



Mary E. Armistead, Esq.
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Mary Armistead, Esq., is an Equal Justice Works Crime Victims Justice Corps Fellow at the Legal Project. She works with victims of human trafficking, both labor and sex, by providing direct representation in a variety of civil legal proceedings, including immigration and family court. She also works on capacity-building, education, and policy issues regarding human trafficking. Mary also teaches Immigration Law as an Adjunct Professor of Law at her alma mater, Albany Law School, where she graduated summa cum laude. Mary held a clerkship at the New York State Court of Appeals for one year before working as the Staff Attorney of the Immigration Law Clinic at Albany Law School for three years. As Staff Attorney, Mary both supervised students and maintained a personal docket in providing legal advocacy services and direct representation to detained and non-detained immigrants eligible for humanitarian immigration relief. Her expertise played a critical role in developing law students' ability to provide legal advocacy services and direct representation to clients seeking U.S. immigration status. She also developed the Special Immigrant Juvenile Pro Bono Attorney panel, wherein she connects clients to and supervises attorneys in providing pro bono representation to vulnerable immigrant children.



Joy Beckerman, President
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Joy Beckerman has been involved in the hemp industries for over a quarter of a century and is the President of the [Hemp Industries Association®](#), founded in 1994, as well as the Vice President of the [U.S. Hemp Authority™](#) which created the first cGMP and GAP standards for the hemp industry, and Executive Vice President of the [U.S. Hemp Roundtable](#). Joy is also the Regulatory Officer & Industry Liaison for [Elixinol](#), an international leader in high quality hemp extracts and CBD products; the Principal Hemp Specialist at [Hemp Ace International](#), a New York-based consulting, legal support and expert witness firm serving the global community; and Co-Founder and Senior Advisor of [Colorado Hemp Works](#), a hemp grain processing facility founded in 2015. In addition to being a renowned educator and public speaker, Joy works directly with lawmakers and regulators as a grassroots activist, both proactively and upon request.

Jonathan D. Cohn
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Jonathan D. Cohn is a partner in the law firm of Gerstenzang, Sills, Cohn & Gerstenzang. He received his Bachelor's Degree from Lafayette College, where he graduated with honors. He is a 2008 cum laude graduate of Albany Law School, where he was selected as a member of the Government and Law Journal. Mr. Cohn was one of a select group to be published as a member of the journal. Mr. Cohn is also the state delegate for the National College for DUI Defense ("NCDD"). Prior to joining the firm, Mr. Cohn was an Assistant District Attorney in the Rensselaer County District Attorney's Office, who handled all aspects of criminal law. He also gained a thorough understanding of the Criminal Procedure Law and Penal Law as a Law Clerk to Honorable Karen A. Drago, Schenectady County Court Judge.

Mr. Cohn's practice is focused on criminal defense – with an emphasis on alcohol-related offenses.

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CLIFFORD R. ENNICO (www.cliffennico.com) is widely considered to be one of America's leading experts on the legal and tax problems facing entrepreneurs and privately-owned businesses.

A native of Yonkers, New York, Ennico is best known as the former host of *MoneyHunt®*, a fast-paced reality TV show for entrepreneurs that aired on PBS nationwide from 1994 to 2003. His weekly syndicated newspaper column, *Succeeding in Your Business™*, known as the “Ann Landers of the business world”, appears in dozens of major newspapers and business Websites throughout North America (www.succeedinginyourbusiness.com). He also hosts his own small business legal channel on YouTube (www.youtube.com, search for “Cliff Ennico”), and is a frequent contributor to *Entrepreneur* and other small business magazines.

Ennico is the author of several books on entrepreneurship and small business management, including *Small Business Survival Guide* (Adams Media, \$12.95) and *The eBay Tax and Legal Answer Book* (AMACOM, \$19.95), and speaks nationwide on the legal and tax issues facing early stage startups (www.succeedinginyourbusiness.com). His newest book, *The Crowdfunding Handbook* (AMACOM, \$19.95), advises small businesses and early stage companies on the benefits and risks of launching a crowdfunded offering of securities under Title III of the federal Jumpstart Our Business Startups (JOBS) Act of 2012. He is currently working on a book on the impact of technology on the capital raising process for technology startups.

As a lawyer, Ennico has represented over 15,000 entrepreneurial companies and small businesses in his 37-year career. Formerly associated with the New York City law firms of Willkie Farr & Gallagher and Thacher Proffitt & Wood, Ennico currently practices small business law in his own practice in Fairfield, Connecticut.

Ennico is the author or editor of several legal treatises for Thomson/West (legalsolutions.thomsonreuters.com), including:



- o *Advising Small Businesses*, a multi-volume treatise with forms for the attorney representing small businesses in the United States.
- o *Closely-Held Corporations: Forms and Checklists*, a one-volume handbook for lawyers representing closely-held corporations;
- o *Forms for Small Business Entities*, a comprehensive collection of legal forms and checklists for lawyers representing partnerships, limited partnerships, corporations and limited liability companies (LLCs);
- o *Basic Legal Forms with Commentary*, a collection of legal forms and checklists for solo practitioners and lawyers practicing in small firms;
- o *Basic Legal Transactions*, a step by step practice guide to a wide variety of business, estate planning, real property and family law transactions;
- o *Advising eBusinesses*, a one volume handbook on Internet law and practice; and
- o the Business Corporation Law (BCL) and Not-for-Profit Corporation Law (N-PCL) volumes of *West's McKinneys Forms*, the leading legal forms guide for New York State corporate lawyers.

His books for law students and young lawyers include

- *The Legal Job Interview: Winning the Law-Related Job in Today's Market* (Kaplan, \$12.95);
- *Partner Track: How to Go from Associate to Partner at Any Law Firm* (Kaplan, \$12.95);
- *Making Law Review: How to Write a Winning Case Comment* (Kaplan, \$12.95);
- *Your Legal Career: Finding Success and Satisfaction as a Lawyer* (four-hour audiocassette program, available for \$25 plus \$5 postage at crennico@gmail.com); and
- *Business Lawyer's Handbook: An Introduction to the Corporate Counsel's Life and Work* (available for \$25 plus \$5 postage at crennico@gmail.com).

Ennico holds a B.A. degree, *magna cum laude*, from Dartmouth College, and received his J.D. degree from Vanderbilt University School of Law, where he was Articles Editor of the *Vanderbilt Law Review*. He is a member of the Connecticut Bar Association, the New York State Bar Association, and the Fairfield County Bar Association.

GLOBAL CHIEF HUMAN RESOURCES OFFICER | C- SUITE SENIOR BUSINESS EXECUTIVE | BOARD MEMBER

Helping Drive Growth and Shareholder Value through Leadership of Business-Centric Human Capital Strategies and Initiatives

BOARD PROFILE

Progressive Business & HR Leadership | HR & Business Strategy Alignment | Officer & Executive Succession Planning
Mergers, Acquisitions & Divestitures: Due Diligence & Integrations | Organization Restructuring | Change Leadership
Board Accountability & Relationships | Governance Standards, including ESG
Benefit Design & Cost Containment | Labor Relations & Union Negotiations | Plant Safety | EEO & Diversity Leadership
Executive Compensation Expert

Commercially focused Global C-Suite Executive with record of helping deliver financial results and drive growth through development and delivery of pragmatic human capital strategies, initiatives and best practices. Progressive leadership trajectory with extensive success in a variety of business (sales and marketing) and human capital (compensation, benefits, talent acquisition, employee relations, EEO and diversity) roles culminating in key role as CHRO of a Fortune 500 company. Industry expertise across chemicals, metals, manufacturing and scientific environments. MBA with strong financial acumen and extensive business knowledge.

Officer of a public company, member of Management team leading the company, and Board attendee. Accountable for Executive Compensation / Compensation Committee meetings / disclosures for annual reports and proxy statements. As Head of Olin Charitable Trust, build budget for Board approval and administer charitable giving for the corporation.

- **Expert in building and transforming successful organizations that consistently deliver outstanding business results.** Have supported the growth of Olin from a US company to a \$6+ billion global leader. Extensive experience in acquisitions, divestitures, large-scale organization integration and change.
- **Trusted advisor and confidant to CEO's, Boards and peers.** Engenders trust and respect through sound judgment and actionable, on point advice and counsel. Effective collaborator and influencer skilled in building consensus across diverse groups to drive successful outcomes. Encourages challenging the status quo.
- **Action-oriented strategic business partner who understands the business from a global perspective,** asks the right questions to get at root issues, and offers pragmatic solutions to address those issues. Active participant in all business strategy meetings and understands the financials of the company.
- **Board experience** on multiple community and not-for-profit boards. Recipient of the University of New Haven's Distinguished Alumni Award in 2011 and awarded Honorary Doctorate in Business in 2017.

PROFESSIONAL EXPERIENCE

OLIN CORPORATION (OLN: NYSE), St. Louis, MO www.olin.com

Fortune 500 vertically-integrated global manufacturer and distributor of chemical products and a leading U.S. manufacturer of ammunition with 2017 annual revenues of \$6.2B and more than 6500 employees on 6 continents with customers in 26 countries across the globe.

Chief Human Resources Officer

2009 to September 1, 2018

Reporting to the CEO, Officer of the Company and key member of the Executive Team helping drive financial results, global growth and employee engagement through design and delivery of human capital systems, processes and solutions. Lead strategic direction, day-to-day operations and global HR performance for all HR functions including Human Capital strategy, Total Rewards, Executive Compensation, Benefits Strategy, Talent Acquisition, Performance and Talent Management, Organization Development, Diversity and Inclusion, Payroll and Medical Facility. Manage team of 300 in the US and internationally with 6 Direct Reports.

- **Mergers, Acquisitions and Organizational Integration:** Led all HR due diligence and organizational integration of KA Steel, a \$300MM acquisition in 2012, and Dow Chemical Company's US chlor alkali and vinyls, global epoxy and chlorinated organics businesses, a \$5.0 billion acquisition in 2015, making Olin a global company operating in 26 countries. HR team integrated global employees into Olin, and staffed up a supporting corporate service organization not acquired with the acquisition.

- **International Expansion / Revenue Growth:** Built global HR strategy, infrastructure and team to support growth in revenue from \$2.5B to \$6B+.
- **Executive Compensation:** Revamped all executive compensation including long and short-term incentive programs migrating from executive perks to greater emphasis on pay for performance. Responsible for setting comp committee agenda, preparing executive compensation materials including compensation disclosures as part of proxy statements and conducting Board Compensation Committee meetings. Consistently received high marks from the Compensation Committee and external governance agencies.
- **Benefit Cost Containment:** Developed, communicated and implemented plan to migrate above market Dow benefit plans to Olin's market competitive benefits. Migrated defined benefit plans to defined contribution plans without disruption or substantial turnover with all benefits now consistent across the company. Personally visited every international location to communicate changes. Have kept health and welfare benefit cost increases to 2% annually.
- **Succession Planning:** Designed and implemented highly effective executive succession planning tool with 83% of Officers being promoted internally. Also presented high potential development plans to the Board for next generation leaders.

Vice President, Administration, East Alton, IL

2004 to 2009

Top HR leader supporting the Brass and Winchester Divisions, the two largest divisions before the Dow acquisition, with 4,000 employees and \$2 billion in revenue. Accountable for HR, Facilities, Medical and Labor Relations at East Alton plant location with 9 unions. In 2006 added responsibility for Corporate Employee Relations.

- **Labor Relations / Union Negotiations:** Achieved easier and more productive negotiations through quarterly communication meetings with union leaders about the state of the business. Successfully negotiated with unions to institute new benefit designs and freeze defined benefit (pension plan) saving the company \$25 million over 5 years.
- **Relocation / Restructuring:** Led all HR aspects and union negotiation to relocate Winchester plant from Illinois to Mississippi, successfully reducing costs, improving efficiencies, better utilizing technology and improving profitability.
- **Divestitures:** Key member of divestiture team that successfully sold the \$2.5MM Brass Division in 2007. Led all HR and people aspects including transition of benefits and compensation, separation packages, and cost management. Extensive interaction with potential buyers during due diligence process and with successful bidder during and after the sale.
- **Succession Planning:** Designed and implemented process to identify and develop backups for key roles. Received positive feedback from the Board that they now had a system to track progress of high potentials for largest divisions.

Director, Corporate Employee Relations, Stamford, CT

2000 to 2004

Led Employee Relations for Corporate including Finance, Treasury, Accounting, Tax, HR, Public Relations and Legal. Prepared materials for Compensation Committee Meetings as backup to the CHRO for executive compensation.

- **Relocation / Restructuring:** Chosen by CEO for team to identify and implement new location for Corporate headquarters. Recommended Clayton, MO driven by the organizational, strategic and economic advantages to be nearer to East Alton, the largest manufacturing facility. Led actual relocation and reorganization of corporate structure.

Director of Retail Marketing, Pool Chemicals, Stamford, CT

1997 to 2000

Reporting to the Division President, development assignment as head of sales and marketing for all retail pool chemical products, a \$4MM division. Managed team of 95 employees (direct and indirect).

- **Sales & Marketing:** Established and built stronger customer relationships. Recognized by Walmart as outside vendor partner in the pool category. Created new brand awareness improving market share substantially and delivered double digit sales growth over 2.5 years.

EARLY ROLES (1974-1996): Began career as **Senior Research Associate** at Olin's New Haven research and development center rising through the ranks to **Manager of the Microbiology Lab** before transitioning to **Manager, Employee Relations, Chemicals R&D** supporting the HR needs of a client group of 300 chemicals research professionals at brand new facility in Cheshire, CT. Developed retention program, creative compensation packages, and unique variable pay program to attract and retain scientists in a competitive market environment.

COMMUNITY AND BOARD LEADERSHIP

UNIVERSITY of NEW HAVEN, *Board of Governors and Chair, Academic & Student Affairs Committee* 2010 to Present
As Chair of the largest committee and Member of the Executive Committee, have led changes in curriculum and addressed broad student issues to attract high caliber students to the university.

SACRED HEART ACADEMY, Hamden, CT, *Member, Advisory Council* 2016 to Present
Serve on the Building Committee and lead fundraising for high school alma mater.

Past Board member of Lewis & Clark Community College, Alton Hospital, St. Louis Business Health Coalition, United Way of St. Louis and Junior Achievement of Southwest Connecticut.

EDUCATION

UNIVERSITY of NEW HAVEN, New Haven, CT, *MBA, Marketing Concentration*
SOUTHERN CONNECTICUT STATE UNIVERSITY, New Haven, CT, *MS, Biochemistry*
SOUTHERN CONNECTICUT STATE UNIVERSITY, New Haven, CT, *BS, Microbiology*



Michelle Maratto Itkowitz, Esq.

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Michelle Maratto Itkowitz is the owner and founder of Itkowitz PLLC and has been practicing landlord and tenant litigation (both complex-residential and commercial) in the City of New York for over twenty years. Michelle represents BOTH tenants and landlords and her core competencies include: Rent Stabilization and DHCR Matters; Rent Stabilization and Regulatory Due Diligence for Multifamily Properties; Rent Stabilization Coverage Analysis for Tenants; Sublet, Assignment, and Short-Term Leasing Cases (like Airbnb!); all kinds of Residential Tenant Representation; Good Guy Guaranty Litigation; Co-op Landlord and Tenant Matters; Loft Law Matters; De-Leasing Buildings for Major Construction Projects; Emotional Support Animals in No-Pets Buildings; and Co-Living.

Michelle publishes and speaks frequently on landlord and tenant law. The groups that Michelle has written for and/or presented to include: Lawline.com, Lorman Education Services, Rossedale CLE, The New York State Bar Association, Real Property Section, The Women Attorneys in Real Estate, The National Law Institute, The Long Island Chapter of the National Appraisal Institute, The Columbia Society of Real Estate Appraisers, LandlordsNY, The Association of the Bar of the City of New York, Thompson Reuters, The Cooperator, and Argo University.

Michelle is immensely proud that Itkowitz PLLC was awarded its NYS Women Business Enterprise Certification by the Empire State Development Corp. Michelle's eponymous law firm is one of the largest women-owned law firms, by revenue, in the State.

Michelle is admitted to practice in New York State and the United States District Court for the Southern District of New York. She received a Bachelor of Arts in Political Science in 1989 from Union College and a Juris Doctor in 1992 from Brooklyn Law School. She began her legal career at Cullen & Dykman.

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Pery D. Krinsky focuses his practice on ethics-based defense litigation. Before forming his own law firm, Mr. Krinsky was associated with the law firm of LaRossa & Ross, and then the Law Offices of Michael S. Ross.

Mr. Krinsky's ethics-based defense litigation practice focuses on:

- *Federal & State Attorney/Judicial Ethics Matters*, including: representing attorneys and law firms under investigation by disciplinary authorities and other government agencies; providing guidance to lawyers concerning the day-to-day practice of law; representing disbarred and suspended attorneys seeking reinstatement; advising and representing members of the New York State Judiciary in matters before the New York State Commission on Judicial Conduct; and assisting law school graduates in the admissions process.
- *Federal & State Criminal Defense Matters*, including: defending clients against law-enforcement actions such as claims of securities fraud, antitrust, investment advisory fraud, health care fraud, tax issues, money laundering, RICO, and narcotics trafficking, among others; helping conduct internal investigations; addressing compliance issues; and responding to regulatory inquiries.

Mr. Krinsky is the Vice Chair of the Ethics Committee of the Brooklyn Bar Association; the former Chair of the Ethics Committee of the Entertainment, Arts & Sports Law Section of the N.Y. State Bar Association; and the former Chair of the Committee on Professional Discipline of the N.Y. County Lawyers' Association. Mr. Krinsky serves on the Board of Advisors of the N.Y. County Lawyers' Association Institute of Legal Ethics, and is also a Member of: the Brooklyn Bar Association; the New York State Bar Association's Committee on Attorney Professionalism; the New York City Bar Association's Professional Responsibility Committee; and the New York County Lawyers' Committee on Professional Ethics.



Mr. Krinsky is a frequent lecturer on topics involving legal and judicial ethics, personal and professional responsibility and academic integrity, including at: the New York State Judicial Institute; the Appellate Divisions, First and Second Judicial Departments; the Court Attorneys Association of the City of New York; the New York State Bar Association; the New York City Bar; the New York County Lawyers' Association; the New York State Academy of Trial Lawyers; the New York State Trial Lawyers Association; the Practising Law Institute; the Bay Ridge Lawyers Association; the Queens County Bar Association; Sotheby's Institute of Art; and law schools such as Brooklyn Law School, Benjamin N. Cardozo School of Law, Columbia Law School and Fordham Law School.



Tom Nicotera, Esq.
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Mr. Nicotera is currently engaged in private practice in Albany, NY as a solo practitioner sharing offices with two other solo practitioners. Tom graduated from Salmon P. Chase College of Law in 1982 and was first admitted to practice in New York State in 1984. He served as examining counsel for Ticor/Title Guarantee title insurance company. He is a former Assistant Public Defender and also served as an assigned counsel and law guardian representing indigent clients for many years. He has successfully tried a number of cases to jury verdicts. Tom is also a former in-house lobbyist for the Nurse Practitioner Association New York State and a published author. He is a member of the New York State Bar Association and serves as a member of the Lawyers Assistance Committee and the Committee on Professional Discipline as well as the Capital District Lawyers Helping Lawyers Committee.



Mitchell Pawluk, Esq.
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Mitch is the Leader of Harris Beach's Cannabis Industry Team, advising a variety of companies in the medical, adult-use, and industrial hemp / CBD industries. Mitch is part of a team of attorneys who identified the unmet needs of clients upon the advent of legal cannabis in New York, creating one of the first statewide, full-service law firms to offer a comprehensive portfolio of legal services to cannabis clients. Notably, he successfully advised and guided New York's highest scoring medical marijuana applicant in a competitive, high-stakes application process, and currently represents two of New York state's initial five Registered Organizations. Mitch has been a resource for local and national media outlets on the cannabis industry in New York, including proposals for the creation of a Cannabis Law and legalization of adult-use cannabis.

Mitch was recently appointed to the New York State Bar Association's Committee on Cannabis Law.



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Paul Van Ryn is a partner in the Delmar law firm of Maxwell & Van Ryn, LLP. Mr. Van Ryn is a lifelong resident of Albany County, and has been in the private practice of law in Albany County since 1980.

Mr. Van Ryn graduated summa cum laude with a bachelor of science degree in physical education from Springfield College in 1977. He graduated from Albany Law School in 1980 and is admitted to all of the courts of the State of New York, the United States Tax Court (since July 31, 1981), and the United States District Courts for the Southern and Northern Districts of New York.

Since 1989 Mr. Van Ryn has practiced in Delmar with his current partner, John F. Maxwell, Esq., in a small firm of three attorneys or less. Mr. Van Ryn's practice is almost exclusively limited to matrimonial and family law. However, he has had significant experience in representing impaired physicians before the Office of Professional Medical Conduct. Mr. Van Ryn is a member of the Albany County, and New York State Bar Associations as well as a member of the Family Law Section of the New York Bar Association and the Capital District Lawyers Helping Lawyers Committee.