

Annual Review

Stability and Vision In a Changing Environment

To our clients and other friends,

There are many ways to reflect on the performance of our firm in the past year. Like most of you, we were presented with challenges unlike any we had ever faced. We moved quickly to re-deploy our attorneys and paralegals, particularly in the areas of Creditors' Rights and Litigation. We achieved many successes for our clients in 2008, gained many new clients, and started 2009 in a position of strength, both financially and in terms of depth and expertise.

For the first time, we are sending you our Annual Review as an electronic document. In it, we showcase some of our successes from the year. In addition, we are pleased to report that we achieved the honor of being named one of the Best Places to Work in Rhode Island. This was especially meaningful to us as it reinforced our vision statement "...to enjoy a culture that encourages and rewards teamwork...and makes Partridge Snow & Hahn LLP (PS&H) a great place to work." We have an outstanding staff and are very proud of the members of our firm for attaining this award.

Our integrity and honesty, combined with our ability to adapt to changing situations, position us well to continue providing superior service to our clients. Now, more than ever, as trusted business and legal advisors, we are committed to helping you, our clients and friends, achieve your goals. Thank you for your continued friendship and support.



David M. Gilden
Managing Partner



Closer to our Clients

Following are just a few examples of how being Closer to Our Clients meant results in 2008:

The Firm represented one of the largest boat yards in the United States in the sale of the yard and the related real estate to an immediate abutting competitor. As a result of our work, Partridge Snow & Hahn LLP became general counsel to the new entity.



Our litigation and creditors' rights attorneys successfully resolved a consumer class action case challenging mortgage escrow appraisal fees and inspections fees in Chapter 13 cases.

PS&H attorneys uncovered a Ponzi scheme where a real estate investor obtained multiple loans on already encumbered properties by providing mortgage companies with fraudulent title searches and discharges. PS&H untangled the transactions, identified the culpable insiders and recovered all principal, with interest and other damages.

Our litigators recovered clean-up costs from an engineering firm that negligently designed and installed fail-safes in a waste disposal system, causing environmental contamination.

The Corporate Group helped one of our clients form a strong regional group of medical device manufacturing companies through a substantial asset purchase.

We obtained judgment against a bank branch manager for embezzlement and obtained recovery of the judgment from the embezzler's pension and 401(k) savings.



The Firm represented the Rhode Island Public Utilities Commission in its first full rate setting case in ten years.

The Firm's land use attorneys represented the largest creditor of a storied Rhode Island waterfront amusement park that became embroiled in a contentious federal court receivership. After multiple attempts by private investors to purchase the property failed, we worked with the federal receiver and the host municipality to clear the way so that public funds could be used to purchase the waterfront portion for the benefit of Rhode Island residents.

Our SouthCoast attorneys recovered full payment and attorneys' fees for our client on a mechanic's lien when 23 other lienholders were dismissed and recovered nothing.

Closer to Our Clients

Closer to Our Clients means being closer to the issues that make a difference to our clients. No firm is more committed to staying on top of the issues and sharing our knowledge with clients one-on-one and with industry, client and professional organizations. In 2008, PS&H hosted in-house training on a variety of topics. We also began three new, timely and important programs offered directly to individual clients upon request.

The E-Docs Team

Responding to a perceived demand from clients caught up in the nightmare of e-discovery fights, PS&H put together a team to educate our clients on the world of electronic discovery and how this issue may affect their businesses should litigation strike. Attorneys from our 23-person Litigation Practice Group have been visiting clients to discuss how big an issue this really is, and what clients can do now to limit the potential damage.



Business Succession Planning

Attorneys from our Corporate, Tax and Probate, Trust & Personal Planning Groups have com-



combined expertise to address issues unique to helping businesses, often family businesses, survive from one generation to the next. Statistics show that only one in three family-owned businesses will succeed in the second generation. Our clients have been telling us they are concerned that an ever-changing business, tax and regulatory world threatens to make business survival more challenging. PS&H attorneys listen to our clients articulate their personal goals as well as goals for the continuation of their businesses. Then, we respond by working with them to structure the appropriate plan by which to realize those goals.

Entrepreneur Tool Kit

PS&H has developed new business start-up kits which include basic documents that are intended to protect entrepreneurs from potential liability as they launch their businesses to intellectual property retention documents developed to assist our clients in protecting proprietary names, marks, software, etc. In addition, the Entrepreneur Services Team offers assistance in the certification of women-owned or minority-owned businesses. This certification provides access to government contracts reserved for this market segment.

Closer to Our Clients

Commitment to Clients and Industries. More than 80% of our attorneys spoke publicly or published articles about cutting edge issues in the past year. Our partner, [Patricia Antonelli](#), wins the grand prize, for speaking at the most events locally and nationally to keep clients up-to-date on the changing regulatory world surrounding the mortgage crisis, the TARP, home retention and loan modification programs, predatory lending issues and bankruptcy cramdown, in addition to teaching mortgage loan originator classes for the Rhode Island Mortgage Bankers Association. PS&H attorneys are leading the way through a changing landscape as demonstrated by the following examples:

[Eugene G. Bernardo II](#) participated as a panelist at a seminar hosted by Rhode Island State Treasurer Frank T. Caprio. The seminar addressed the changes in municipal markets as a result of the current state of financial markets.

[Kimberly I. McCarthy](#) authored an article titled "Detailed Fee Information Needed for Benefit Plans" which appeared in the *Providence Business News*.

[Michael J. Murray](#) spoke on "Wage and Hours Laws" at the SouthCoast HR Council Luncheon during the SouthCoast Business Expo.

[Melissa E. Darigan](#) and [Jennifer R. Cervenka](#) authored various insurance and regulated business related articles which were published in *The Anchor*, a publication of Independent Insurance Agents of Rhode Island.

[James H. Hahn](#) was a panelist at the AARP forum "Preparing for Tomorrow's Workforce," where he discussed Succession Planning.

[James W. Ryan's](#) article, "Telephone Taping in the Workplace" appeared in the *Rhode Island Lawyers Weekly* in the Commentary section.

[Roger C. Zehntner](#), [Tracy C. Baran](#), [Jennifer R. Cervenka](#) and [David C. Morganelli](#) presented "Contaminated Property Development" at a Partridge Snow & Hahn LLP client seminar.

[Tracy C. Baran](#) participated as a panelist at GrowSmartRI's The Power of Place Summit. The topic was "The Challenges & Opportunities of Building & Financing Mixed-use Development."

[Charles A. Lovell](#) spoke at the USFN Eastern Regional Conference on "Qualified Written Requests under RESPA". The USFN is a nationwide organization of independent law firms which provide foreclosure, bankruptcy and related services to mortgage lenders.

Other Significant Events



Jennifer R. Cervenka Joins the Partnership

Jennifer R. Cervenka became a Partner of the Firm. Ms. Cervenka concentrates her practice on environmental law and on insurance law. She advises and represents clients on environmental compliance, permitting, site remediation and redevelopment, and cost recovery matters. She also represents insurance companies and agents in matters involving regulatory compliance, licensing, and policy interpretation. She defends companies and individuals against governmental enforcement actions and in private party litigation. Ms. Cervenka is an active member of PS&H WAVE (Women AdVocates for Enterprise). She is a Member of the East Greenwich Planning Board, a Trustee of the East Greenwich Land Trust, and a Legal Committee Member of Save the Bay.

It Takes a Team to Be One of The Best

The Firm was recognized as one of the Best Places to Work in Rhode Island -- a meaningful honor. We value the support we receive from our team and the outstanding service they provide to all of our clients. Businesses throughout the state were surveyed and judged on their responses to an extensive management report as well as an employee survey conducted by Best Companies, an independent research organization based in Harrisburg, PA. The results were analyzed and categorized according to 8 core focus areas: Leadership and Planning, Corporate Culture and Communications, Role Satisfaction, Work Environment, Relationship with Supervisor, Training and Development, Pay and Benefits, and Overall Satisfaction.



Fellows of Litigation Counsel of America

Melissa E. Darigan and Howard Merten, partners at Partridge Snow & Hahn LLP, have been selected as Fellows of the Litigation Counsel of America. The Litigation Counsel of America (LCA) is a trial lawyer honorary society comprised of experienced and effective litigation attorneys throughout the United States, and represents less than one-half of one percent of American lawyers.



PS&H Received the USFN Diamond Award of Excellence

Award recipients demonstrated their commitment to excellence by their active participation and leadership with USFN, other mortgage banking organizations, the legal profession, and through significant contributions to industry education, ongoing staff development, client relations and community charitable contributions in 2008.

Elizabeth R. Lewis Awarded 40 Under Forty



Congratulations to Elizabeth R. Lewis, a winner of the *Providence Business News* 2008 40 Under Forty awards. The award recognizes the region's best young talent, and their achievements in regards to career, community involvement, and commitment to make a difference. Beth is an attorney in the Firm's Real Estate Group. In addition to her involvement in various community activities, she is the Sustainability Officer of the Firm where she heads our GreenMatters™ program and is an active member of PS&H WAVE (Women AdVocates for Enterprise).

PS&H Recognized as a Leading Litigation Firm

Partridge Snow & Hahn LLP achieved a "highly recommended" ranking in the Rhode Island section of *Benchmark: Litigation*, a guide to America's leading business litigation firms and attorneys. The Firm was recognized as being one of the most sophisticated trial firms in the state. For the second year in a row, Steven E. Snow, partner, was recognized as a Local Litigation Star. This designation is reserved for only those attorneys who were recommended consistently by clients and peers. The directory stated that "he is a lawyer to be seen" in Rhode Island courtrooms. Partner, Robert K. Taylor, was mentioned for the work he has done alongside Mr. Snow pertaining to a client's title insurance policy issue. Howard Merten, partner, was touted for his expertise in products liability, insurance and intellectual property. Clients recognized Mr. Merten as a "consummate professional."



Attorneys Recognized in Several Prestigious Directories

The firm is gratified to have been ranked so highly by our clients and competitors in several prestigious, internationally recognized attorney directories. Again in 2008, *Chambers USA America's Leading Lawyers for Business 2008 Client Guide* recognized the Firm, specifically in the areas of Labor & Employment, Litigation, Real Estate and Corporate/Commercial. Several attorneys were also recognized: Michael A. Gamboli, David M. Gilden, Jeffrey H. Gladstone, James H. Hahn, Elizabeth R. Lewis, Howard Merten, John J. Partridge and Steven E. Snow.

The *Best Lawyers in America* is widely regarded as the preeminent referral guide to the legal profession. Congratulations to Normand G. Benoit and Eugene G. Bernardo II in the area of Public Finance Law; John M. Boehnert in Real Estate Law, David M. Gilden in Banking Law and Real Estate Law, James H. Hahn in Corporate Law, Howard Merten in Commercial Litigation and First Amendment Law, John J. Partridge in Corporate Governance and Compliance Law and Corporate Law, and Steven E. Snow in Antitrust Law and Commercial Litigation.



Super Lawyers is a listing of outstanding lawyers from more than 70 practice areas who have attained a high degree of peer recognition and professional achievement. Congratulations to Normand G. Benoit, Bonds/Government Finance; Howard Merten, Business Litigation; Steven E. Snow, Business Litigation; James H. Hahn, Business/Corporate; John J. Partridge, Insurance Coverage; and Rising Stars Theodore B. Howell, Business/Corporate; Tracy C. Baran, Real Estate.



PS&H Team: CFS - A Walk for Children

Civic and Charitable Organizations

The firm continues its tradition of support to charities and nonprofit organizations in Rhode Island and Southeastern Massachusetts. Below is a partial list of organizations we supported with contributions and personal involvement during the past year.

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| American Cancer Society | Rhode Island for Community and Justice |
| Buttonwood Park Zoological Society | Rhode Island JumpStart Coalition |
| Casey Family Services | Rhode Island Legal/Educational Partnership |
| Celebrate Rhode Island | Rhode Island Philharmonic Orchestra & Music School |
| Child & Family Services, Inc. | Rhode Island Sponsoring Education |
| Children's Friend and Service | Rhode Island Zoological Society |
| DownTown New Bedford, Inc. | Slater Mill |
| Firstworks | Special Olympics Rhode Island |
| Gallery Night Providence | St. Elizabeth Community |
| Girl Scouts of Rhode Island | St. Joseph Health Services of Rhode Island |
| Junior League of Rhode Island | St. Mary's Home for Children |
| Lloyd Center for the Environment | The Community Foundation of Southeastern Massachusetts |
| Memorial Hospital of Rhode Island | The Pawtucket Foundation |
| Meeting Street School | The Wheeler School |
| New Bedford Whaling Museum | The Women's Fund of Rhode Island |
| Newport Public Library | The Zeiterion Theater |
| Prince Henry Society | University of Rhode Island Foundation |
| Providence ¡CityArts! for Youth | Waterfront Historic Action League (WHALE) |
| Providence Preservation Society | YMCA |
| Providence Public Library | |
| Rhode Island Community Food Bank | |

Partridge Snow & Hahn LLP is a full-service business law firm representing the legal interests of publicly and privately held companies, organizations and individuals in the areas of:

Admiralty & Maritime
Commercial Lending
Corporate
Creditors' Rights
Employment & Labor
Health Care
Insurance
Intellectual Property
Land Use & Environmental
Litigation
Mortgage Banking & Consumer Finance
Probate, Trust & Personal Planning
Public Finance & Governmental
Real Estate
Tax
White Collar Defense
Workout & Recovery

Partners of the Firm

Patricia Antonelli • Tracy C. Baran • Normand G. Benoit • Eugene G. Bernardo II
Christopher C. Cassara • Jennifer R. Cervenka • Melissa E. Darigan • Deborah DiNardo
Michael A. Gamboli • David M. Gildea • Jeffrey H. Gladstone • James H. Hahn
Michael A. Kehoe • Charles A. Lovell • Kimberly I. McCarthy • Howard Merten
Michael J. Murray • James W. Ryan • Kathleen A. Ryan • Steven E. Snow • Robert K. Taylor
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