

**RFI's Legal Services Panel**

**RFI**

**Response**

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| <p>Q1 )According to the solicitation, utilization goals of 30% minority owned business and women-owned business have been established. Given the recent DEI-focused executive orders, and federal guidance from the EEOC and DOJ, the Firm is not in a position to engage a M/WBE subcontractor nor can we agree to the terms of the M/WBE Request for Waiver form. Will RIOCC consider either (i) eliminating the M/WBE requirements entirely or (ii) selecting and engaging directly by contract the M/WBE contractor of its choice</p>                                                                                             | <p>No, RIOCC cannot eliminate the M/WBE requirements. See the list of M/WBE certified firms. RIOCC will work with any awarded vendor on the M/WBE waiver application and process. There are certified M/WBE legal firms and we cannot waive the goals on the entire contract per Empire State Development. The bidder can engage a certified M/WBE law firm for a subcontractor, if they are not themselves M/WBE.</p> |
| <p>If either of the answers to Q1 are yes, and the Firm asserts this exception in their proposal, will RIOCC accept proposals that omit the MWBE Utilization Documentation or will RIOCC deem such proposal as nonresponsive?</p>                                                                                                                                                                                                                                                                                                                                                                                                     | <p>No, RIOCC requires all bidders to submit M/WBE documentation either as utilization plan or waiver application with good faith efforts or a letter expressing the justification for a waiver application. RIOCC will be available to assist in the waiver application process.</p>                                                                                                                                   |
| <p>If either of the answers to Q1 are yes, will RIOCC allow changes to the contract terms so that we may clarify our compliance with respect to any of the M/WBE requirements therein? Specifically, regarding Schedule A General Conditions, if Section 20. Affirmative Action and Non-Discrimination and New York State Business Enterprises cannot be struck in its entirety, we request to (i) remove any obligation to implement an affirmative action program; and (ii) modify any requirement to use "good faith efforts" to specify that we are encouraged to use good faith efforts, but would not be required to do so.</p> | <p>N/A</p>                                                                                                                                                                                                                                                                                                                                                                                                             |
| <p>Additionally, will RIOCC accept a Contractor's EEO Policy if we cannot agree to incorporate the condition specified in Section 20. Affirmative Action and Non-Discrimination and New York State Business Enterprises of Schedule A General Conditions that states we "shall make and document its conscientious and active efforts to employ and utilize minority group members and women in its work force on Contract"?</p>                                                                                                                                                                                                      | <p>These are state policies that RIOCC cannot revise.</p>                                                                                                                                                                                                                                                                                                                                                              |
| <p>According to the sample Contract, "[t]he Firm shall comply with the requirements relating to equal employment opportunities for minority group members and women set forth in Exhibit B attached hereto"; however, we do not see this exhibit included in the RFP material. If Exhibit B is applicable to this contract, will a copy be provided for prior review or will there be an opportunity to discuss and raise any concerns to Exhibit B at a later date?</p>                                                                                                                                                              | <p>the EEO 177 staffing planning form can be located on the first page of the posted file "RFP Bid Forms- Required". Equal Employment Opportunity Laws are applicable.</p>                                                                                                                                                                                                                                             |
| <p>Does RIOCC allow firms to staff the engagement with attorneys from outside New York, provided that all New York legal work is performed or supervised by New York-licensed counsel?</p>                                                                                                                                                                                                                                                                                                                                                                                                                                            | <p>Out-of-state attorneys may participate, provided that any legal work performed within New York is conducted by attorneys admitted to practice in New York</p>                                                                                                                                                                                                                                                       |
| <p>Could you please confirm whether the Lobbying Form (Attachment D), referenced on pages 4, 10 and 66 of the RFP, is intended to be included in the submission materials, and if so, provide a copy of the form or clarify where it can be accessed?</p>                                                                                                                                                                                                                                                                                                                                                                             | <p>page 17, 18, 22, 28, 29 of the "RFP bid forms -required" attachment, Offeror Disclosure, Non collusive bidding and Offerors Affirmation forms are the Lobbying forms to be submitted with bid.</p>                                                                                                                                                                                                                  |
| <p>Page 8 of "2026 RIOCC RFP for Legal Services" PDF: As part of Attachment C, would RIOCC like firms to submit the "M/WBE 105: M/WBE Quarterly Contractor Compliance Report" form with our proposal at this time?</p>                                                                                                                                                                                                                                                                                                                                                                                                                | <p>Quarterly Contractor Compliance Report is for future use to report on utilization during the contract. No submission with bid is required.</p>                                                                                                                                                                                                                                                                      |



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MWBE Legal Firms

| <b>Business Name</b>        | <b>Phone</b> | <b>Email</b>                   | <b>Business Description</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----------------------------|--------------|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Aarons Law Office PLLC      | 646-334-5757 | judith@aaronslawpllc.com       | NAICS 5411: Legal Services - provided documentation - is adequate.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Alcalaw LLP                 | 212-271-0076 | info@alcalaw.com               | Alcalaw is a women-owned law and investigations firm specializing in cases involving sexual misconduct, harassment, discrimination, cyber security, child safety and other sensitive matters. The firm provides legal advice, advises on risk management and compliance and conducts internal investigations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Billig Law, P.C.            | 212-689-8390 | suzanne@billiglaw.com          | The firm has a diverse litigation practice which serves its clients. These clients include insurance companies, corporations, self-insured companies, third-party claims administrators, collection agencies, and individuals.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| BodyLawson Architect, P.C.  | 212-862-0290 | administration@blarch.com      | CONSTRUCTION INSPECTION; CONSTRUCTION MANAGEMENT; FEASIBILITY STUDIES; LAND SURVEYING; URBAN DESIGN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Brass Law PLLC              | 917-494-7787 | Brooke@Brass.law               | Brass Law PLLC provides legal services, including as Fractional General Counsel, to small businesses, technology companies, tech startups and the like. Legal services include supporting expansion, general legal advice, contract support, and support while raising capital.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| C. J. Law & Associates, LLC | 212-787-4049 | carolyn@cjlawassociates.com    | Real estate consultant                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Calcaterra Law PC           | 212-899-1760 | rc@calcaterralaw.com           | Calcaterra Pollack LLP's ("Calcaterra Pollack" or the "Firm") attorneys have over 50 years of combined litigation experience. The Firm's partners have litigated dozens of class actions, including federal and state complex litigation, securing several hundred million dollars in recoveries for our clients.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Ebanks Law Firm, PLLC       | 212-766-4434 | alberto@ebankslawfirm.com      | LAW FIRM                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Garfield W. Hardeman, Esq.  | 718-507-7858 | Hardemanandassociates@live.com | Consumer services;; Legal services; Contract drafting and negotiation; Construction contracting; Real estate development contracting; Sales contracting; Commercial and residential property leasing; Equipment purchasing and leasing; Estate planning; Finance; ; ;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Hardwick Law Firm, LLC      | 800-884-9445 | hhardwick@hardwicklaw.com      | This law firm provides legal services- Attorney- Law - Legal. Specializes in business law, real estate law, probate law, securities and corporate law.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Hora Law PLLC               | 516-765-6721 | pkhlaw.office@gmail.com        | PKH Law Group is a New York-based immigration law firm providing professional legal services to individuals, families, and businesses statewide and nationwide. The firm concentrates exclusively on U.S. immigration and nationality law, including family-based petitions, employment-based and business immigration visas, asylum and humanitarian relief, naturalization, and immigration court representation. PKH Law Group delivers legal consulting, case strategy, petition preparation, and client advocacy before U.S. Citizenship and Immigration Services (USCIS), the Department of Labor, and the Executive Office for Immigration Review. With centrally located offices and a multilingual legal team, the firm provides culturally competent, personalized legal solutions tailored to complex immigration matters. |
| IQEQ Law PLLC               | 347-239-9666 | india.l.sneed@gmail.com        | IQEQ Law focuses its practice on procurement and MWBE/DBE/LBE/SBE Utilization Compliance. IQEQ is also experienced in other matters related to governments and regulatory bodies. We successfully assist clients through the processes of setting up their businesses; obtaining certifications and licenses; lobby compliance; appealing MWBE certification denial decisions and revocations; compliance with regulatory laws; and achieving MWBE/DBE/LBE/SBE utilization goals. IQEQ Law practices in New York and Washington, DC.                                                                                                                                                                                                                                                                                                  |

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| J.A. Williams Law P.C.<br>Karen Sherman                                                                                | 917-300-9017<br>212-302-9456                 | jo-na@jwilliamsllaw.com<br>karen@shermanlaw.net                                 | Legal Services<br>Legal services and business consulting<br>Khawly Law PLLC is a business litigation boutique providing comprehensive legal services to small businesses, startups, and entrepreneurs. The firm serves as outsourced general counsel, advising clients on business formation, contract drafting and negotiation, regulatory compliance, risk management, and commercial transactions. We handle business and real estate litigation in New York State and Federal courts, representing clients in disputes involving contracts, partnerships, corporate governance, and property matters. Additionally, we provide legal guidance on liability protection, insurance risk transfer, and brand protection, including trademark and copyright filings. Our goal is to help businesses minimize legal exposure, protect their assets, and support long-term growth through strategic, results-driven legal representation. |
| Khawly Law PLLC<br>Law Firm of Dayrel Sewell, PLLC                                                                     | 929-419-1187<br>347-787-6824                 | angie@khawlylaw.com<br>info@sewellnylaw.com                                     | LEGAL SERVICES (Remove); Law firms (Remove)<br>Employment litigation services which include representing individuals who are being sued for wrongful termination claims, discrimination cases, harassment claims, wage and hour disputes, and retaliation claims. Other services include employee handbook preparation for small businesses and employers and training programs for businesses.;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Law Office of Bhawteen Sabharwal, P.C.                                                                                 | 917-597-5984                                 | bsabharwal@bsablaw.com                                                          | Law Office of Charlotte Anderson-Bedford provides civil litigation, transactional employment, insurance defense, and criminal defense services.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Law Office of Charlotte Anderson-Bedford<br>Law Offices of Joseph C. Reid P.A.<br>Law Offices of Vincent S. Wong, PLLC | 212-537-6827<br>212-813-2010<br>917-601-3303 | canderson@newharlemlawoffice.com<br>JCREID@JCREIDLAW.COM<br>VSWLAW@GMAIL.COM    | LEGAL SERVICES<br>LAND SURVEYING                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Lepore & Associates PC<br>Linda A. Stark, Esq.<br>McGlashan Law Firm PC                                                | 646-632-3787<br>212-813-9148<br>212-203-8738 | llepore@leporelawgroup.com<br>lindastarklaw@aol.com<br>pm@mcglawyer.com         | Lepore Law Group is a woman-owned law firm that partners with businesses, founders, and creatives to ensure smooth sailing both through day-to-day legal issues and extraordinary legal issues that arise. ; ; Headquartered out of New York City, we are experts in making sense of complex matters. We partner with our clients to identify long-term solutions and build lasting relationships. In short: we handle legal situations so you can get back to running your business and enjoying your life.                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Melanie Cunningham Law Office P.C.<br>Melma Cordis Law PC                                                              | 212-457-1622<br>718-362-0453                 | support@mcunninghamlaw.com<br>cordislaw@gmail.com                               | LEGAL COUNSEL AND PROSECUTION; LEGAL SERVICES<br>LEGAL COUNSEL AND PROSECUTION; LEGAL SERVICES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Michael Valentine<br>Mintzer Mauch PLLC                                                                                | 718-858-0818<br>(212) 380-6170               | mvalentine@valentinelaw.nyc<br>karen@mintzermauch.com                           | Legal services; practice areas include: contracts, entity formation, trademarks, copyrights, compliance, due diligence<br>Law - immigration, real estate, estate administration and probate, adoption and divorce<br>litigation; compliance; research; commercial transactions; contract drafting ; negotiation; real estate brokerage services<br>law firm www.mintzermauch.com                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Mitchell Law Group<br>Paparone Law PLLC<br>Redmond Law PLLC                                                            | 914-930-6363<br>212-652-3502<br>212-799-8989 | j.mitchell@mitlawgrp.com<br>melissa@paparonelaw.com<br>jredmond@redmondpllc.com | At the Mitchell Law Group we approach the practice of law with Professionalism, Integrity and Excellence. Our commitment to these principles drives every aspect of our practice; with years of experience in many different areas of law the Mitchell Law Group provides its clients with smart, innovative customized legal solutions. In addition our firm strives to implement pragmatic and cost-efficient solutions to resolve all legal issues.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| SL Nelson Law Firm PLLC                                                                                                | 646-588-9725                                 | info@stnelsonlaw.com                                                            | NAICS41199All Other Legal Services (Morre)<br>Legal Services<br>SL Nelson Law Firm PLLC offers a broad range of legal services across New York and alternative jurisdictions including Criminal Law, Family Law, Mediation, Contracts & Compliance, and Personal Injury.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

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| <p>Our legal team specializes in providing artists, creatives, and disruptive entrepreneurs with the essential legal tools they need to protect their work. From securing trademarks to safeguarding copyrights and crafting ironclad contracts, we are your trusted partner in the world of wealth-building while maintaining your integrity and not having to settle for crumbs. Let us help you turn your creative genius into a lasting legacy, ensuring your work is protected, your rights are preserved, and your vision is realized. Explore our services and let your creativity flourish with confidence knowing that we will be along for the ride with you at every stage of your journey.</p>                                                                                                                                         |                                                   |                                      | <p>The Cloud Law Firm PLLC</p>                                                          |
| <p>The Howard Law Firm is a New York based one-stop shop law firm that services our clients in a wide array of areas, including but not limited to: contracts, civil litigation, pre-trial work, commercial and residential real estate, dispute resolution, and corporate transactions. Of counsel services included: court appearances, motions, and conducting and defending EUOs, 50Hs, and EBTs.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                          | <p>ashley@thecloudlawfirm.com</p>                 | <p>917-727-8252</p>                  | <p>The Howard Law Firm P.C.</p>                                                         |
| <p>The Law Office of Biana Borukhovich covers a full range of legal services in New York that include but are not limited to Fashion Law, Intellectual Property (trademarks and copyrights), Contracts, licensing and Business Incorporations.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>ehoward.law@gmail.com</p>                      | <p>917-650-8720</p>                  | <p>The Law Office of Biana Borukhovich, PLLC<br/>The Law Office of William Chen, PC</p> |
| <p>TKA Law Firm focuses on helping entrepreneurs, startups and small and medium-sized businesses take proactive measures to protect their businesses and brands. We advise on a variety of matters ranging from formation to exit, including everyday contracts, venture capital financings, mergers and acquisitions (M&amp;A), as well as trademarks and copyrights, including choosing a business name and ensuring the name is available and ultimately owned and protected.; ; Before founding TKA Law Firm, Shakeria Thompson practiced for several years at Wall Street law firms working largely with Fortune 100 companies. As a result, TKA Law Firm is able to offer large firm service with a boutique firm touch and is committed to providing high-quality, client-focused and trusted services to entrepreneurs and businesses.</p> | <p>Biana@bb-lawfirm.com<br/>bill@lo-wchen.com</p> | <p>347-450-1811<br/>716-392-3503</p> | <p>TKA Law Firm PLLC</p>                                                                |
| <p>At Umoh Law, we handle cases involving various work-related issues and injuries, such as the employers failure to pay overtime wages. We also handle matters involving discrimination, retaliation and hostile work environment. ; ; Please note that the term "injury" can refer not only to physical harm, but also to any type of mental and emotional abuse, suffering, distress, financial unfairness, or any other type of maltreatment suffered in the workplace.</p>                                                                                                                                                                                                                                                                                                                                                                    | <p>hello@tkalawfirm.com</p>                       | <p>917-830-7169</p>                  | <p>Umoh Law Firm, PLLC</p>                                                              |
| <p>Legal Services relating to the Creation, Licensing and Distribution of Intellectual Property with a focus on Technology, Software, Data and Content, including Outsourcing and E-Commerce</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <p>info@umohlaw.com</p>                           | <p>718-360-0527</p>                  | <p>Weisman Tech Law, LLC</p>                                                            |