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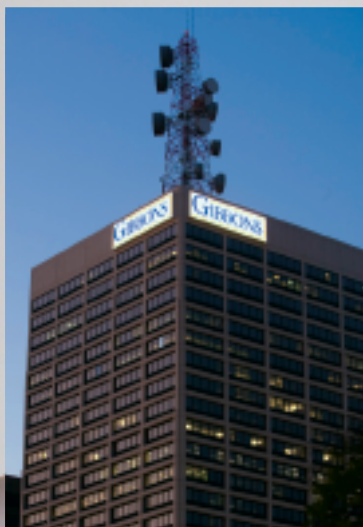
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Gibbons P.C. Reflecting on a Pivotal Year and Positioning for the Future

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There's Something Funny About New
Jersey And His Name Is Joe Piscopo



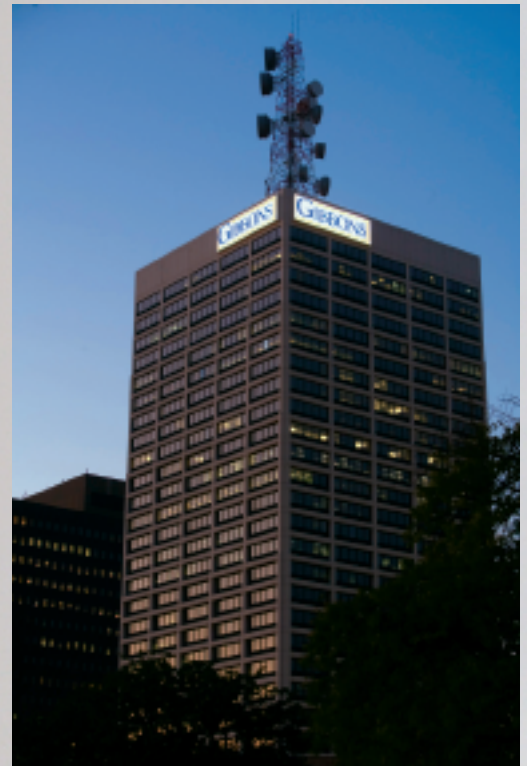
NJ's Sandra Passchier Is One Of The
Frozen Chosen Studying Antarctica



From The Meadowlands To Indianapolis,
Bobby Rahal Lives Life In The Fast Lane

Gibbons P.C. Reflecting on a Pivotal Year and Positioning for the Future

A unique feature of Gibbons' new headquarters is the Attorney Lounge, which provides attorneys with a place to meet, unwind and network throughout the day.
Inset: Gibbons makes its mark on the Newark skyline.



IT'S IRONIC THAT IN A YEAR OF SIGNIFICANT client-driven growth for Gibbons P.C., a year in which virtually every change undertaken by the firm—in its client services, headquarters, office locations, community outreach, and employee incentives—could best be characterized as “more” or “bigger,” the firm’s first major development in 2007 involved scaling down, albeit in name only.

On Feb. 1, 2007, Gibbons, Del Deo, Dolan, Griffinger & Vecchione P.C. became Gibbons P.C., in recognition of the firm’s corporate identity among clients, colleagues, peers, and firm attorneys themselves, across the region and in all the markets it serves. Says Patrick C. Dunican, Jr., chairman and managing director of the firm, “When the most important people to your business call you by one name, it is the logical next step to use that name in all communications, to leverage the equity in that name to create a consistent message and increase brand awareness.”

The name change also pays homage to, and reinforces a reputation shaped by, the firm’s standard-bearer, John J. Gibbons, who returned to the firm in 1990 after serving for 20 years as the Chief Judge of the United States Court of Appeals, Third Circuit.

Changing the Legal Landscape in Newark

The name change was the first of many highlights for Gibbons in 2007, a year in which the firm implemented a more corporate approach to its business in a way that reinforced the vital connection between the firm and its client base. Gibbons, differentiating itself from the pack, formally adopted a distinctive business strategy: to capture major deals for middle-market companies (with annual revenues of \$100 million to \$2.5 billion) and middle-market deals for major companies, notably in New Jersey but also in New York, Pennsylvania and Delaware.

Explains Dunican, “This is the kind of work every attorney at the firm can be passionate about, and the kind of work that we can honestly strive to do better than any other law firm.” The strategy proved extremely promising in its first year; in terms of growth, market position, business development, and, most importantly, client and employee satisfaction, 2007 proved to be a pivotal year for the firm.

New Headquarters, New Possibilities

In February, Gibbons moved to a new, 100,000-square-foot headquarters at One Gateway Center in Newark, a perfect symbol of the firm’s standing in, and commitment to, the city it has called home for over 80 years. The unique design plan for the firm’s six floors includes ample conference and meeting space outfitted with the most current videoconferencing and audio/visual capabilities; a moot courtroom; and a relaxed lounge area, among many other features.

“The incorporation of client concerns in the design of our new space was comprehensive. First and foremost, we

made a conscious decision to halve the size of directors’ offices, resulting in cost savings for us that we immediately pass on to clients,” says Patrick Dunican.

“But beyond those fundamentals, we have used our moot courtroom to prepare lawyers and clients as thoroughly as possible for litigation by rehearsing trials and hearings, simulating the actual events. That extra preparation makes a huge difference. And the rest of the conference center space, with its up-to-the-minute video and audio technology, has helped us close major deals that each involved Gibbons attorneys across several firm offices and client representatives throughout a number of their own locations—as if we were all in the same room. Our conference center space is so impressive that clients often request to hold their own meetings here.”



The Gibbons Moot Courtroom provides a space for attorneys and witnesses to prepare for trial, and for young attorneys to train and develop their litigation skills.

The additional technology Gibbons implemented throughout its offices, particularly in its new headquarters, is truly cutting-edge and serves to expand collaboration capabilities and deliver legal services efficiently at a lower cost to clients. These technological advances include a high-speed, converged voice and data network that allows the firm’s phone, computer and videoconferencing systems to utilize a single network infrastructure. In addition to enhancing the overall end-user experience, the new network allows for enhanced client accessibility to extranets and portals and boosts the firm’s e-billing and litigation support capabilities. All of this has enabled seamless communications and a highly mobile and accessible workforce.

“Employees can choose to have calls to their office phones automatically forwarded to cell phones, PDAs, home phones or any other location. There is even a software version of the phone that they can run on a laptop when traveling. These features allow our employees to always be accessible to their clients via a single phone number, regardless of where the attorney may be at any point in time,” explains Michael Aginsky, chief technology

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officer of Gibbons. "The firm's e-mail, phone and voicemail systems are completely integrated, so employees can dial the phone from Outlook, listen to voicemail on their computers, or have e-mail messages read to them from the voicemail system. Since the voicemail is now stored in Outlook, they can even listen to their voicemail on their PDAs without having to call into the voicemail system."

The stunning views of the city of Newark that the new headquarters provides are even more fitting now that Gibbons has literally changed that skyline. The firm added its logo in lights to the top of One Gateway Center. "Our sign in lights above the city not only reflects our 80-year commitment to Newark," says Dunican, "it also heralds the arrival of a new way of doing business: a 21st century law firm in 21st century space providing 21st century client service."



www.gibbonslaw.com

A Whole New Look

The Gibbons brand and logo, in addition to topping its headquarters building, are represented in all of the firm's print and online communications, another change implemented in 2007. The firm also launched its newly redesigned Website last year, which features increased functionality, easy-to-use navigation, and other technological advances to help provide information and news to site visitors in a clear, concise manner, as well as to offer constant accessibility to clients.

Client-Directed Growth and Diversification

The recent changes that have mattered most to Gibbons' clients, however, have been the forward-thinking developments in the services the firm offers, and the locations in which it offers them, all in response to clients' evolving needs. For example, from a solid foundation of existing legal practice areas—which include, broadly, business and commercial litigation; corporate; criminal defense; employment; financial restructuring and creditors' rights; government affairs; intellectual property; product liability; and real property and environmental—Gibbons created new, interdisciplinary practices that tackle up-to-the-minute client concerns in response to the most current business, economic, legislative, and judicial developments. The firm added top-tier, seasoned attorneys in key legal areas and launched a new office where a critical mass of clients needed their Gibbons attorneys.

The E-Discovery Task Force

In numerous, recent litigations, e-mails and other electronically stored information, or ESI, have been featured significantly as evidence. Courts have grappled with the principles surrounding the discovery of ESI; the prominence of these issues spiked after December 2006, when

the Federal Rules of Civil Procedures were amended. These Federal Rules changes, along with several of the most severe sanctions decisions for noncompliance with incredibly onerous e-discovery obligations, have sparked the anxiety of businesses. In response, Gibbons' E-Discovery Task Force sponsored a full-day conference in 2007 that comprehensively addressed all of the latest developments in e-discovery.

"Anything we can do to put our clients in a position to prevail on the merits of any litigated matter, while avoiding the now all-too-common sideshow of e-discovery disputes and the devastating sanctions that can result, is what we want to offer," says Mark S. Sidoti, chair of the Task Force. "The timing was perfect for devoting a full day to educating clients on a number of unique issues in e-discovery and information management."

The E-Discovery Task Force is an interdisciplinary group of attorneys and information technology professionals who help companies prevent document retention and e-discovery problems and solve problems that do arise. The Task Force constantly monitors relevant court decisions, regulations and emerging trends. The Task Force offers practical and cost-effective strategies for clients, in terms of both preventive counseling—for example, best practices audits and compliance counseling with regard to e-discovery and Corporate Information and Records Management Policies (IRMPs), as well as various employee training programs—and assisting clients with their e-discovery needs in litigated matters, including, for instance, pre- and post-litigation measures to minimize sanctions.

Addressing Troubles in the Credit Markets

The volatility for financial service firms over the past year has been well-documented and widely felt. The recent turmoil on Wall Street, fueled in significant part by tightened credit, indicates significant changes in the market and heightened interest in distressed opportunities. In the fall, Gibbons formed an interdisciplinary working group to address client exposures and interests resulting from the dislocation in the credit markets. The lawyers who make up the working group are experienced directors from such diverse practice areas as financial restructuring and creditors' rights, corporate, real property, environmental, and business and commercial litigation.

A New IP Team in Philly

Numerous companies in the life science, telecommunications and other technology-based industries have long relied on firm attorneys for a full array of legal services. The arrival of five attorneys from the Intellectual Property Group of international law firm Reed Smith to Gibbons' Philadelphia office immediately afforded those clients access to additional top-tier talent and insight into the full range of intellectual property counseling and litigation issues, as well as the intellectual property aspects

of major corporate transactions. It also marked another chapter in the growth of Gibbons' nationally recognized IP practice. The new group, led by well-known IP practitioner Louis M. Heidelberger, brought the total number of attorneys in Gibbons' IP practice to 45, the Philadelphia office to 40 and the overall firm to 220.

Says David E. De Lorenzi, chair of Gibbons' IP Department: "With Lou and his team's exceptional talent and experience, together with their complementary client base and industry-focused approach to practicing law, our clients and our practice have already begun to reap the benefits of this extraordinary partnership."

Heidelberger agrees. "The dynamic platform offered by the Gibbons IP practice and its highly regarded firm has proven to be the best fit for our needs, and the needs of our clients."

Exemplary Judgment

Heidelberger and his team were not the only prominent arrivals to Gibbons in 2007. Upon completing his term as Chief Justice of the Supreme Court of New Jersey, James R. Zazzali returned to private practice as Of Counsel to the firm.

At Gibbons, Zazzali joined John Gibbons and Herman D. Michels, the former Presiding Judge of the Appellate Division of New Jersey, to form a formidable group of former jurists who have carved an exceptional niche at Gibbons, leveraging their judicial expertise to advise clients on matters such as corporate governance, institutional ethics, internal investigations, appeals, mediation, and arbitration. They have also been invaluable intellectual resources internally, contributing vast knowledge and unique perspective as mentors to multiple generations of attorneys throughout the firm and helping them better serve their own clients.



Former Chief Justice of the Supreme Court
James R. Zazzali joined Gibbons
in October 2007.

Delaware Views

Also in response to client demand, Gibbons opened its Wilmington, Delaware, office in October of last year. "The Wilmington office will follow the model of our New York office—to serve existing clients in a new geographic region based on their current needs, and then grow into a full-service office through the acquisition of talented attorneys," explains Patrick Dunican. "We'd been using local counsel for more than 40 pending litigation matters in Delaware. It didn't make sense to keep doing that when we can perform the services ourselves, and in doing so, maintain a much more direct, one-on-one relationship with clients on those matters."

Based on initial client demand, the Wilmington office launched with a focus on business and commercial litigation, products liability, financial restructuring and creditors' rights. William R. Firth, III, a firm attorney from the Philadelphia office who has extensive Delaware experience, moved to Wilmington to manage the new office. "I look forward to the opportunities that await us in Wilmington," he says. "We hope that through strategic planning and growth, this office will become as large and successful as the firm's other offices."

Making the List

As a result of such an expansion and the addition of high-level talent, for the first time in its 81-year history, Gibbons broke through to the "Am Law 200" in 2007. The Am Law 200 is a prestigious list of the nation's leading law firms that is published annually by *The American Lawyer*. The list is based on gross revenues and other data, which is provided by law firms throughout the nation and then investigated by reporters at American Lawyer Media's publications throughout the United States.

"Joining the Am Law 200 is an important milestone for our firm," says Dunican. "Over the past three years, we have increased the firm's revenues by \$30 million and profits by 100 percent, while organically growing the firm by 60 lawyers."

New Ways of Reaching Out

In addition to its commitment to clients, in 2007 Gibbons reinforced its longstanding commitments to the cities in which its attorneys practice and to the profession of law overall. The firm's tradition of community outreach dates back to the 1960s, when the New Jersey State Bar Association's then-president, John Gibbons, enlisted attorneys to help those unable to afford legal representation during the Newark riots, and Michael Griffinger began his decades-long work on the board of Essex/Newark Legal Services. Today, the firm has collectively designated its community outreach efforts "Gibbons Cares," and donates a total of \$1 million annually to these efforts.

A hallmark of Gibbons Cares has always been the firm's willingness to review its commitments, analyze its impact, and strengthen its work through the development of fresh initiatives and the introduction of novel programs to benefit new groups of people and to inspire new generations of attorneys. The firm regularly earns an "A+" from the *New Jersey Law Journal* in its annual ranking of law firm pro bono efforts.

The Gibbons Institute of Law, Science & Technology

In 2007, Gibbons endowed \$1 million to the Seton Hall University School of Law to establish the Gibbons Institute of Law, Science & Technology. This gift was the largest donation to a New Jersey law school by a New Jersey-headquartered law firm. It provides funding to assist the

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law school in educating and training the next generation of attorneys in technology and scientific communities.

The Gibbons Institute is a forum for lawyers, judges, scientists, and government officials to discuss the legal, political, and social problems that continue to arise as scientific and technological changes challenge existing laws



From left: R. Erik Lillquist, director, The Gibbons Institute of Law, Science & Technology; Patrick E. Hobbs, dean and professor of law, Seton Hall University School of Law; Patrick C. Dunican Jr., chairman and managing director, Gibbons P.C.; David E. De Lorenzi, chair, Intellectual Property Group, Gibbons P.C.; Msgr. Robert Sheeran, president, Seton Hall University.

and legal institutions. With the Gibbons Institute, Seton Hall Law School has the capability to train professionals in health and intellectual property law and advance its J.D. and M.S.J. degrees to better meet the needs of industries facing cutting-edge technological and associated legal challenges. The Institute also allows the university to introduce an LL.M. degree in intellectual property law and to support special events, lectures and communications efforts.

The New Jersey State Bar Foundation

Gibbons also committed to helping the New Jersey State Bar Foundation expand its capabilities. The firm donated \$500,000 to fund the construction of state-of-the-art meeting facilities for the Foundation to be used for all its educational and other programming. In 2007, Patrick Dunican was appointed as a Trustee of the Foundation.

Accolades for Inspired Strategies and Top Legal Talent

It is perhaps not surprising, given the number and impact of its new client service, business development, and community outreach initiatives, that Gibbons was honored by a variety of organizations and other sources in 2007.

Recognition for Outstanding Attorneys

The firm made an impressive showing in the 2007 rankings by the *Chambers USA Guide to America's Leading Lawyers for Business*, with seven of the firm's practice areas and eight individual attorneys ranked in the top tiers. *Chambers* annually rates the nation's leading business lawyers and law firms through comprehensive interviews with top companies, attorneys, and business executives; last year's process included over 14,000 such interviews.

In addition, 49 firm attorneys were named *Super Lawyers* in 2007. The *Super Lawyers* selection process comprises annual statewide or regional surveys in which more than 800,000 lawyers are asked to nominate the best attorneys in a variety of practice areas, which is followed by extensive research by the publication to compose a list of the top five percent of the total lawyers in the state.

Super Lawyers Rising Stars focuses on attorneys who are 40 or under, or who have been practicing law for 10 years or less. Only 2.5 percent of the most impressive up-and-coming attorneys in a state are named Rising Stars; this year's lists boasted 24 Gibbons attorneys.

Recognition for Dynamic Business Growth and Leadership

In June, Ernst & Young named Gibbons Chairman and Managing Director Patrick C. Dunican Jr., "Entrepreneur of the Year" for professional service firms. The Ernst & Young Entrepreneur of the Year Award honors outstanding entrepreneurs in more than 125 cities and 40 countries who are building and leading dynamic and growing businesses. Awards are given to entrepreneurs who have demonstrated excellence and extraordinary success in areas such as innovation, financial performance and personal commitment to their businesses and communities.

Dunican was also a Top 5 finalist for the *NJBIZ* Executive of the Year Award, and on the same night in November, the firm as a whole was a Top 5 finalist in the *NJBIZ* Business of the Year Awards. These awards honor companies and executives for their contributions to the state's business community and recognize an elite group of businesses and business leaders. *NJBIZ* also named firm director Christine A. Amalfe, chair of the Employment Law Department, as one of "New Jersey's Best 50 Women in Business."

Another accomplished Gibbons woman, Alyce C. Halchak, a director in the Corporate Department, was the only NJ-based attorney—and one of only 20 nationwide, among more than 200 nominees—to be named to the newest class of the DirectWomen Board Institute. An initiative of the American Bar Association and Catalyst, DirectWomen is the only program specifically designed to identify, develop, and support a select group of accomplished women attorneys to provide directors needed by the boards of U.S. companies.

Recognition for Being a Great Place to Work

None of Gibbons' tremendous achievements in 2007 would have been possible had the firm not been able to attract, motivate, and retain the highest-level talent among attorneys, professionals and support staff. The firm managed to do just that, by promoting a collegial—many say familial—work environment; open internal communications and senior-level accessibility; an emphasis on mentoring, professional development, and career mobility, at the attorney, administration, and staff levels. Other factors include: firmwide celebrations and team-building programs throughout the year; and a generous, innovative benefits package called “The Gibbons Experience,” which adds to the exhaustive list of traditional benefits with added unique perks such as a mortgage program, Weight Watchers, Smokenders, a health advocate program, a corporate perks program, free Starbucks coffee all day every day, CPR/AED and First Aid training, an eldercare program, years-of-service awards, and, among many other highlights, the firm's traditional St. Patrick's Day celebration, complete with Irish dancers, bagpipers, breakfast and a full Irish dinner.

Gibbons has, as a result, been acknowledged to be simply one of the best places to work—in New Jersey; in Pennsylvania; for minorities; and for women, according to various sources.

Gibbons was named by *NJBIZ* magazine as one of the “Best Places to Work in New Jersey,” ranking fourth among the state's large (200+ employees) companies for the second year in a row. Not content with its success in one state, the firm was also named to the *Philadelphia Business Journal's* “Best Place to Work” list, earning a second-place ranking in the “Headquartered Outside Philadelphia” category and special notice for its extensive benefits and programs for employees (the only company to rank higher was Microsoft). Finally, the *Central Penn Business Journal* named Gibbons one of the best places to work in all of Pennsylvania.

In 2007, *MultiCultural Law* magazine ranked Gibbons among the Top 100 law firms nationwide for diversity, a testament to the Gibbons Diversity Initiative. The firm's goal through the Initiative is to create a more diverse attorney workforce by implementing programs that promote diversity awareness both at the firm and throughout the legal community, and directing recruiting, retention, and development programs for minority legal professionals who will shape the future of the legal industry. Comprehensive training and mentoring programs, joint efforts with minority bar associations, and extensive support of community organizations are all highlights of the Gibbons Diversity Initiative, which has helped the firm achieve an important distinction: 10 percent of Gibbons attorneys are of diverse backgrounds.

Now overseeing the Diversity Initiative is Luis J. Diaz, a director with the firm's Intellectual Property Group and its first chief diversity officer, appointed in 2007. As President & CEO of the United States Hispanic Advocacy

Association, Diaz works with major corporations and institutions of higher learning to advocate for and develop innovative strategies in support of diversity and inclusion. “I am honored and humbled to accept the challenge presented to me by Gibbons,” says Diaz. “In considering offers from several prominent firms, I chose Gibbons because this firm has a track record of inclusion and is genuinely committed to helping level the playing field for all members of our profession.”

Gibbons is confident that a chief diversity officer will enhance the firm's ability to provide the most appropriate and effective solutions to clients' myriad, complex business issues. Diaz will also lead and manage all aspects of the Diversity Initiative, including the implementation and execution of a highly innovative diversity strategy that will leverage all the firm's existing resources while also helping clients to meet their own diversity objectives.

Working Mother magazine published its first-ever list of the “Best Law Firms for Women” in 2007, and featured Gibbons as the only New Jersey-headquartered firm among 50 firms nationwide to be honored for commitment to the retention and advancement of women. Gibbons was included on this prestigious list because it is setting new standards to retain and promote top women legal talent with innovative work/life and women-friendly policies, including part-time policies, child care, and women-focused mentoring programs.

Gibbons was also noted as one of the best firms nationwide for the retention of women attorneys. This was an especially fitting tribute in 2007, the year the firm celebrated the 10th anniversary of the Gibbons Women's Initiative, one of the first programs of its kind to offer networking, mentoring, and business development opportunities to women both at the firm and outside of the firm in the business and legal industries. Today, the Initiative has more than 60 women at the firm and 2,000 in total involved in its ongoing programs.

“These awards, taken together, really underscore the firm's commitment to treating all of its employees equally and fairly,” remarks Dunican. “The firm is proud to be recognized among the leading companies in the state, including some of our clients, to receive such prestigious recognition in so many areas of employee satisfaction. Gibbons, in turn, could not be more satisfied with its workforce.”

Positioning for the Future

So, what does all the growth of 2007 mean for Gibbons in 2008 and beyond? Dunican responds, “Gibbons will continue to provide legal advice and customer service of exceptional quality, by employing the hardest-working and smartest lawyers. We will never be the oldest firm or the largest firm, and we will never have the most offices in the most cities, but we can be the unquestioned ‘go-to’ law firm to whom clients will send their most important work and for those attorneys up to the task of serving them.” ■