie County Bar Association*. January 1993
- "Estate Planning for Those Receiving or About Receive Medicaid Benefits." *Estate Planning for the Elderly Set*. Bristol Hunter Publishing Company, 1990, ISBN 0-943843-02-2
- "Estate Planning for the Elderly: Medicaid Estate Planning in New York State.." *spring 1990 meeting of the Trusts and Estate Section* . New York State Bar Association, 1990

EDITORIAL EXPERIENCE

- "JOURNAL FOR HIGHER EDUCATION MANAGEMENT." *Assistant to the Editor*. 1987-1989. This is the Journal of the American Association of University Administrators which is a scholarly refereed journal aimed at college and university administrators. Solicited articles for publication, evaluated content and edited drafts of articles. Directed advertising, marketing and circulation.
- "SUNY AT BUFFALO FACULTY STAFF HANDBOOK 1989-1991 EDITION." *Editorial Board*. 1989. Edited and organized the University at Buffalo Faculty/Staff handbook for 1989-1991 edition. This publication details the rules, procedures, and tenure requirements for approximately 13,000 University at Buffalo employees.
- "ETHICAL ISSUES IN COUNSELING." *Compilations Editor*. January 1989. Assisted the author, Dr. Ronald S. Stein, by cite checking the bibliography and corresponding inclusion in the text, proofreading the manuscript and offering textual changes.

COMMUNITY ACTIVITIES

Glen Park Advisory Board 2005 to 2007
Village of Williamsville, Williamsville, New York - This committee is made up of Town and Village residents who oversee the maintenance of Glen Park. Meetings are held monthly.

Senior Citizens Committee 2004 to 2006
Village of Williamsville, Williamsville, New York - The members of this committee are involved in planning crafts, exercise classes, card playing and interesting trips for seniors.

Cornell University Academic Integrity Hearing Board 1984
Decided cases which allegedly branched Cornell University's honor Code and made recommendations to the President of the University for disciplinary actions.

Cornell University Student Assembly

1983

Elected position of student government. Dealt with issues regarding campus life.

BAR COMMITTEES

Judiciary Committee

2001 to 2003

Erie County Bar Association - The Judiciary Committee investigates and evaluates the qualifications of candidates for judicial office in Erie County. The ratings are made public to assist voters in selecting their choices in the general election each November.

Liaison

1990 to 1995

New York State Bar Association - Appointed by the New York State Bar Association to serve as a Liaison between the Trusts and Estates Executive Committee and the Young Lawyers Committee

ARBITRATION EXPERIENCE

1999 to Present

AMHERST HIGHWAY EMPLOYEES ASSOCIATION (AHEA) - Designated on permanent list of arbitrators to arbitrate labor disputes between AHEA and the Town of Amherst. (Jointly appointed by Union and Management).

1994 to Present

UNITED STATES FEDERAL DISTRICT - Certified as a Federal civil arbitrator pursuant to United States Federal District Court for the Western District of New York Rule 47(j)(1) to conduct arbitrations pursuant to Title 28, United States Code, Section 453.

1994 to Present

NATIONAL ASSOCIATION OF SECURITY DEALERS ARBITRATOR - Designated as a member of the NASD Board of Arbitrators empowered to officiate cases involving securities disputes.

Securities Arbitration Training Certification Course September 12, 1994.

Securities Arbitration Chairperson Training Certification Course July 10, 1997.

Expungement Course, December 2, 2004.

1995 to Present

NEW YORK STATE UNIFORM COURT SYSTEM ARBITRATOR - Arbitrator Pursuant to 22 N.Y.C.R.R. Part 28 for the New York State Uniform Court System.

COMPUTER SKILLS

Software Proficiency: Microsoft Word, Word Perfect, Excel, Access, PowerPoint, and various office suite and internet applications including Netscape, Internet Explorer, and various HTML editors.

Research: Internet, Westlaw, Lexis/Nexis, Medline, OCLC, and various commercial databases. Operating Systems: MS-Windows 95/98, MS-Windows 3.1 and 3.11, MS-DOS. Special Skills: HTML programming, Windows NT proficiency, some hardware experience.

Graduate School Computer Courses Completed:

506 Information Storage and Retrieval

562 Networking Technologies

566 Computerized Bibliographic Retrieval and Services

569 Database Management Systems

LEGAL SEMINARS ATTENDED

Appellate Division, Fourth Department, Attorneys for Children Update, 2011

- Erie County Bar Association Aid to Indigent Prisoners Society, Inc., Steps to Effective Sentencing Advocacy, 2011

Court Certified Article 81 Training, Erie Institute of Law, 2011

Mandatory DWI Interlock Ignition: Triggers and Technology, Erie Institute of Law, 2011

DWI Update: New Crimes and Consequences, Erie Institute of Law, 2011

Temporary Receivers, Erie Institute of Law, 2011

New Lawyer Advertising Rules, Erie Institute of Law, 2011

Breathalyzer Refusals - Confounding Choices and Consequences, Erie Institute of Law, 2010

- Life After Padillia v. Kentucky: What Defense Attorneys Should Know, New York State Defenders Association, 2010
- Advocating for Children in Cases Involving Domestic Violence, Appellate Division, Fourth Department, 2010

Herbert Wechsler Nation Criminal Law Moot Court Competition, University at Buffalo Law School, 2008

New York State Courts E Filing, New York State Judicial Institute (Surrogate Court), 2008

Law Guardian Program Update 2008, Appellate Division 4th Department, 2008

Diabolical Developments of the law: DWI, DNA, & Dungeons, Erie Institute of Law, 2008

DWI Update : New Cases and Complications, Erie Institute of Law, 2008

New York State Courts E Filing (Supreme Court), New York State Judicial Institute, 2008

Surrogate's Court Guardian Ad Litem, Erie Institute of Law, 2007

- Representing the Alleged Parole Violator, Erie County Bar Association Aid to Indigent Prisoners Society, 2007

Temporary Receivers, Erie Institute of Law, 2007

DWI Update: New Crimes and Consequences, Erie Institute of Law, 2007

Effective Law Guardian Representation I I, Appellate Division 4th Department, 2007

Law Guardian Update, Appellate Division, Fourth Department Law Guardian Program, 2007

Planning Ahead : Key Issues for the Lawyer Approaching Retirement, Erie Institute of Law, 2007

Effective Law Guardian Representation I, Appellate Division 4th Department, 2007

Referee's Powers and Duties in a Foreclosure Sale, Erie Institute of Law, 2007

Court Certified Article 81 Training, Erie Institute of Law, 2007

Gofigure, Erie Institute of Law, 2005

- Wade Hearings: A Practical Approach for Defense Attorneys, Erie County Aid to Indigent Prisoners Society, Inc., 2005

Drafting Effective Arbitration Clauses, American Arbitration Association, 2004

Temporary Receivers, Erie Institute of Law, 2005

DWI Trilogy, Erie Institute of Law, 2003

New Part 36 Rules and its Impact on the Judiciary Appointment System, Erie Institute of Law, 2003

- The Art of Charging for Legal Services: Billing Fairly and Getting Paid Promptly, Erie Institute of Law, 2003

Effective Law Guardian Representation I&2, Erie Institute of Law, 2003

What's in a Name, Erie Institute of Law, 2001

- Article 81 – Seven Years Later: Some Good, Some Bad, and Still a Lot of Ugly, Erie Institute of Law, 2001
- U. S. Supreme Court Review and Preview October 2008 - October -2009 Terms, Erie Institute of Law, 2011

The Art of Trial Advocacy – Civil Personal Injury, Erie Institute of Law, 2001

Ethics Bootcamp 2000, Erie Institute of Law, 2001

- Federal Criminal Defense Practice Spring Seminar, Office of the Federal Public Defender Western District of New York, 1999
- An Introduction to Federal Criminal Defense Practice, Office of the Federal Public Defender Western District of New York, 1998

District of New York, 1998

- Law Guardian Training Seminar, An Introduction to Law Guardian Practice, Appellate Division, Fourth Department Law Guardian Program, 1997
- Assigned Appellate Counsel Seminar Mandatory Training Program, Appellate Division, Fourth Department , 1996

Handling a Parole Revocation Matter, Erie Institute of Law, 1995

OTHER SEMINARS ATTENDED

Library Seminars Attended:

No child left behind @ your Library Spring Sharing 2003 Sponsored by the School Librarians' Association of Western New York and the Buffalo School Librarians' Association April 5, 2003

Computer Seminars Attended:

Microsoft Direct Access Quarterly Briefing -- Small Business 1997

Sybase Cyber Seminar --Featuring Demonstration of s-designer app modular and Sybase R SQL anywhere professional 1997

Microsoft Direct Access Quarterly Briefing - Net Results Windows 1995

ADMITTED TO PRACTICE LAW

NEW YORK STATE, 1989

FEDERAL BANKRUPTCY COURT (W.D.N.Y.), 1990

FEDERAL DISTRICT COURT (W.D.N.Y.), 1990

UNITED STATES COURT OF INTERNATIONAL TRADE, 1990

UNITED STATES TAX COURT, 1990

FEDERAL CIRCUIT COURT OF APPEALS, 1991

HONORARY SOCIETIES

Member, Omicron Delta Epsilon, 1984 - National Honor Society of Economists

- Member, Beta Phi Mu , 2000 - The international honor society for library & information science and information technology.

SCHOLARSHIPS

- GRADUATE ASSISTANT , STATE UNIVERSITY OF NEW YORK AT BUFFALO, 1988 to 1989 - Awarded full tuition Graduate Assistant with stipend by the Vice president for University Relations to serve as his graduate assistant.
- NEW YORK STATE REGENTS SCHOLARSHIP, New York State Department of Education, 1980 to 1984

Mrs. Laythanette E. Shine • 381 Sycamore Street • Buffalo, New York 14204 • 716-986-5965

PROFESSIONAL OVERVIEW

Strong people skills... set high personal goals, priorities, and standards. Effectively interact with people at all levels. Over 20 years experience providing Human Services for Not-For-Profit Organizations in Buffalo and Long Island, New York.

SUMMARY OF QUALIFICATIONS

Leadership

- ◆ Leads by example to earn respect; works side-by-side to get the job done
- ◆ Delegates tasks with authority and integrity

Planning Organization

- ◆ Sets priorities; developing appropriate roles for policy and procedure
- ◆ Promotes positive team relations; sets high, yet achievable, standards

Communications

- ◆ Develops and maintains excellent rapport with customers, associates, colleagues and corporate – very approachable
- ◆ Excellent written and public speaking skills
- ◆ Dynamic empowerment & motivational speaker with the ability to maintain a professional rapport

Training and Development

- ◆ Prolifically involved with associates growth and professional development

EMPLOYMENT HISTORY

Administrator – Parent Child Home Program

(2002 – Current)

King Urban Life Center

- Contemplate cognitive and affective components to increase parent/child interaction
- Models appropriate verbal and social interaction between parent/child along with the introduction of new VISM's weekly
- Planning implementation and staffing of special events and educational programs
- Hiring, mentoring, trainer, and facilitator
- Achieving and or exceeding established enrollment and start goals

Alcohol & Drug Technician

(2004 – Current)

Private Contractor

- Test for drug and alcohol-abuse utilizing urine specimen analysis and breath specimen analysis
- Market, organize, budget and promote

Conductor

(1998 – 2001)

Long Island Rail Road

- Coordinated crew operations; schedules, destinations, equipment maintenance, dispatched, and managed multiple tasks at one time
- Responsible for accurate and complete balancing of revenues reported daily
- Successfully managed over \$80 thousand yearly

EDUCATION

State University of New York at Buffalo

Entrepreneurial Certificate 2005

United States Navy Reserves

Christian Educational Educator

Buffalo Academy for Visual and Performing Arts, Graduated 1983

EPIC

Junior Achievement of Western New York

Literacy Volunteer of WNY

REFERENCES

Outstanding personal and professional references upon request

PROFESSIONAL AFFILIATIONS

AmeriCorps Alumni

Buffalo Niagara Partnership

Drug & Alcohol Testing Industry Association (DATIA)

Key4Women

Legal Shield

National Association for the Advancement of Colored People (NAACP)

The Minorities and Women Business Enterprise

University at Buffalo ~ E.O.C. Alumni

University at Buffalo ~ MWEE Alumni



(Handwritten initials)