

ATTORNEY RECRUITING TAKES ON ENHANCED ROLE

Greetings alumni! We hope you had a happy and successful 2022.

We kick off this edition with interviews with two Hodgson Russ professionals who will connect and collaborate with alumni in their new roles.

Mike Maxwell, a 30-year veteran of the firm, is taking on the newly created role of Chief Talent Officer. We also would like to welcome Amy Atkinson to the firm as the Attorney Recruiting Manager.



Michael E. Maxwell
Chief Talent Officer



Amy Hayes Atkinson
Attorney Recruiting Manager

You’re not new to Hodgson Russ! Tell us about your path to the role of Chief Talent Officer.

I joined Hodgson Russ almost 33 years ago after spending two years at another Buffalo-based firm, the late, great Moot & Sprague. While I really liked the people at Moot, the difference when I arrived here was palpable. It wasn’t just congenial; it was more like a family, or a collection of good friends. And the firm worked hard to maintain that feel, both informally through lunches, happy hours, and other gatherings, and formally through committees and development programs.

I really enjoyed contributing to the fabric of the firm and got involved as much as I could. I joined the Recruiting Committee and what was then called the Training and Mentoring Committee. When I became a partner, I joined the Lawyer’s Evaluation and Compensation Committee (LECC), which I absolutely loved. It gave me an opportunity to really get to know not just the associates, but also the partners.

You can learn a lot about a person when interviewing them about other people. I eventually served as chair of the LECC for seven years. It was a bittersweet feeling when I stepped away from that role to become the Practice Area Leader of litigation. But luckily being PAL allowed me to continue to work closely with people on their development and finding their place in the firm.

Tell us a little about your background.

Greetings Hodgson Russ alumni! I’m thrilled to be one of the newer members of the firm as Attorney Recruiting Manager. I come to the firm from the UB School of Law, where I served in many capacities, including Alumni Reunion Coordinator, Coordinator of the Advocacy Institute, Director of Special Events, and most recently Director of Student Life.

Growing up in WNY, I was no stranger to the law; my father was an attorney in Buffalo & New York City for over 30 years. My parents instilled in me dedication, a strong work ethic, and a commitment to community service - which I hope I have passed along to my children. Hodgson Russ’s dedication to its employees - through its professional development, mentoring, and service to the community - weighed heavily in my decision to join the firm.

What experience do you bring to the firm?

While my past experience is not firmly rooted in recruiting, I do find myself with a deep breadth of experience developed over the years from my work in the not-for-profit, corporate, and higher education (specifically the law school) sectors. I hope to harness these past experiences to provide the best results for the firm in our recruiting practices.

First and foremost, I consider myself a people person. I thrive personally and professionally when my work involves

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If you received this newsletter from a third party or from visiting our website and would like to be added to our alumni mailing list or any other mailing list, please contact Amy Atkinson at aatkinson@hodgsonruss.com or 716-848-1612.

ALUMNI PERSONAL AND PROFESSIONAL NEWS

Pamela Davis Heilman Donates \$1 Million to U.B. Law



Retired Hodgson Russ Partner Pamela Davis Heilman and her husband, Robert, made a game-changing gift of \$1 Million to the University at Buffalo School of Law. The Heilmans have a longtime commitment to their alma mater and consider this gift an investment in the future of UB and UB Law. It is an extension of their decades of involvement with the school, including everything from mentoring to alumni leadership to philanthropic commitment.

SPECIAL RECOGNITION:

Benjamin M. Zuffranieri Jr. Named to Upstate Power 100



Congratulations to Hodgson Russ LLP Managing Partner Benjamin M. Zuffranieri Jr on being named to the *City and State New York* "2022 Upstate Power 100 List."

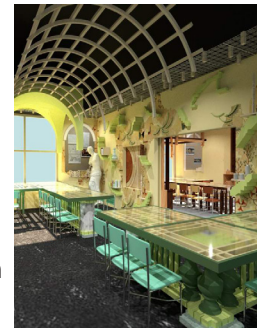
The list features high-ranking elected officials, as well as local politicians, business executives, university presidents, and labor leaders who are key players in Upstate New York.

Congratulations, Ben! We are proud to call you our leader!

Bob Fleming & Mirabo Press Exhibit

Many of you will remember Bob Fleming from the decades he spent at the firm (1980-2022). He is now shifting gears and pursuing his passion for art through Mirabo Press. Together, he and his partners, Mizin Shin and Rachel Shelton, have an exhibit at the Burchfield Penney Art Center.

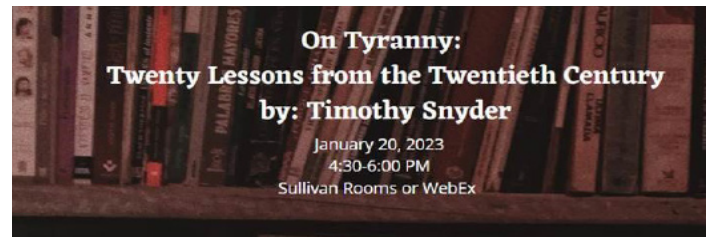
The Persistence of Practice: The Art of Mirabo Press
Burchfield Penney Art Center:
SUNY Buffalo State College
1300 Elmwood Avenue
Buffalo, New York 14222



The exhibit showcases artwork by Mizin, Rachel, and Bob, alongside prints they've made in collaboration with some of the amazing artists that have come through their doors.

The exhibit is free and will be open at the Burchfield Penney Art Center until July of 2023.

Join us for an Alumni CLE and Happy Hour Event



Join Hodgson Russ alumni and attorneys for food, drinks, and an ethics CLE program.

Hodgson Russ alumnus and current University at Buffalo School of Law Lecturer Patrick J. Long will lead a discussion about the bestselling book, "On Tyranny: Twenty Lessons from the Twentieth Century."

In it, author Timothy Snyder helps readers learn from the past in order to preserve a democratic future. Participants will have an opportunity to discuss the rule of law, democracy, and justice.

If you'd like to join, please contact Anna-Lesa Calvert (acalvert@hodgsonruss.com). We expect this program to qualify for at least 1.0 Ethics CLE credits.

ATTORNEY RECRUITING TAKES ON ENHANCED ROLE

Maxwell ... Continued from page 1

When I talked to Ben Zuffranieri about the newly created role of Chief Talent Officer, I was really excited. Attracting top legal talent and developing programs to help that talent exceed is so important to our success, and I really wanted to be a part of that.

How are you feeling about the new role? How will it intersect with alumni?

While I'm really excited about my new role, it's also very daunting. Over the years, so many high quality people have made this firm what it is, and the idea that I now have at least some formal role in continuing that tradition is intimidating. But I think the jobs the firm has allowed me to fill over the years have given me the right foundation to maintain our efforts to make this a great place to work for lawyers.

I've learned so much from the people of the firm, both those still here and those who have moved on. And I hope to continue to do so. My door is always open (figuratively—and most of the time literally) to ideas. So please share them! This new job requires me to travel a fair amount, so I'd be happy to trade a lunch or cocktail for an idea from an alum. I've always found the people who have practiced at Hodgson Russ to be a great source of information and inspiration. I hope to hear from you.

Atkinson ... Continued from page 1

meeting, connecting, and getting to know others. I also pride myself on my time management and problem solving skills and my ability to multi-task. I hope to use these skills to develop new techniques for attorney recruiting.

I consider myself organized (sometimes in a chaotic way – so don't look at the folders/paperwork on my desk) and results-oriented individual. I take pride in my ability to resolve difficult situations, work on multiple projects, and learn new skills that will challenge me. I tie this back to my conflict resolution skills, my ability to be empathetic, and a knack for staying calm in high pressure situations and under tight deadlines. My work organizing large scale programs, including orientation involving 175+ students from all backgrounds and cultures to commencement encompassing over 1,300 individuals, has enhanced my ability to work both independently as well as on a team.

What are you most looking forward to in your new role?

Over the years, it has been a joy to develop relationships with judges, community leaders, corporate and not-for-profit partners, faculty, and law students, many of whom are now all over the world. With my background in special events and alumni relations, I had to communicate, motivate, and listen to those alumni and student volunteers. To this day, I value my relationships with those cohorts – many of who are working, or worked, at Hodgson Russ.

By listening and bringing new and creative ideas to the role, I hope to enhance recruiting at Hodgson Russ. I welcome your thoughts on our process, as well as any leads on prospective attorneys, as we continue to attract and maintain the best and brightest legal talent in the marketplace. Finally, I look forward to expanding my network amongst the Hodgson Russ family and alumni. I hope our paths will cross in the near future!

UPCOMING HODGSON RUSS EVENTS

Visit <https://www.hodgsonruss.com/newsroom-events.html> to learn more.

Labor & Employment Conference

January 12, 2023

2023 School Client Conference

January 13, 2023

Public Company Update

January 24, 2023

2023 Florida Residency Series

January 26, 2023 - Palm Beach

January 27, 2023 - Boca Raton

February 6, 2023 - Miami

February 23, 2023 - Sarasota

February 24, 2023 - Naples

Hodgson Russ Annual Ski Party

February 2, 2023

Immigration Webinar

February 7, 2023

CPRA - California Consumer Compliance Laws

February 8, 2023

NY Association of Towns

February 19, 2023



HODGSON RUSS IN THE NEWS

Attorney Appointments and Honors



Reena Dutta has been named to the 2022 *Buffalo Business First* 40 Under 40 list. The list honors individuals who are successful in their professions and heavily involved in community activities.



Debra Herman has been elected as a Fellow of the American College of Tax Counsel. Membership, limited to no more than 700 Fellows, is reserved for those leaders who have made an exceptional contribution to their chosen profession.



Hugh M. Russ III received the Bar Association of Erie County's (BAEC) prestigious Award of Merit in recognition of his commitment to the betterment of the profession and his commendable service over the past year as President of the BAEC (June 2021 – May 2022).



Frank C. Sarratori joined the Real Estate & Finance Practice's Albany office. He has represented public and private institutions throughout NYS, most recently as Pioneer Bank's executive vice president, general counsel, chief administrative officer, and corporate secretary.



Valerie Stevens was named managing partner of the New York City office, continuing the firm's commitment to exceptional client service and growth. She also oversees professional development of her colleagues and their community involvement in New York and New Jersey.



William Turkovich has been named leader for the firm's Federal & International Tax Practice. Bill concentrates his practice on federal and international tax law matters, including guiding Canadian and other non-U.S. clients on U.S. tax matters.



The father-daughter duo of **Peter** and **Jillian Brevorka** of the Brevorka Law Firm, P.C., in Greensboro, North Carolina, have joined Hodgson Russ as partners in the firm's Trusts & Estates Practice. They are based in Greensboro (7 Corporate Center Court, Suite B, Greensboro, NC 27408), adding a ninth location to the firm's list of offices. Peter focuses his practice on assisting business owners and multi-generational families of wealth with matters pertaining to estate and tax litigation, estate and charitable gift planning, business succession planning, and the administration of estates and trusts. Licensed in four states, Jillian concentrates her practice on planning for complex estates, gift and estate tax planning, business succession planning, multigenerational estate planning, estate administration, and estate litigation.



Practice and Office News

The **Albany Office** transitioned to newly renovated office space at their current location at 677 Broadway. The new space on the fourth floor (Suite 401) provides attorneys, staff, and clients with a more modern and enhanced environment.

The **Rochester Office** relocated to expanded space at 90 Linden Oaks, Suite 110, Rochester. The the new space features remodeled offices and conference rooms with plenty of free parking for clients and visitors.

State & Local Tax launched a new podcast, **State Tax Talks with Joe Tantillo**. The podcast series will educate listeners on a variety of state and local tax issues from the general and historical to the topical and current. In Episode One, parts 1 and 2, Hodgson Russ Chairman Emeritus Paul R. Comeau and current Chairman Mark S. Klein give insight into the evolution of New York State and City's tax paradigm and what it has meant for business taxpayers, individual taxpayers, and their attorneys and other tax advisors. *State Tax Talks with Joe Tantillo* is currently available through Apple, Podcast, Spotify, iHeartRadio, and Amazon Music.



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