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SERVICE BY FAX AND EMAIL NOT ACCEPTED

February 10, 2012

Michael A. Siragusa, County Attorney
Erie County Department of Law
95 Franklin Street, Room 1634
Buffalo, New York 14202

Re: Legal Services Proposal

Dear Mr. Siragusa:

Please let this letter, and the enclosed proposal, serve as HoganWillig, PLLC's submission in response to the County of Erie's Request for Proposal "To Provide Legal Services in Connection with the Lease of the County's Professional Football Stadium."

As the fastest growing law firm in Western New York, we look forward to the opportunity to provide the County with the full-range of legal services being sought, and in which we feel we are uniquely qualified.

We recognize that the Buffalo Bills have endeared themselves to the residents of Western New York in their over 50 years of competition. The franchise has a vast, multigenerational fan base of some of the most passionate supporters of any sports franchise in the world. As members of the local community, and a growing force in the Western New York legal community, we are eager to represent the County in its efforts to keep the Bills in Buffalo. It is certainly true that the presence of the Buffalo Bills in Western New York has a positive psychological impact and has contributed to economic development and prosperity for the County and its citizens. On the economic front, it is estimated that the franchise produces \$141 million annually in economic activity in the region. Thus, it is easy to see how, often, the most prominent asset of a major city is its professional sports franchise. Local governments place a premium on the potential benefits of hosting such franchises and, as a result, offer enormous amounts in public funds and concessions to attract or retain a professional sports team. This is the reality of the competitive world that the County of Erie has to navigate.

However, we also recognize the unique hardships facing the County and region. As the County's legal representatives and advisors, we would set our goal on concluding the best deal possible for the County. In times of economic and demographical downturn for the region, it is not in the

County's best interest to enter into an agreement that does not benefit the County and the people of this area to the fullest economic extent possible. Given the precarious ownership situation, and the fact that the Buffalo Bills already play one less, truly, home game than other N.F.L. franchises, it is imperative that the County moves with all deliberate speed to lock a beneficial deal in place.

We also understand that this selection process, and the subsequent lease agreement negotiations, will be a major early test of this administration. We are certain that the County Executive is eager to make his mark on the County and conclude a deal that will not only serve as a cornerstone of the undoubtedly many successes he will come to enjoy, but also serve as his legacy, benefiting the people of the County of Erie and the wider region for decades to come.

Since the County issued this Request for Proposal, our firm has dedicated resources to researching and familiarizing ourselves with the unique challenges presented in the drafting, negotiation and implementation of professional sports stadiums, particularly National Football League stadiums. The County's football stadium is a valued asset, whose use should provide the largest possible benefit to the citizens of the County of Erie, and that should be the number one priority of whomever the County selects to represent it. Although the County's football stadium is nearing its 40th birthday, there is no reason, with proper maintenance and upkeep, that it should not be able to provide the County with revenues for years to come. In that vein, it is important that the County conclude a long-term lease agreement, as opposed to a short or medium-term agreement such as the one entered into between the parties in 1998, to ensure the County more security and stability moving forward.

It is respectfully submitted that our firm possesses the knowledge and expertise to achieve the maximum possible results for the County, and avoid the common mistakes of other municipalities in negotiating with the National Football League and its owners. Our firm possesses the resources to provide the County with services that will achieve a result even more beneficial than the most recent N.F.L. stadium mega-deal worked out between state and local governments in New Jersey and the New York Giants and New York Jets football teams that paved the way for the construction of a new \$1.6 billion dollar stadium. We also have the knowledge and familiarity of the subject matter to avoid the notoriously municipally unfriendly deal negotiated by the lawyers for the Cincinnati Bengals football team against Hamilton County, Ohio. We recognize that the County's football stadium is a valued asset, and the negotiation of a favorable lease to the County could serve as a much needed buttress to the local economy.

It is critical in negotiating complex instruments such as these to take a firm position and ensure that no concession is left on the table unnecessarily. We will focus on obtaining for the County terms commensurate with the most favorable obtained by other local and state governments across the N.F.L., including:

- ticket sales
- advertising
- concessions
- club seats and suites
- nearby game-day parking
- year-round maintenance costs versus only on days the venue is used by the team
- rents and/or lease payments

- improvement costs
- development rights of adjacent land
- sale of seat licenses
- stadium operation costs
- stadium management rights
- stadium naming rights
- sliding scales for rents and net revenue sharing
- game-day insurance and utilities
- capital improvements
- avoiding the pitfalls of “state of the art clauses”

The above are only a handful of the numerous revenue and cost producing provisions that require detailed consideration and negotiation.

Any one of the aforesaid provisions can mean the difference between tens to possibly hundreds of millions of dollars in revenues or costs to the County. As illustration, the N.F.L.’s newest stadium, the aforementioned home of the New York Giants and New York Jets, is now known as Met Life Stadium, the naming rights to which was purchased for \$17 million dollars per year for a term of 25 years. The municipality gave up the naming rights to the stadium in exchange for other concessions. Our firm will ensure that if such lucrative concessions are made, it will only be for an even greater benefit to the County.

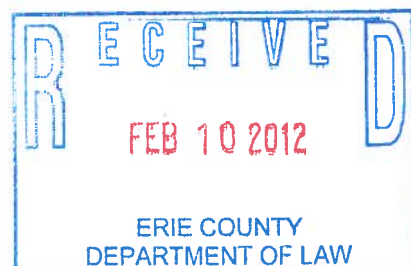
We feel it is appropriate that the County of Erie select a true Western New York-based law firm to handle this matter. We recognize that the new administration has among its top priorities reviving the region’s economy and reversing the flight of people and capital from the area. Selecting one of the largest, truly local law firms for this project would send a strong message regarding this administration’s commitment to the local economy. In our history we have dealt with lawyers from across the nation and we have found that the Western New York legal community rates among the finest that New York, Chicago or Los Angeles have to offer; and if you will indulge our saying so, we feel we are among the best in this legal community. As the current lease runs to July 31, 2013, the County has little time to waste in negotiating a new lease agreement, the danger of squandering that time by selecting a less experienced or qualified firm than ours, is something the County should avoid.

In summary, HoganWillig has the resources and is ready, willing and able to provide the proposed legal services in a timely manner on behalf of the County of Erie. The enclosed proposal shall remain in effect for 180 days from the date of this proposal, or longer by a mutual agreement.

I greatly appreciate this opportunity to present this proposal to you, and I commend the County of Erie for its actions in conducting its business in such an open and fair manner.

Sincerely,


 COREY J. HOGAN, ESQ.





HOGANWILLIG
ATTORNEYS AT LAW



IN CONNECTION WITH THE LEASE OF THE COUNTY'S PROFESSIONAL FOOTBALL STADIUM
FEBRUARY 10, 2012

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AMHERST, NEW YORK 14068
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LEGAL SERVICES PROPOSAL

1. EXPERIENCE

HISTORY & OVERVIEW

HoganWillig is a professional limited liability company. In 1990, the firm employed just four attorneys and a small support staff. Just over twenty years later, the firm has grown into the largest full service law firm in Suburban Western New York with 45 attorneys and over 100 employees total. In addition to our main office in Amherst, HoganWillig also staffs and maintains an office on Summer Street in Buffalo, Central Avenue in Lancaster and on Davison Road in Lockport.

In February 2010, due to consistent growth in new business and ensuing hiring for additional personnel to accommodate increasing file numbers, HoganWillig moved into a new LEED (Leadership in Energy and Environmental Design) certified office building located at 2410 North Forest Road in Amherst, New York. The firm serves as the building's anchor tenant, occupying the entire third floor of more than 28,000 square feet. While the amount of space our firm must occupy increases as we grow in number, our "green" building allows us to reduce our carbon footprint through many environmentally-friendly and productivity-enhancing features.

RELEVANT EXPERIENCE

HoganWillig is well-suited to handle a wide range of legal matters because of the diversity of practice within the firm. As a full service law firm, our attorneys' collective experience is broad enough to adeptly manage the full-range of legal services being sought.

As members of the local community, and a growing force in the Western New York legal community, we are eager to represent the County in its efforts to keep the Bills in Buffalo. However, we recognize the unique hardships facing the County and region, and if awarded the contract, we would set our goal on concluding the best deal possible for the County in this process.

The key personnel identified below to assist the County relative to the legal matters covered under this proposal are well versed in representing clients in real estate transactions, complex contractual matters, New York statutes and case law governing the County, and negotiating and drafting contracts. In addition, the firm has already dedicated resources to researching and familiarizing ourselves with the unique challenges presented in the drafting, negotiation and implementation of professional sports stadiums, particularly National Football League stadiums.

Negotiating commercial lease agreements under even the most common of circumstances is a process that requires a deep grasp of the nuances of the art of negotiation, as well as a deep intimate knowledge of the intricacies involved in dealing with commercial real estate. Quite obviously, the negotiation of a lease agreement for a professional sports stadium hardly falls into the category of the typical commercial lease negotiation. However, HoganWillig is uniquely positioned, with our depth and breadth of resources, to best represent the County on this matter. We recognize it is not a strip mall we would be entrusted with, but rather a 73,079 capacity professional football stadium sitting on approximately 197 acres.

Not only is the nature of the property different than what most law firms that deal with commercial real estate can claim experience with, but the elements involved in negotiating a professional sports stadium lease are unique and only arise in a locality once or twice every two or three decades.

However, we fully comprehend the unique challenges of negotiating a National Football League stadium lease agreement. There are numerous provisions of such a lease that could realize revenues for the County, at the same time, provisions can result in major expenses to the municipality that may not be readily apparent upon execution:

- Control over the stadiums parking lots and spaces, which can then be leased or sold to fans;
- Right to control sponsor and tailgate parties on stadium grounds on game days can provide additional opportunities for increased revenue streams from

advertising and marketing partnerships with local, regional, national and, even, global brands;

- Use of advertising space in and around the stadium can produce millions of dollars in advertising fees;
- Ensuring that all club games be played at the stadium, this would mean negotiating the lease agreement with an eye on the Toronto Series being structured to benefit the County, not only the team;
- Ensuring the County flexibility to schedule additional non-football events at the stadium to realize increased revenues;
- Control over certain amenities at the stadium such as the right to license ATM machines on the stadium grounds or establish a wireless network on the grounds and charge fans a usage fee (or license that to an outside entity for a share of the revenues);
- Limiting the cost to the County of any league mandated amenities to a pre-negotiated amount;
- Control of, or proportionate share of revenues from concessions or novelty sales;
- A share of the licensing rights to club or deluxe suites;
- Naming rights to the stadium;
- A rational share of the maintenance and operating expenses between the County and the club (During the N.F.L. lockout this summer, the County was scheduled to make payments to the club of \$640,000 and \$1,000,000 on May 1 and August 1, 2011, respectively for game-day and operating expenses covering utilities, garbage, cleaning, maintenance and pest control despite the fact that the Bills were not utilizing the facility and the County was not realizing the usual economic benefits of a Buffalo Bills game day);
- County control of developmental rights on any County-owned adjacent land;
- Responsibility for upgrades or capital improvements (estimates have placed the current needed upgrades at close to \$100 million);
- A workable and beneficial balancing of rents paid to the County and revenue-sharing.

These are only a select sampling of numerous considerations that must factored into negotiating a lease of this kind.

While it would be disingenuous to promise a “win” for the County on everyone of these provisions, if the New York Giants, New York Jets, the National Football League and the state and local governments of New Jersey can get a \$1.6 billion stadium constructed without public funding then there is no reason why the County of Erie, or more accurately its legal representatives, which we hope will be HoganWillig, cannot conclude a lease agreement that provides the County with more revenues than it burdens it with related costs.

2. PERSONNEL

All key members (profiles below) are extremely accessible and will be there every step of the way to address any questions or concerns that arise. HoganWillig prides itself on our reputation of providing superior response time through use of smartphones and other technologies; all of our attorneys are available via telephone or email both on and off-site and also have remote access to case files.

We communicate accurately and often with our clients and if awarded the contract it is a standard firm policy to copy clients (usually electronically) on all correspondence and other work product to keep them informed and involved in their case.

As a technologically savvy law firm, HoganWillig utilizes numerous sophisticated software programs, including case management software (e.g. Needles, Winclose, etc.) and time and billing software (Juris), to make certain that our accounting is accurate, all deadlines are met, and we communicate accurately and often with our clients. We believe that such technologies help ensure the efficient handling of files and responsiveness to clients’ needs. As outlined under the Outside Counsel Guidelines, if awarded this contract, HoganWillig already has in place electronic checklists to ensure the personnel assigned to the County’s matters efficiently and accurately meet all required reports, status updates, etc.

HoganWillig would utilize a team approach to ensure that the County receives sound advice and the highest quality of legal services for the best possible results. Our team approach enables

us to draw upon a wealth of experience and knowledge from several different attorneys; encouraging innovative thinking and fostering the development of creative solutions.

While the below personnel represent a team of highly qualified attorneys covering a range of experience and abilities, if awarded this contract, HoganWillig would designate the appropriate lead attorney(s) specific to the County's legal matter(s) to ensure the most efficient handling of all matters. The lead attorney(s) with whom an engagement is established will be directly and intimately involved in representation of the County on a specific matter throughout its course. As required, no additional attorneys will be assigned to any County matter after an engagement is established without the County Attorney's prior written approval.

a. COREY J. HOGAN, ESQ.



Mr. Hogan has been in practice for 37 years and is the firm's lead litigation attorney. He received his B.A. in accounting from the University of Notre Dame and his J.D. from the State University of New York at Buffalo Law School. Mr. Hogan was admitted to practice in New York State in 1975. In addition to his J.D., Mr. Hogan also holds an M.B.A. from the University at Buffalo School of Management as well.

Mr. Hogan has extensive litigation experience and has appeared before the Supreme Courts of Erie, Niagara, Orleans, and Genesee Counties, the U.S. Bankruptcy Court for the Western District of New York, the Appellate Division, Fourth Department, and the Court of Claims, and he has appeared *pro hac vice* in Florida, Utah, Kentucky and Colorado, in a variety of cases including commercial, personal injury and medical malpractice matters.

Mr. Hogan has been voted an Upstate New York "Super Lawyer" in the area of personal injury litigation, named to Who's Who in Law by Buffalo Business First, and has been asked to speak on a variety of topics, reflecting the esteem and confidence of the local legal community. He is a Life Member of the Million Dollar

Advocates Forum, a prestigious group of the top trial lawyers in the United States. He has achieved what are believed to be two of the largest verdicts in the Court of Claims. Most recently, Mr. Hogan successfully attained a \$9 million verdict awarded by a Niagara County jury. This verdict is believed to be one of the largest verdicts of its kind in that county.

Mr. Hogan is also a member of the Bar Association of Erie County, American Association for Justice, New York State Academy of Trial Lawyers, New York State Trial Lawyers Association and numerous other local and state professional bar associations.

b. DIANE R. TIVERON, ESQ.



Ms. Tiveron has practiced corporate and business law for 20 years since admission to the New York State Bar in 1990. She received her J.D., *cum laude*, from the State University of New York at Buffalo Law School and her B.A. in economics and political science from Canisius College, *magna cum laude*.

In addition to serving as Managing Partner, Ms. Tiveron also serves as Chair of HoganWillig's Corporate and Business Law Department. She assists clients with business formations, acquisitions, sales or dissolutions, as well as the preparation of any commercial document/contract, ranging from an employment agreement to a lease.

Ms. Tiveron also provides advice in connection with all aspects of commercial and residential tenancies from lease formation/negotiation to evictions, as well as counsels individuals with bankruptcy and financial issues. She also engages in commercial and business litigation throughout Western New York and has appeared in New York Supreme Court's (including Erie County's Commercial Part), as well as Federal District and Bankruptcy Courts.

Ms. Tiveron was voted an Upstate New York “Super Lawyer” in the area of Business/Corporate Law, Business Litigation and also Consumer Bankruptcy.

She serves on the Board of Directors of the Amherst Meals on Wheels and also for Cardinal O’Hara High School, is a Vice President for Southeast Works, a local not-for-profit serving individuals with developmental disabilities, and serves as a volunteer for the Western New York Food Shuttle.

Ms. Tiveron is also a member of the Bar Association of Erie County and Women’s Bar Association of the State of New York – WNY Chapter.

c. HON. JOHN J. LAFALCE



Buffalo native Hon. John J. LaFalce has been Special Counsel to HoganWillig since 2007. Congressman LaFalce served in the U.S. House of Representatives for 28 years, including eight years on the House Small Business Committee and four years as Ranking Democrat on the House Financial Services Committee.

He has been a respected figure in the local and national political landscape for over three decades (in fact, he was named one of the “smartest” Members of Congress, and in April 2010 was named one of Buffalo’s leading celebrities).

In 1970, he ran successfully for the New York State Senate, and in 1972 was elected to the New York State Assembly. Congressman LaFalce served Western New York in the U.S. Congress for 28 years, from 1975 through 2002. His congressional career spans six United States Presidents, from President Gerald Ford to President George W. Bush, and for many of those years Congressman LaFalce was Chairman of the House Small Business Committee, with jurisdiction over all Small Business laws, and Ranking Member of the House Financial Services Committee, with jurisdiction over all financial issues, including banks, housing and community development, international financial institutions such as The World Bank and The International Monetary Fund, etc.

As former Chairman of the Small Business Committee, Congressman LaFalce took a special interest in the needs and concerns of women business owners and authored and saw signed into law H.R. 5050, the Women's Business Ownership Act, in 1988. The bill ensured that commercial lending practices would be applied equally to all businesses based on the financial merits of the business and eliminated any discrimination based on gender. This landmark legislation continues to provide opportunities for women in today's marketplace. In 1998, for his devoted efforts, Rep. LaFalce was honored by the National Association of Women Business Owners as Congressional Advocate of the Year, and in 2008 by the National Women's Business Council in honor of the 20th anniversary of H.R. 5050.

Congressman LaFalce has been awarded four prestigious Honorary Doctorate Degrees, and is the first non-alumnus to be given the distinguished alumnus award by the University of Buffalo School of Law. He also received the Liberty Bell Award from the Bar Association of Erie County for his significant governmental contributions. From 2003-2006 Congressman LaFalce was The Peter Canisius Distinguished University Professor at Canisius College; from 2007-2009 he was the Vincentian Distinguished University Fellow at Niagara University.

Throughout his career, Congressman LaFalce has been a passionate advocate and serves an invaluable resource to the firm, and to the County, if awarded this contract, on a multitude of legal issues.

d. J. MICHAEL KELLEHER, ESQ.



For over 40 years, Mr. Kelleher has focused his practice in commercial and residential real estate, as well as corporate law. Mr. Kelleher joined HoganWillig as Senior Counsel prior to serving as a partner at a well-known Buffalo law firm for many years.

Mr. Kelleher has a wealth of experience in commercial real estate law and has drafted and negotiated leases for numerous clients. He was most recently voted an

Upstate New York “Super Lawyer” in the area of Real Estate Law, reflecting the esteem and confidence of the local legal community.

Mr. Kelleher has also served as the Town Justice for the Town of Lancaster since 1975 and is an active member of the Erie County Judges and Police Executive Conference, Erie County Magistrate’s Association and New York State Magistrate’s Association.

Mr. Kelleher is also a member of the Real Estate and Estate Practice and Procedure Committees of the Bar Association of Erie County and has lectured extensively on related topics for professional and local community groups.

e. BRUCE A. IKEFUGI, ESQ.



Bruce Ikefugi has limited his practice to the area of real estate law since admission to the New York State Bar in 1990 and serves as Chair of HoganWillig’s Real Estate Center. He received his J.D. from the State University of New York at Buffalo Law School and his B.A. in English from the University of Rochester.

For his many years of excellence in the area of real estate law, Mr. Ikefugi was recognized in 2012 by Best Lawyers in America; the oldest and most highly respected peer review guide to the legal profession worldwide.

Mr. Ikefugi’s practice encompasses a full range of real estate legal services, including residential and commercial purchases and sales, mortgage lending, statewide foreclosure and relocation services. He has negotiated, drafted documents, and closed numerous commercial loans on behalf of numerous commercial lenders. Mr. Ikefugi has represented mall and plaza owners in lease and finance negotiations. He has also represented both landlords and tenants in various lease negotiations for factory buildings and other commercial office spaces.

For many years, Mr. Ikefugi has represented a local automobile dealership in many multi-million dollar loan closings. He has also represented several municipalities relative to foreclosures in connection with various grants and municipal liens.

Mr. Ikefugi has presented to corporate clients, real estate agents, sellers and homebuyers on a variety of topics related to real estate law, including foreclosures, mortgage financing and home purchases. He is also a member of the Bar Association of Erie County and the Erie County Distressed Properties Task Force.

f. LEONARD G. LONDON, ESQ.



Mr. London is Special Counsel to HoganWillig, focusing his practice as a key member of the firm's Corporate & Business Law Department.

With over 44 years of legal experience, Mr. London has represented individual and business clients in a wide range of legal matters with a primary focus on real estate transactions, corporate matters from start-up through succession planning, drafting and negotiation of various leases and agreements, tax planning, estate planning and trusts, the representation of credit unions and private foundations, and more.

Mr. London represents a wide range of business clients from entrepreneurs to credit unions and both small and large U.S. and Canadian companies. He has successfully represented local theatres in lease negotiations with local municipalities.

In addition, Mr. London represents many not-for-profit organizations and has been the incorporator of two not-for-profit corporations of which he has had the privilege of serving as an officer and director for more than 25 years.

g. TAMMY L. RIDDLE, ESQ.



Ms. Riddle has been an associate at HoganWillig for approximately nine years since her admission to the New York State bar in 2004. She received her J.D. from Case Western Reserve University School of Law. Since admission, Ms. Riddle has focused her practice almost exclusively in the areas of civil, commercial and real estate litigation.

She has handled an array of litigated cases, including boundary line disputes, premises liability cases, business disputes and dissolutions, Article 78 proceedings and residential construction cases.

Ms. Riddle currently serves as the President of the Women's Bar Association of the State of New York – Western New York Chapter. Prior to serving as President, Ms. Riddle also held positions as President-Elect, Local Director, State Director and Chair of the Judiciary and Membership Committees. She is also an active member of the Bar Association of Erie County.

h. GEFREY GISMONDI, ESQ.



Mr. Gismondi received his B.A. in Political Science from Xavier University in Cincinnati, Ohio and his Juris Doctor, *cum laude*, from the Thomas M. Cooley Law School in Lansing, Michigan. He has been an associate with HoganWillig since 2007 and is a member of the firm's Civil & Commercial Litigation Department.

Mr. Gismondi focuses a large part of his practice on litigation cases ranging from complex commercial litigation to contractual matters. He also devotes a significant portion of his practice to commercial and residential real estate matters.

Mr. Gismondi gained a wealth of experience working within his family's locally-owned business, Amendola Property Management, Inc. The company, which has

been headquartered in Niagara Falls, New York for the past 40 years, currently services over 350 commercial and residential tenants.

Mr. Gismondi negotiates and drafts lease agreements and contracts, and deals with tenants and business vendors on transactional issues. Currently, Mr. Gismondi is a partner with an affiliated entity, GMA Partners, which has several real estate holdings throughout the Western New York area.

Mr. Gismondi is a member of the Bar Association of Erie County, New York State Bar Association and New York State Trial Lawyers Association.

3. REFERENCES

a. PERMCLIP PRODUCTS CORP.

Contact: Thomas Corey, President
1130 Military Road, Buffalo, New York 14217
Phone: 716-873-6091

b. ANTHONY MASIELLO

298 Main Street, Suite 300, Buffalo, New York 14202
Phone: 716-923-4156

c. M&T BANK

Contact: Mick Whipple, Vice President
1 M&T Plaza, Buffalo, New York 14203
Phone: 716-839-8719

d. FIVE STAR BANK

Contact: Ted Oexle, Senior Vice President
5491 Sheridan Drive, Williamsville, New York 14221
Phone: 716-839-0552

e. THE BARTON HILL HOTEL & SPA

Contacts: Ed & Diane Finkbeiner, Owners/Proprietors
100 Center Street, Lewiston, New York 14092
Phone: 716-754-9070 x702

4. POTENTIAL CONFLICTS OF INTEREST

If awarded the contract by Erie County, HoganWillig will expeditiously make the necessary arrangements to ethically resolve all conflicts of interest that may exist with respect to the County as a result of HoganWillig's litigation practice.

PRICING PROPOSAL

If awarded this contract, HoganWillig will adhere to the Outside Counsel Guidelines for the County of Erie.

As a multifaceted law firm, HoganWillig can provide the level of services the County requires at fees well below those proposed by larger firms. We are able to negotiate a fee structure and tailor a specific plan that best meets the needs of the County.

The below chart represents the standard hourly rates for the aforementioned key personnel with respect to this proposal, and our proposed reduced hourly rate for County of Erie legal matters.

ATTORNEY NAME	TITLE	STANDARD HOURLY RATE	PROPOSED HOURLY RATE
Corey J. Hogan	Partner	\$300.00	\$250.00
Diane R. Tiveron	Managing Partner; Corporate & Business Law Department Chair	\$260.00	\$225.00
Hon. John J. LaFalce	Special Counsel	\$400.00	\$295.00
J. Michael Kelleher	Senior Counsel	\$305.00	\$250.00
Bruce A. Ikefugi	Real Estate Department Chair	\$220.00	\$190.00

Leonard G. London	Special Counsel	\$250.00	\$225.00
Tammy L. Riddle	Associate	\$235.00	\$195.00
Geffrey Gismondi	Associate	\$210.00	\$175.00

For paralegals, we propose a flat rate of \$95.00 across the board for work as outlined under the Outside Counsel Guidelines. No fees will be charged for time spent on secretarial, clerical or administrative tasks.

HoganWillig will not charge for expenses such as postage, photocopies, fax or long-distance telephone charges, travel within Erie County, online research charges or courier charges.

As it concerns research, HoganWillig will obtain prior approval from the County Attorney's Office prior to engaging in any research project that is expected to exceed five hours.