

# The Official Newsletter of the Law Firm of

DAVISON • EASTMAN • MUÑOZ • PAONE • P.A.

◆ March 9, 2026



NEW OFFICES IN FREEHOLD, NJ

## Here's what has happened in the last quarter of 2025 and what's to come!

As we closed out the final quarter of 2025 and welcomed the beginning of 2026, the Firm continued to build on a year marked by growth, community engagement, and professional distinction. This period was defined not only by expanded outreach, thought leadership, charitable initiatives, and participation in statewide legal and business forums, but also by one of the most significant milestones in recent Firm history - our successful relocation to our new headquarters at the Monmouth Executive Center in Freehold.

This edition reflects significant recognition for several members of our team. Our attorneys were featured in leading industry publications, contributed to statewide discussions, and continued to earn appointments that underscore not only individual excellence, but the firm's collective dedication to advancing the legal profession.

In addition to professional achievements, we embraced opportunities to give back and participated in events that strengthen our relationships within the legal community. These moments reflect the culture of service, collegiality, and community partnership that remains central to who we are.

Finally, this edition introduces a milestone moment for the firm: we are proud to unveil our refreshed brand identity, an evolution that honors more than three decades of trust, leadership, and client partnership, and sets the foundation for the next chapter of the firm's story.

**Enjoy this quarter's newsletter!**

### In this edition you can expect:

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New Offices Update

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Community Engagement

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Conferences & Industry Events

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Publications, Recognitions & Team Announcements

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DEMP Brand Evolution

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## New Location, Same Legal Excellence



November 2025 marked a new and exciting chapter for the Firm with our relocation to the Monmouth Executive Center, a modern space designed to better support our growth and meet the needs of our clients and team. This move reflects our continued growth and commitment to excellence, and strengthens the foundation from which we continue to serve the New Jersey community.



As we settle into our new headquarters, we look forward to welcoming clients, colleagues, and community partners to our **Spring Open House**, a special event where we will celebrate this transition, showcase our new offices, and open our doors to those who have supported and shaped our Firm's journey. Details will be shared in the coming weeks, and we hope you will join us as we commemorate this important milestone.

## Community Engagement



### United Way Warmest Wishes Coat Drive

The Firm proudly participated in the United Way of Monmouth & Ocean Counties Warmest Wishes Coat Drive, collecting brand-new winter jackets for elementary and middle school children.



## Conferences & Industry Events



### Jersey Shore Chamber of Commerce Women's Conference

[Elizabeth M. Trottier, Esq.](#) attended this two-day conference focused on professional advancement, leadership, and community engagement for women in business.



### New Jersey Business & Industry Association Energy & Environmental Policy Forum

Partner [Matthew K. Blaine, Esq.](#) served as moderator, with attendance from Elizabeth Trottier. The forum examined the Department of Environmental Protection's Environmental Justice (EJ) regulations and what organizations should expect should they go through the EJ process.



### League of Municipalities Annual Conference

Partner [Brian J. Chabarek](#) represented the Firm at the annual New Jersey League of Municipalities Conference, one of the state's premier gatherings for municipal officials and practitioners.

## Attorney Presentations, CLEs, and Professional Development



### Lunch & Learn Seminar at Concordia 55+ Community

Partners [Chris Olszak, Esq.](#) and [Blake Laurence, Esq.](#) conducted an informative session addressing estate-planning essentials for residents. These sessions are part of the firm's ongoing commitment to offering accessible, community-based legal education.



### [New Jersey State Bar Association CLE Program, moderated by James Paone](#)

Managing Principal [James A. Paone, II, Esq.](#), moderated: "General Equity – Should You Be Here and What Should You Do When You Are Here?" The program explored jurisdiction, remedies, probate matters, foreclosure practice, case management, and ethical issues unique to the Chancery Division.



### National Business Institute Mini Law School for HR Professionals

Partner [Brian Chabarek, Esq.](#), [Rajeev Venkat, Esq.](#), and [Elizabeth Trottier, Esq.](#) presented at the National Business Institute (NBI) Mini Law School for New Jersey HR Professionals, offering practical guidance on employment-law issues impacting managers and HR teams statewide.

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## Publications, Media Features, and Recognitions



### [Feature Article in New Jersey Defense \(Winter 2025–2026\)](#)

[Elizabeth Trottier, Esq.](#) and [Rajeev Venkat, Esq.](#) were featured for their in-depth article on algorithmic bias in AI-driven hiring tools. Their analysis addressed risks of unintentional discrimination, employer liability, and the implications of *Mobley v. Workday* for the future of AI in employment decisions.



### [Media Spotlight: New Jersey Business Magazine \(December 30, 2025\)](#)

[Brian Chabarek, Esq.](#) was featured for his insights on non-compete and non-solicitation agreements, highlighting the shift toward more enforceable, narrowly tailored non-solicitation provisions and their strategic advantages in protecting client relationships.



### [Douglas Widman Reappointed as Federal Certified Mediator](#)

[Douglas Widman, Esq.](#) received an extension of his appointment as a Certified Mediator for the U.S. District Court for the District of New Jersey through September 30, 2028. This recognition reflects his commitment to promoting effective, confidential, and cost-efficient dispute resolution.

## Welcome to the Team!



### **Jane Moldovan, DPS** **Director of Marketing**

Dr. Moldovan brings deep expertise in brand stewardship and integrated marketing, supporting the firm's continued growth and visibility across New Jersey.

[Connect with Dr. Moldovan](#)





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## A Refined Identity That Honors More Than Three Decades of Trust

For more than 35 years, Davison Eastman Muñoz Paone, P.A. (DEMP) has served clients across New Jersey with clarity, dedication, and an unwavering commitment to excellence. In January 2026, the firm introduced a refreshed brand identity designed to honor that legacy.

### A Purposeful Evolution

While prior branding emphasized the firm’s website, the new logo places the focus back on what has always defined our Firm: our name, our values, and the trusted relationships built over decades. At the center of this evolution is the DEMP monogram, a refined visual element that strengthens the consistency of the firm’s digital presence, communications, signage, and client-facing materials.

*“This update isn’t about changing who we are — it’s about more clearly representing the reputation we’ve earned over more than three decades. Our clients have trusted our Firm for years, and our refined identity reflects that strength with clarity and purpose.”*

— James A. Paone, II, Managing Principal

Clients and colleagues are invited to explore the firm’s updated look at [RespondLaw.com](https://www.respondlaw.com).

*Thank you for reading!*

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