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ADMINISTRATIVE OFFICE
45 SOUTH FRUIT STREET
CONCORD, NH 03301-4857



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GEORGE N. COPADIS, COMMISSIONER
RICHARD J. LAVERS, DEPUTY COMMISSIONER

March 22, 2022

His Excellency, Governor Christopher T. Sununu
And the Honorable Council
State House
Concord, NH 03301

REQUESTED ACTION

Pursuant to RSA 94:6, the New Hampshire Department of Employment Security (NHES) respectfully requests approval for Lissa Mascio, Counsel, (Position 9U617) to be placed at a compensation level higher than the minimum established in RSA 94:1-a. This request is to place Attorney Mascio's annual salary in Group FF, Step 4, \$87,048.00 (range \$72,748.00 - \$101,322.00), appropriation #010-027-8040-013, (100% Federal Funds), effective upon Governor and Council approval or April 8, 2022, whichever is later.

EXPLANATION

I would like to appoint Lissa Mascio to the position of Counsel beginning April 8, 2022. This is an unclassified position within the Department that is housed within the Criminal Bureau of the Department of Justice (DOJ).

This position, which is shared with DOJ, was created to prosecute unemployment fraud and other criminal acts perpetrated against the Department of Employment Security to protect the Unemployment Compensation Trust Fund. Based upon Attorney Mascio's years of experience, we are requesting to place her at Step 4 which is equal to and commensurate with the salary structure within DOJ in which Attorney Mascio will be based.

While the unemployment program is utilized overwhelmingly by law abiding citizens in need of a temporary financial bridge following an unexpected loss in employment, there are always bad actors that look to take advantage of such programs. Considering the importance of the unemployment program, particularly as demonstrated during the pandemic, we need to continue to be vigilant against fraud in order to preserve benefits for deserving, eligible individuals. As such, the partnership that has existed between NHES and DOJ since 2015 through the creation and continuation of this position has served the state well. This partnership has allowed for an aggressive but appropriate stance in prosecuting egregious behavior, serving simultaneously as punishment and as a deterrent against others engaging in similar behavior. This partnership has served as a model for the country and is one that very much needs to continue.

Attorney Mascio is highly qualified to take on this important work having most recently worked as an attorney for the Department of Corrections and prior to that for the Department of Health

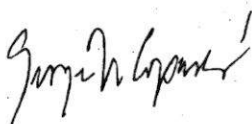
NHES is a proud member of America's Workforce Network and NH Works. NHES is an Equal Opportunity Employer and complies with the Americans with Disabilities Act. Auxiliary Aids and Services are available on request of individuals with disabilities

Telephone (603) 224-3311 Fax (603) 228-4145 TDD/TTY Access: Relay 1-800-735-2964 Web site: www.nhes.nh.gov

and Human Services. Considering her background and experience it is clear that Attorney Mascio will be able to hit the ground running and be able to continue the important work of safeguarding the state's unemployment program.

Attached is a copy of Attorney Mascio's resume for your review.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "George N. Copadis", with a stylized flourish at the end.

George N. Copadis
Commissioner

Lissa Mascio

"The purpose of life is to contribute in some way to making things better." Robert F. Kennedy

FEATURED WORK EXPERIENCE – LEGAL/LEGISLATIVE

ATTORNEY, DIVISION OF PROFESSIONAL STANDARDS

State of New Hampshire, Department of Corrections (DOC)

Concord, NH

Nov 2020 – present

- Work collaboratively with various Division Directors, the Commissioner, and other internal stakeholders to draft, revise, and update internal policies and procedures for use across the DOC; and, manage the Department's Intranet with regards to those policies.
- Review legislation to determine the potential impact on the DOC and work with the Commissioner and various internal stakeholders to determine the Department's position on those bills; draft and/or present testimony as appropriate; monitor, schedule attendees, and attend legislative hearings, executive sessions and floor voting sessions. Manage legislative calendar for the Department and draft weekly reports for the Commissioner, and Governor, with updates and status of legislation impacting the Department.
- Continuously monitor State statutes, administrative rules (from DOC and other State agencies), and internal policies and procedures for consistency and to avoid any contradictions; and, monitor nationwide policy as assigned to ensure NHDOC is in line with best practice.
- Revise, update, and draft new administrative rules collaboratively with various internal stakeholders; and submit these rules for legislative review and oversight through the Office of Legislative Services (OLS) and the Joint Legislative Committee on Administrative Rulemaking (JLCAR).
- Under the direction of the Director of Professional Standards and Commissioner, other tasks as needed, including coordination with the Attorney General's Office, for special projects, discovery, Right to Know requests, and other legal issues.

ATTORNEY II

State of New Hampshire, DHHS/DCYF

Rochester, NH

Dec 2018 – Nov 2020

- Successfully represent the Division of Children, Youth & Families in child abuse and neglect trials, dispositional and review hearings, and termination of parental rights trials before various Courts in and around Strafford County.
- Assist with the drafting and editing of legal documents, including petitions and affidavits for abuse and neglect; review hearing reports and orders; various related motions; termination for parental rights petitions.
- Work with a multidisciplinary team of social workers, attorneys and service providers to reunify families and achieve permanence for foster children.
- Work with legal team, in office and statewide, to provide legal advice to the client, including consulting on parental abuse and neglect; joinders in parenting and guardianship cases; and, internal findings.
- Manage shared secretarial and legal staff, delegating appropriate work.

LITIGATION ATTORNEY

Martin, Lord & Osman, P.A.

Laconia, NH

Nov 2012 – Sept 2016

- Successfully represent clients in a wide array of family law cases, including parents in abuse and neglect cases against the State, and victims in domestic violence cases (DOVE).
- Perform oral advocacy at hearings, mediation, and settlement negotiations; and, draft pleadings, including discovery, and appellate filings.
- Handle client intake, communications and expectations, including collections efforts.
- Assist in marketing and outreach, including attend Chamber and other networking events.
- Manage secretarial and legal staff.

ASSISTANT ATTORNEY GENERAL; CHILD PROTECTIVE SERVICES

Arizona Attorney General's Office

Prescott, AZ

July 2009 – Nov 2010

- Successfully represent CPS in child dependency process, handling 90 cases with weekly hearings; including oral advocacy in court and mediations, and written pleadings.
- Work with a multidisciplinary team of social workers, attorneys and service providers to reunify families and achieve permanence for foster children.
- Manage secretarial and legal staff.

ASSOCIATE ATTORNEY

Begam Lewis & Marks, PC

Phoenix, AZ

Jan 2007 – Jan 2009

- Advocate for successful resolution of plaintiff personal injury clients' claims through written pleadings and oral advocacy at hearings and mediations.
- Assist in the creation and design of an updated website, including copy writing, blogging current legal news and firm updates; networking and outreach.
- Manage secretarial and legal staff, as well as client expectations.

PROFESSIONAL AFFILIATIONS AND CERTIFICATIONS

New Hampshire Bar Association, June 2012 – (inactive, but in good standing 6/17- 12/18)

- Winner of Pro Bono Rising Star Award, March 2016
- Chair, NHBA Family Law Section, (Vice Chair May 2014 – May 2016)
- Leadership Academy, Class of 2022
- Member of various committees, including Legislative and Ethics

NH Women's Bar Association, Belknap County Board Representative, June 2014 – Feb 2018

Received training - "Love Hurts" presentation on teen dating violence, through NHBA

Volunteer for DOVE cases, through NHBA, in Lakes Region, 2013 – 2016; annual Pro Bono Marathon; C-CLASS at Laconia Family Division; Law Day 2016 at Belmont Middle School; and, Law Line

Arizona Bar Association, Feb 2007 – Feb 2011(resigned)

American Association of Justice and Arizona Trial Lawyers, Feb 2007 – June 2009

EDUCATION**HARVARD LAW SCHOOL**

Visiting Student (3L)

Cambridge, MA

2005-2006

HOFSTRA UNIVERSITY SCHOOL OF LAW

Summa Cum Laude; GPA: 3.87

Hempstead, NY

2003-2005; Graduated May 2006

- Hofstra Law Review (2L)
- Public Justice Foundation, Co-President (2L)
- American Constitution Society, Co-Founder and President (2L)
- Street Law (1L, 2L)
- Softball team, UVA Tournament (1L)

UNIVERSITY OF NEW HAMPSHIRE

Summa Cum Laude, B.A. Journalism and English; GPA 3.78

Durham, NH

Graduated 1999

- Phi Beta Kappa
- Granite 1999 Yearbook, Literary Editor
- Golden Key National Honor Society
- NameThing Magazine, Features Editor

UNIVERSITY OF SOUTHERN CALIFORNIA

Attended August 1995-December 1996

Los Angeles, CA

- Resident Honors Program (skipped senior year of high school); Dean's Scholarship

OTHER WORK EXPERIENCE –MARKETING/PR/DEVELOPMENT/LEGISLATIVE

October 2016 – August 2018 - Development & Communications Director positions at 2 small nonprofits in the Lakes Region (NH Humane Society and Prescott Farm Environmental Education Center). Creating and implementing sustainable funding through various outreach and fundraising events, and grant-writing; media relations; drafting of various PR and marketing materials, including various fundraisers; website and social media management; legislative advocacy.

UNITY FIELD ORGANIZER

Concord, NH

Protect NH Families (*temporary campaign position*)

Feb – May 2012

- Organize legislative outreach campaign in Lakes region for a coalition of agencies.
- Create meaningful contact between constituents and legislators through phone banks, community outreach, letter-writing campaigns, Lobby Days at Statehouse, and one-on-one meetings with community activists.
- Plan and execute area meetings, Lobby Days, and other community activities.
- Participate in planning and strategy sessions with variety of agencies.

ASSISTANT COORDINATOR

Montpelier, VT

VT Coalition of Runaway and Homeless Youth Programs

Jan – May 2003

- Advocate for runaway and homeless youth at the Vermont State House at committee meetings and hearings; organize meetings, trainings and Youth Day on Capitol Hill in D.C.
- Manage the flow of data and funding of thirteen client agencies.
- Design website (HTML), marketing and materials

During and after law school – various intern positions in NH, including a court clerkship (Salem Family Division, 2006); public defenders office (Stratham, NH, summer 2005); and, legislative campaign positions in and around Concord, including constituent organizing, Lobby Days, and individual meetings with Legislators.

1999 – 2003 – various jobs in Vermont with small nonprofits and a regional newspaper, doing marketing, community outreach and graphic design work.