

Faculty Biographies

Cameron T. Bernard, Esq.

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Cameron is an Associate Attorney in the Employee Benefits, Trust & Estates, and Tax Advocacy Practice Groups.

Employee Benefits

Cameron's practice involves advising clients with respect to the design and implementation of pension and employee benefit plans, including tax-qualified retirement plans, 403(b) plans, non-qualified deferred compensation plans, cafeteria plans, and other fringe benefit plans.

Once implemented, pension and benefit plans must be administered in accordance within the stringent requirements of ERISA and federal tax law – an often daunting task for any organization. This is where Cameron's in-depth knowledge of ERISA and the federal tax code can help clients administer their fiduciary duties in accordance with the law and maintain the tax benefits of a plan for both the employer and employees. Where a violation has occurred, Cameron's extensive knowledge and experience with the Internal Revenue Service's and Department of Labor's correction programs will allow him to determine the best course of action to correct the problem and maintain the tax benefits provided by the plan.

Cameron also has experience terminating tax-qualified defined benefit and defined contribution plans as well as representing plans going through audits by the IRS, DOL and the Pension Benefit Guaranty Corporation.

In addition to advising entities, Cameron also advises other attorneys and individuals with respect to the division of retirement assets upon divorce. Retirement assets are often one of the most valuable assets an individual has, which makes it extremely



important that the language in a separation agreement or judgment of divorce be both precise and fair. Cameron offers valuable counsel throughout the entire process, from drafting language for the separation agreement to preparing Qualified Domestic Relations Orders (“QDROs”) as well as Orders for non-qualified retirement plans, such as Federal, Military and New York State pensions.

Trust & Estates Planning and Administration

Cameron understands that planning your estate can be a difficult task, especially where underlying family dynamics play a role. Cameron endeavors to learn about his client’s values and goals to develop an estate plan that suits their needs, which may include:

- wills and trusts that include provisions for tax and family management issues
- living wills, healthcare proxies and powers of attorney
- Medicaid planning
- creation of LLCs or trusts for the management of family property such as a camp
- gift and estate tax considerations
- providing for a loved one with special needs

Cameron also advises trustees in their administration of trusts and prepares fiduciary income tax returns for estates and trusts.

Tax Controversy

Cameron has also guided clients, both individuals and businesses, through adversarial situations with both the state or federal taxing authorities. Whether you are being audited, wish to appeal an audit, or facing collection activity, Cameron can assist you with determining the best course of action and develop a strategy to challenge, settle, or otherwise resolve your tax obligations.

Cameron is a native of Hilton, NY, a small community northwest of Rochester and now resides in Liverpool, NY.



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Aleece began her legal career in Portland, Oregon, at a boutique cannabis law firm, where she represented and advised cannabis businesses on medical and adult-use regulation issues. She focuses on the complex process of structuring, licensing, and maintaining compliant cannabis businesses at the federal, state, and local levels. Aleece has worked with a wide range of individuals and entities in the public and private sectors, including state regulatory agencies, financial institutions, and licensed businesses.

Aleece is a member of the Bar Association of Erie County, the Former Treasurer of the Oregon State Bar Cannabis Section, and currently serves as the Co-Chair of the New York State Bar Association Committee on Cannabis Law.



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Joseph Gerstenzang is an associate at the law firm of Gerstenzang, Sills, Cohn & Gerstenzang. He received his Bachelor's Degree from Boston University. He is a 2011 magna cum laude graduate of Albany Law School, where he served as a Senior Editor of the Albany Law Review. During Law School, Joseph interned at the District Attorney's Offices in Rensselaer, Albany and Schenectady counties.

Joseph has also lectured across the state about how to handle a DWAI drugs case.

Since joining the firm, Joseph's practice has focused on the defense of driving while intoxicated and driving while ability impaired by drugs cases.



Anthony Gigliotti, Esq.
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Anthony J. Gigliotti received his undergraduate degree from Syracuse University in 1968 and went on to earn his law degree from St. John's University in 1971. He started his career as a Staff Attorney for Onondaga Neighborhood Legal Services, and in 1976 became its Executive Director for 10 years, expanding its services to 4 additional counties and changing its name to Legal Services of Central New York. During that time Mr. Gigliotti advocated for and assisted in the authorship of Real Property Law §235-b which codified New York's Implied Warranty of Habitability. As a member of the NYSBA's Committee on Legal Aid Mr. Gigliotti helped launch the first Pro Bono Service Awards, now awarded annually by the NYSBA President. Mr. Gigliotti was the founding director of Onondaga County's Volunteer Lawyer's Project and continues to serve on its board of directors.

From 1987 to 1996, Mr. Gigliotti held positions as Syracuse City Court Judge, General Counsel for the Widewaters Group, Assistant NYS Attorney General In Charge of the Watertown Regional Office, as well as a private law practice.

From March of 1996 to April 17, 2019, Mr. Gigliotti served as Principal Counsel for the Attorney Grievance Committee, Appellate Division Fourth Department, Fifth Judicial District. In 2001, Mr. Gigliotti was appointed as a member of the New York State Lawyer Assistance Trust by Chief Justice Judith S. Kaye. Tony has supported the growth of lawyer assistance programs in Central New York and has served as Chairperson of the Onondaga County Lawyers' Assistance Steering Committee.

Mr. Gigliotti has lectured extensively on ethics, initially as an adjunct professor of law at Syracuse University College of Law and at numerous local and state bar association sponsored continuing legal education programs.



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George is a registered patent attorney and chair of the firm's intellectual property and technology practice.

He concentrates his practice in all facets of intellectual property law, including, for example, patent and trademark preparation and prosecution, litigation involving intellectual property issues, patent and trademark clearance opinions, patent novelty, validity and (non)infringement opinions, due diligence investigations in merger and acquisition, asset purchase, or other financial transactions, proceedings before the Patent Trial and Appeal Board and the Trademark Trial and Appeal Board, negotiating and drafting technology transfer and license agreements, and internet and computer law matters.

George practiced for five years as a patent agent before receiving his law degree. In addition to his practice, George is also an adjunct professor at Syracuse University College of Law where he has been teaching a course on Internet Law since 2004, and prior to that taught and lectured on courses in computer law, entertainment law, trademark and unfair competition law, intellectual property and technology transfer.



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As Counsel at Barclay Damon LLP, John serves clients from a nearly 300-attorney, superregional platform of offices across the Northeastern United States and Toronto. Clients seek long-term planning assistance from John, to position themselves to respond to developments in cannabis laws and regulations. With that, clients rely on John to direct their cannabis projects, including governmental licensing, property right acquisition, compliance, and organizational structure. In developing resources for others in the legal profession, John is actively involved with the State Bar's Committee on Cannabis Law.

In addition, John represents clients in litigation and transactional matters in other highly-regulated industries, like energy/utilities and consumer lending. To properly shape lawsuits and appeals and keep them on course as vehicles to resolve disputes, John learns clients' business objectives. Hurdles overcome by John's clients have involved tortious interference, compliance issues, clashes over goods/services contracts, secured transactions, and real property rights.

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Steven is a member of Bousquet Holstein PLLC, and head of the Matrimonial and Family Practice Group. His practice focuses on Matrimonial Law, and he is able to serve clients as a mediator, collaborative practitioner and litigator. His background includes extensive real estate and litigation work. He is an expert in both criminal and civil matters, having tried dozens of matters in State and Federal Courts.

Previously, Steven enjoyed a fifteen-year partnership with his general practice firm, before joining the Bousquet Holstein in 2001. He also worked as Associate Counsel to the New York State Assembly Program and Counsel office, assigned to the Transportation Committee, and served as a Tax Attorney for the New York State Department of Taxation and Finance. Steven has served three terms as Chairman of the Onondaga County Democratic Committee and the N.Y.S. Democratic Committee's Executive Committee.

Steven graduated from the S.I. Newhouse School at Syracuse University (B.A., 1977) and from the Syracuse University College of Law (J.D., 1979).

Steven is a fellow of the American Academy of Matrimonial Attorneys, a member of the International Association of Collaborative Professionals and has been designated as a "Super Lawyer" in the field of Family Law for several years. He enjoys an AV peer rating with Martindale Hubbell.

Steven is admitted to practice in all New York State Courts. is licensed in the United States District Court and is admitted to practice before the United State Supreme Court. In addition to membership in the New York State Bar Association, Onondaga County Bar Association, and the International Association of Collaborative Professionals, he serves or has served on the Board of Directors for various groups including The Redhouse Theatre, Community General Hospital's Quality Committee the Parish Council at St. Michael's Church in Onondaga Hill, and on the Onondaga County Bar Association Assigned Counsel Committee. He has served as President of the Central New York Chapter of the Juvenile Diabetes Research Foundation, and as President of the CNY Collaborative Family Practice Board of Directors. He is International President for Delta Tau Delta Fraternity's Board of Directors.



Daniel R. Rose, Esq.
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Mr. Rose joined Costello, Cooney & Fearon , PLLC as an associate in 2013. He practices primarily in civil litigation with particular focus on professional liability defense, including legal malpractice defense and defense of errors and omissions claims against realtors, insurance agents and brokers. Mr. Rose's litigation practice also includes commercial litigation, complex construction defect defense and estate litigation.

Prior to joining the firm, Mr. Rose clerked for two years at the New York Supreme Court, Appellate Division, Fourth Department in Rochester, where he worked closely with the judges and other clerks on both criminal and civil appeals.

Mr. Rose graduated magna cum laude from The College of William and Mary in 2004 with a dual concentration and high honors in German. He earned his Juris Doctorate from the University of North Carolina School of Law in 2011, where he graduated cum laude. While in law school, Mr. Rose served on the editorial board of the North Carolina Law Review and his student article on complex litigation issues surrounding collateral estoppel in patent Markman hearings was selected for publication therein.



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Timothy A. Roulan received his undergraduate degree from the University of Rochester's Eastman School of Music in 1977, a Master's Degree from Elmira College and earned his law degree from the Ohio Northern University Pettit College of Law in 1993.

From 1994 through 2018 he acted as an Attorney for Child mostly in matters involving abuse/neglect and acted as assigned counsel for adults in both the Family Courts and Criminal Courts. Since 2018 his legal practice focuses on persons with mental disabilities facing prosecution.

A member of the New York State Lawyers Assistance Committee, Mr. Roulan acts in the central New York region as a lawyers' assistance contact person and group facilitator.



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John Snyder is a Partner at Gitto & Niefer, LLP. John is a graduate of Utica College and the University of Dayton School of law. John is admitted to practice in New York, the Northern District of NY and the United States Supreme Court. John's practice focuses on Workers' Compensation and the defense of Employers and their Insurance Carriers. John is the current Chair of the Workers' Compensation Division of the Torts, Insurance and Compensation Law Section of the NY State Bar Association. John is a frequent lecturer on Workers' Compensation. John is an Adjunct Professor at Utica College. John is a Trustee of Utica College. John is President of the Utica Industrial Development Corporation. John is Vice President of the Utica Lady Knicks youth basketball organization. John is a Board member of Mohawk Valley Edge, Notre Dame Schools and the St. Agnes Cemetery. John practices at the firm's office at 605 French Road, New Hartford, NY 13413



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Kimberly A. Steele, Esq. is the founding member of the Steele Law Firm, P.C., a multijurisdictional practice with offices throughout the United States that represents clients in commercial litigation, commercial transactions, construction law and suretyship. The Steele Law Firm, P.C. was awarded the New York State Certified Woman-Owned Business Enterprise designation in 2010. The Steele Law Firm, P.C. has extensive dealings in large volume banking and collection matters with attention to commercial foreclosures, loan workouts, UCC Article 9 issues, lender liability, creditors' rights, judgment enforcement, priority disputes, trust diversion and bankruptcy. The Steele Law Firm, P.C. also assists clients with collateral accounting, preservation, seizure and liquidation. In addition, The Steele Law Firm, P.C. represents commercial parties with respect to land development, financing, economic incentive programs, zoning, land use issues, environmental cleanup, minority business status, and multi-party program participation including with the Small Business Administration, Certified Development Companies, and Industrial Development and Community Development Agencies.

Ms. Steele graduated magna cum laude from Elmira College on a full academic scholarship, attended the Université de la Sorbonne in Paris, France also on full academic scholarship, and received her Juris Doctor from Albany Law School of Union University. Ms. Steele has previously served as corporate counsel and vice president of commercial sales of a Central New York community bank. Ms. Steele is the recipient of the Forty Under 40 award for Oswego County and was previously awarded the small business of the year award by the Greater Oswego-Fulton Chamber of Commerce.

In addition to practicing law, Ms Steele is the founding member of H.T. Grace & Associates, LLC, a full service consulting firm that assists small business owners throughout the country. Ms. Steele is also the owner of Turnaround Credit Repair, providing consumers with credit repair services and business owners with risk rating repair services for purposes of risk management, insurance and bonding.

Ms. Steele is originally from Lake George, New York. Ms. Steele makes her home in Oswego with her three rescued dogs. Ms. Steele enjoys competitive sailing and teaching sailing on her J24 and J30 sailboats.



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Mary offers over 25 years of legal support and deep knowledge in matters related to energy, mining, project development, regulatory and environmental law. Mary coordinates and assists in managing a wide array of projects and engagements related to, permitting, regulatory matters, and contested matters including project applications, discovery management and review; factual development; matter intake and technical analysis; dispositive motions; agency-level hearings, trials, and settlements; and obtaining agency approvals and permits. She is routinely involved with complex commercial and environmental litigation in state and federal courts, including appeals; Article 78 actions; and permitting and regulatory matters involving SEQRA compliance, CERCLA, Navigation Law, environmental permits, development, land use, zoning approvals, and other regulatory approvals before federal, state, and local agencies.

Mary has significant experience with air permitting and environmental regulatory compliance for clients such as hot-mix asphalt and construction-aggregate processing facilities. She also assists in the development of environmental assessments and impact statements for a range of complex projects, including construction aggregate-mining operations and petroleum pipelines.

Mary additionally assists with applications for certifications under New York State and local diversity certification programs. She also acts as liaison between clients, consultants, the courts, and others for investigative and preparation purposes. Mary is proficient in numerous legal-industry software programs and practice-specific programs, including Concordance and Relativity, and is experienced in filing through e-court systems