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THE OFFICIAL NEWSLETTER OF THE LAW FIRM OF DAVISON EASTMAN MUNOZ PAONE, P.A.

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- DEMP Leads MODC Monthly Luncheon with NAIOP-NJ
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- Partner Dennis Galvin Presents *Ethics for Local Government Attorneys* at NJ Law Center
- Firm Continues A Thanksgiving Tradition
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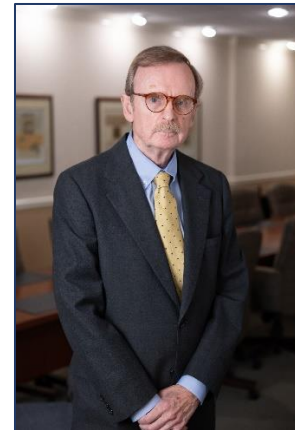
FIRM CO-FOUNDER ANNOUNCES RETIREMENT FROM THE PRACTICE OF LAW

On December 31, 2024, founding partner [Edward C. Eastman, Jr., Esq.](#) retired from the practice of law.

Ed had a long and distinguished legal career as a trial lawyer, bond counsel, municipal lawyer and elected official. Ed was universally regarded as one of the state's leading authorities on real property laws, tidelands and riparian rights, and served for many years as the executive director of New Jersey Land Title Association ([NJLTA](#)).

Ed was also a widely published author on New Jersey real property law.

We are proud to celebrate his wonderful career and wish him all the best.



Edward C. Eastman, Jr., Esq.
 Co-Founder, Partner

DEMP ATTORNEYS BRIAN CHABAREK and NICOLE CRODDICK DELIVER "HIRING & FIRING" WEBINAR to NEW JERSEY BUSINESS & INDUSTRY ASSOCIATION MEMBERS

Late Fall 2024, Davison Eastman Munoz Paone, P.A. attorneys [Brian Chabarek](#) and [Nicole Croddick](#) presented, "Hiring & Firing: Hot Candidates, NOT Hot Water" to a webcast audience by way of the New Jersey Business & Industry Association ([NJBIA](#)).

Both employment attorneys, Brian and Nicole's topics of the 60-min webcast included:

- Processes and procedures
- Best practices for hiring and firing in NJ
- Real-life stories of employment law



(L to R) Nicole Croddick, Esq. Of Counsel;
 Brian Chabarek, Esq., Partner



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**FIRM LISTED AMONG BEST LAW FIRMS® in AMERICA (2025)
 for FIFTEENTH (15TH) CONSECUTIVE YEAR**



For an impressive 15th consecutive year, the law firm of [Davison Eastman Munoz Paone, P.A.](#) has been listed among the *Best Law Firms (2025) in America*. The firm has been listed among the *Best Law Firms* every year since the recognition was established in 2010.

As with previous years, *Best Law Firms* recognized the firm for its legal practices of:

- Commercial Litigation
- Real Estate Law
- Litigation – Real Estate

Now in its 37th year of operation, the firm’s primary legal practices include Business and Litigation, Elder Law, Employment Law, Municipal Law, Land Use and Zoning, Commercial Real Estate and Litigation, and Tax and Estate Planning.

Managing principal [James A. Paone, II, Esq.](#): “We pride ourselves on legal distinction. When a 3rd party such as this recognizes us, it is an honor and sincerely appreciated. We have exceptional attorneys and staff here and it’s because of them that we, as a firm, receive these acknowledgments of superior legal services. Thank you, *Best Lawyers*.”

**FIRM HELPS LEAD MONMOUTH OCEAN DEVELOPMENT COUNCIL NOVEMBER LUNCHEON with
 COMMERCIAL REAL ESTATE DEVELOPMENT ASSOCIATION, NJ CHAPTER KEYNOTE**

In association with Monmouth Ocean Development Council ([MODC](#)), the law firm of Davison Eastman Munoz Paone, P.A. (DEMP) was proud to collaborate with NJ chapter of NAIOP, the Commercial Real Estate Association, and sponsor MODC’s October 2024 Luncheon keynote at Lobster Shanty, Point Pleasant.



(L to R): DEMP Partner [Matthew K. Blaine, Esq.](#);
 DEMP Director of Marketing [Ian Singer](#);
 NAIOP-NJ CEO [Dan Kennedy](#);
 MODC Board President [Tom Gilmour](#)

Among the timely topics addressed by keynote, [NAIOP-NJ](#)’s CEO Dan Kennedy, was NJDEP and NJPACT’s pending “REAL” legislation which is intended to address proposed “resilience to climate change and New Jersey’s sea level rise.” The legislation is to include, among other topics, stormwater management, and wetlands regulations. To learn more about this: [CLICK HERE](#).



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TAX, TRUSTS & ESTATES LAW GROUP CONTINUES ITS COMMUNITY OUTREACH CAMPAIGN, SHARING INFORMATION with RESIDENTS of MONMOUTH and OCEAN COUNTIES



Partner [Christina Hardman-O'Neal, Esq.](#) discusses "Special Needs Trusts" at Mental Health Association of Monmouth County's Red Bank Resource Network HQ



Partner [Blake Laurence, Esq.](#) visits with a Monroe, NJ community, shares "Wills, Trusts, Estates" information during a *Lunch & Learn*



Partner [Christopher Olszak, Esq.](#) provides "Elder Law, Wills, Estates" information to a *Lunch & Learn* audience in Bayville, NJ



Partner [Anne Marie Mazzu, Esq.](#) speaks with a parent at a "Children with Special Needs" event in Ocean Township, NJ

PARTNER DENNIS GALVIN DELIVERS "ETHICS FOR LOCAL GOVERNMENT ATTORNEYS" PRESENTATION FROM NEW JERSEY STATE BAR'S LAW CENTER, NEW BRUNSWICK

From the New Jersey State Bar Association ([NJSBA](#))'s Law Center, New Brunswick, NJ, firm partner attorney [Dennis Galvin](#) recently co-delivered an "Ethics for Local Government Attorneys" webinar.

The presentation was sanctioned for Continuing Education Credit for attending licensed NJ attorneys, more specifically, for NJSBA members of the Local Government Section. Topics presented included:

- Assisting local attorneys in evaluating what is ethical
- Reviewed NJ government ethics law
- Reviewed recent cases interpreting NJ government ethics law



(L to R): Passaic Valley Sewerage Commission, Michael D. Witt, Esq.; DEMP Partner Dennis M. Galvin, Esq.



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**PARTNER ATTORNEY BRIAN KEATTS MODERATES NJBIA EXPERT PANEL,
 “BUILDING DECARBONIZATION – CAN WE GET THERE AND HOW?”**



Partner attorney [Brian Keatts](#) moderated a standing-room-only expert panel at New Jersey Business & Industry Association ([NJBIA](#))’s 4th annual Energy Policy Conference at the Marriott Hotel of Iselin, NJ this past October 2024.

Among topics discussed:

DEMP Partner Brian W. Keatts, Esq. moderates ‘decarbonization’ expert panel at NJBIA’s 4th annual Energy Policy Conference, Iselin, NJ, October 2024

- How can construction reduce carbon footprint?
- What building materials are best suited to minimize carbon outputs?
- What can businesses do to reduce their carbon output?



(L to R): Jeffrey Grant, Veris Residential; Chris Moser, SVP, NRG; Brian Keatts, Esq., Partner, DEM; Duncan Turner, General Partner, SOSV

Brian Keatts, Esq. earned his juris doctorate from NY Law School and BS, Journalism, from The Ohio State University. His law practice includes Business Law, Business Litigation, Commercial Real Estate, and Energy and Environmental Law.

FIRM WELCOMES NEW ASSOCIATE ATTORNEY, RAJEEV VENKAT, ESQ.

Late 2024, the firm welcomed [Rajeev Venkat, Esq.](#) to its Business & Litigation Law Group.

Prior to joining the firm, Rajeev completed a clerkship with the Honorable David F. Bauman, P.J. Ch. of Monmouth County (NJ) Superior Court.

Rajeev is a cum laude Juris Doctorate graduate of Vermont Law School, where he focused on environmental law, environmental justice, and administrative law. Rajeev completed his Bachelor of Science in Geology at the University of Dayton (OH).

Rajeev resides in Monmouth County and is proficient in understanding of the South Asian language of Tamil.



Rajeev Venkat, Esq.
Associate



FIRM CONTINUES ANNUAL THANKSGIVING TRADITION, PURCHASING PIES for ALL EMPLOYEES

An annual firm tradition, Davison Eastman Munoz Paone, P.A. purchases pies for each of its employees – attorneys and staff.

This Thanksgiving, pies were purchased via [CentraState Associated Auxiliaries](#) – and a portion of each purchase benefitted CentraState’s Star & Barry Tobias Women’s Health Center.



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FIRM RENEWED AS MUNICIPAL ATTORNEYS, ADDS NEW MUNICIPALITY FOR 2025

Davison Eastman Munoz Paone, P.A. and its Municipal Law Practice Group has been reappointed to serve as Municipal Attorney in Freehold Township, Millstone Township, and the Borough of Highlands.

Additionally, the firm has been appointed to serve as 2025 Municipal Attorney for the Borough of Keyport.

2025 Township of Millstone (NJ) Reorganization Meeting



2nd from Left:
[Brian J. Chabarek, Esq.](#)
 Township of Millstone (NJ) attorney
 Partner, Davison Eastman Munoz Paone, P.A.

FIRM DONATES WINTER JACKETS to AREA ELEMENTARY SCHOOLS via UNITED WAY of MONMOUTH and OCEAN COUNTY



(L to R) – James Paone, II, Esq.; Ian Singer; Louise Haas; Sherry Stasio; Beverly Todor; Karen Surgent, CPA; Alan Poliner, Esq.; Dennis Galvin, Esq.



United Way of Monmouth and Ocean Counties

By way of United Way of Monmouth and Ocean County ([UWMOC](#)), members of the firm were proud to once again contribute annual winter jackets to children of regional elementary schools.

Per UWMOC, its *Warmest Wishes* annual childrens’ coat drive provided “over 13,000 winter items to 66 schools across 17 school districts throughout Monmouth & Ocean Counties.”



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