Judge Rendell Will Deliver Higginbotham Lecture June 12

By Jeff Lyons

U.S. Court of Appeals Judge Marjorie O. Rendell will deliver the Judge A. Leon Higginbotham Jr. Memorial Public Interest Lecture at the Association’s Wednesday, June 12 Quarterly Meeting and Luncheon.

The Association will also present the 2013 Sandra Day O’Connor Award at the program and honor the newest members of the Year Clubs, Association members who have been practicing law for 50 years or more. As previously announced, Justice O’Connor will also be in attendance at the meeting.

“I am delighted to have both retired Supreme Court Justice Sandra Day O’Connor and Third Circuit Court of Appeals Judge Marjorie O. Rendell participate in the June Quarterly Meeting,” said Chancellor Kathleen D. Wilkinson. “Justice O’Connor will celebrate with us the 20th anniversary of the first presentation of the Justice O’Connor Award in 1993. Judge Rendell is honored and delighted to give the Judge A. Leon Higginbotham Jr. Lecture, who was a pillar of the Third Circuit.”

Judge Rendell, recipient of the 2004 Sandra Day O’Connor Award, began her legal career at Duane, Morris & Heck.

Bar Receives ABA Access to Justice Grant Award

The Philadelphia Bar Association has received formal approval from the American Bar Association Fund for Justice and Education for a grant as part of the ABA’s Access to Justice Commission Expansion Project.

The grant application was submitted by Chancellor Kathleen D. Wilkinson on behalf of the Philadelphia Bar Association’s Civil Gideon and Access to Justice Task Force, with letters of support from Pennsylvania Supreme Court Chief Justice Ronald D. Castille, the Pennsylvania Bar Association, Pennsylvania IOLTA and the Pennsylvania Legal Aid Network.

The funding will be used to support ongoing efforts to create a broad-based statewide coalition including the Pennsylvania Bar Association and other key stakeholders to work collaboratively on...
Frontline

Women’s Initiatives Task Force Eyes Competitive Advantage

Today, approximately 95 percent of large law firms nationwide have established initiatives for women attorneys. The most effective among these programs strive to improve the retention and promotion of women attorneys while providing an overall platform for maximizing women lawyers’ contributions to law firms.

Foremost on the agendas of many women’s lawyers’ initiatives is improvement in key areas such as equity partnership, compensation, rainmaking and top leadership positions.

But for women’s initiatives to succeed, they must be focused on institutional changes, not simply be Band-Aids.

Accordingly, this year, we launched a Philadelphia Bar Association Women’s Initiatives in Law Firms (WIL) Task Force to delve into these key issues. The Task Force is chaired by Caitlin M. Piccardello of Saul Ewing LLP.

The mission of this Task Force is two-fold. It will create a network and foster a dialogue among leaders from women’s initiatives in Philadelphia law firms. It will also support the creation, growth and continued relevancy of women’s initiatives in such firms.

Make no mistake: the Women’s Initiatives in Law Firms Task Force is not just about creating a seat at the table. This is about positioning our Bar Association and our lawyers for the future and growing our profession by ensuring greater opportunity.

With the creation of the WIL Task Force, we believe the Philadelphia Bar Association will be the first bar association to host a Task Force for Women Initiatives in Law Firms, and that Philadelphia will become only the second city in the country to create a formalized platform for law firm women’s initiatives. Chicago has a Coalition of Women’s Initiatives in Law Firms.

On Feb. 26, the inaugural meeting of the WIL Task Force was held at Saul Ewing, and 29 women representing 22 law firms attended. The energy of the attorneys in the room was palpable, as the leaders of women’s initiatives from law firms across the Philadelphia region gathered to discuss the groundbreaking work ahead.

The Task Force represents an effort to pave a road to success for others to follow. The Task Force’s work comes at a time

continued on page 21

Make More Money With Your Small Law Firm

By RJon Robins

As the owner of a solo or small law firm, you can’t let anyone else tell you what your definition of success should be. The flipside is the responsibility for deciding for yourself, what’s your definition of a “successful” law firm?

Not having a clear, objective or measurable answer to this question keeps many otherwise capable practitioners stuck when they could be thriving. Because, it’s just not that complicated to create a $250,000 law practice; upgrade it to a sustainable $500,000 law firm business; or break the seven-figure barrier with a solo or small law firm.

How do some lawyers do it? In my experience there are three principal causes:

• We Are Constantly Asking for Help. Let’s face it, none of us learned anything practical in law school about the business of how to manage a small law firm. And the skills we did learn are largely inapplicable to the business of running a small law firm. So the lawyers who ask for help and learn how to manage a small law firm tend to have much more successful law firms than the lawyers who do not learn because they do not ask for help.

• We Miss a Lot of Shots. Setting financial, personal and professional goals makes us a target. We might exceed our goals. We might not. But too many lawyers play not to lose. “Try a new way to run my business? But what if it doesn’t work?” Never mind how great it will be if it does! By contrast, my friends who run million-dollar businesses and million-dollar solo law firms too, have learned to embrace the fact that at the end of the game what counts most is whoever scores the most points not whoever didn’t miss the most shots.

• Failure Must Always Be an Option. Success requires you to try new things. For the most successful people in life and in business, we consider failure to always be an option. It must be or else we’d never have the courage to try anything worth accomplishing. So failure must always be an option. Fear of failure should never be!

My own definition of a “successful” law firm is one that achieves three principal objectives of the owner: financial, personal and professional goals.

Financial – This is a number. How much gross revenue did the firm generate and what operating margins?

Personal – This is also a number. How many hours did the owner have to invest into the firm, “all in” including marketing, sales, management and of course the substantive work itself.

Professional – Another number. How “happy” is the owner with his or her firm? Admittedly this is more subjective but by keeping score we spot trends and opportunities.


Tell Us What You Think!

The Philadelphia Bar Reporter welcomes letters to the editors for publication. Letters should be typed. There is no word limit, but editors reserve the right to condense for clarity, style and space considerations. Letters must be signed to verify authorship, but names will be withheld upon request. Letters may be mailed, faxed or e-mailed to: Jeff Lyons, Senior Managing Editor, Philadelphia Bar Reporter, Philadelphia Bar Association, 1101 Market St., 11th floor, Philadelphia, PA 19107-2955. Telephone: (215) 238-6345. Fax: (215) 238-1139. E-mail: reporter@philabar.org.

WebCheck

By Heather J. Austin

Philadelphia District Attorney R. Seth Williams’ career as a leader began when he assumed the role of class president in the 5th grade. Raised by parents who valued education and instilled in him the lesson – unless you are willing to be a part of the solution, you forfeit your right to complain – Williams was motivated and desired to be a leader, a person capable of bringing people together to solve a problem.

During the inaugural Chancellor’s Leadership Institute program on Feb. 27, Williams spoke about his path to becoming a leader. Williams explained that for every success he has had 10 failures. Along the way, Williams learned the importance of volunteering and learning what you like, as well as what you do not like.

During his third year of law school, Williams participated in a criminal justice clinical program that essentially gave him an opportunity to work as a public defender, where he learned that he did not like being a public defender. While there are a small number of individuals in his community and all communities who make things bad for everyone, Williams realized the majority of people are good people. Williams wanted to be a champion for the victims of crime, and he believed he would have more power on the inside. Williams explained that even a very junior assistant district attorney assigned to the charging unit yields a lot of power by approving or declining charges and warrants. As an assistant district attorney, Williams believed he would be in a position to stand up for the victims of crime and ensure fair application of the law.

In addition to helping you learn what you like and do not like, the act of volunteering also helps you to build your own skills throughout your career. As a younger assistant district attorney assigned to the waiver program for two years, Williams prosecuted the same types of cases with very similar facts but simply different players. He employed different tactics to avoid the rut of the monotonous schedule. For instance, Williams began “all evidence Mondays,” and every Monday he would have police officers bring all the evidence for every case into the courtroom, and he would mark and move each piece of evidence and show it to the witness. On “reverse order Tuesdays,” Williams would reverse the usual and expected witness order, leaving the judges and court staff to wonder what was happening. The exercise proved useful in later years when he was assigned to the major trials unit and handled approximately 37 jury trials in 18 months. “All evidence Mondays” allowed him to comfortably and effectively use exhibits. “Reverse order Tuesdays” allowed him to handle the unexpected, such as a missing witness, with ease. Employing similar tactics, according to Williams, can be helpful to others seeking to sharpen their own skills for the benefit of their respective careers.

Heather J. Austin (heather.austin@wilsonelser.com), an associate with Wilson Elser Moskowitz Edelman & Dicker LLP is editor-in-chief of the Philadelphia Bar Reporter.
Taking advantage of opportunities, persevering and working harder than others led to the success of the trailblazing women lawyers in government and business who shared their stories at the Chancellor’s Leadership Institute program on March 14, sponsored by Fox Rothschild LLP.

Judge Renee Cardwell Hughes relied upon her writing, speaking and problem-solving abilities to pursue her legal career from the corporate law arena, to the Court of Common Pleas, to being recruited as chief executive officer of the American Red Cross of Southeastern Pennsylvania. Although she never expected to run for judge or to run a large institution, both roles gave her an increasing opportunity to impact the lives of families and communities. Judge Cardwell Hughes stressed the importance of maintaining your self-value. A desire to make a difference led her to and through each opportunity she had for career advancement and she noted that her participation in the Bar Association exploded her network of professional contacts, which contributed to her success.

Pennsylvania state Rep. Kate M. Harper wanted to save trails and open spaces and her passion for conservation sparked her passion for prosecution. She persevered, getting a prosecutorial job by rallying everyone that she was their candidate. She persevered stumbling blocks along the way to personal success. “It’s not a dress rehearsal, it’s happening, this is life” stated Harper. Channeling professional time to match up with her personal principles facilitated Harper’s achievements.

Risa Vetri Ferman, district attorney for Montgomery County, did not need to look far for a role model in her career. Her mother, Barbara Vetri, a practicing attorney for more than 50 years, is the trailblazer who inspired Ferman’s professional aspirations. Both of her parents encouraged Ferman to pursue her life’s passion and to work harder at it than anyone else. After trying multiple jobs during her post-secondary education, Ferman landed an internship at the District Attorney’s Office. This sparked her passion for prosecution. She persevered, getting a prosecutorial job by rallying everyone that she knew to secure a position with the Montgomery County DA’s office. In 2007, when the DA decided not to run for re-election, Ferman stepped up to the plate and entered the race and won the election. Ferman now uses her position to promote causes that she feels are important to the community.

Kathy Manderino, senior vice president of Interact and a former state representative, stressed three goals to achieve professional success – position yourself for opportunities; be substantive as there is no substitute for hard work; and live below your means to maintain flexibility and resources to pursue opportunities. These principles led her to serendipitously meet a former state representative who later supported her to run for his position.

When confronted with professional barriers, Judge Cardwell Hughes pointed out that there are multiple paths to success. Instead of trying to go through a barrier, choosing a different path can lead to achievement. Manderino stressed the importance of not creating our own barriers. Sometimes, taking risks is key to success, suggested Harper. Making yourself indispensable was Ferman’s goal to reducing professional barriers.

The final words of wisdom came from Chancellor Kathleen D. Wilkinson who attributes her professional success to her motto of “keep calm and carry on.”

For details on placing a Lawyer to Lawyer referral ad, contact Lana Ehrlich at 215-557-2392 or lehrlich@alm.com.
Jeff Lyons

Pennsylvania Supreme Court Justice J. Michael Eakin, the court’s liaison to Philadelphia courts, said he will not be a micromanager who decides which tipstaff is assigned to which courtroom. Justice Eakin told the Appellate Courts Committee on March 18 there’s been a significant shift in the right direction for the courts and the city is no longer “a judicial hellhole.”

“The reforms that have come into place have really expedited things from every area from domestic relations to mass torts,” Justice Eakin said. “On the criminal end, the same thing has taken place. What was more than a two-year wait for a capital case to find a courtroom is now down to about a year on average,” he said.

“(Court of Common Pleas Administrative Judge John) Herron has put down a report for the courts that lists improvement after improvement. These are significant ways and means that translate into things that help the professionals and help the people we serve,” he said.

“My goal is not to come in and tell Philadelphia how to run the courts. My goal is to let Philadelphia run the courts. I have every faith in the current judicial leadership. I’ve met with and talked to them all and will continue to do so on a regular basis. I’ve visited Traffic Court. It’s still running and you have 180,000 moving violations a year to deal with. It’s going to have to run, no matter what the long-term solution happens to be as the legislation that has been proposed moves forward. But in the short term, it’s going to run and it’s going to work and Judge (Gary) Glazer is doing a fine job.”

“I’m happy to come to town, particularly in baseball season. My neck of the woods (Cumberland County) always thought of Philadelphia as a black hole in which money fell and disappeared. I think the majority of the people I grew up with would have traded Philly to New Jersey for a draft pick. And that’s totally unfair and totally wrong. If you get to know Philadelphia, it’s a wonderful city full of neighborhoods and great people,” he said.

“There has been a pervasive attitude about what the court’s role is and how people can deal with it and how people can manipulate it. And in that sense, the culture has to change. It’s been errors in the culture that treats it as something to be manipulated. And that I think has to change.

“The leadership is in good hands. I will not accept people who say ‘It’s Philadelphia. Mind your own business.’”

Justice Eakin said the biggest problem facing the Supreme Court right now is “probably the budget. We are once again underfunded in the proposed budget by a lot. The legislature as a whole is something under 18 percent lawyers. And they treat the judicial branch as an agency, as if we are something that you have to pay for, like the state police or corrections or something as opposed to a constitutional branch of government.”

He said that mindset has caused problems for the last several years, with the judiciary’s budget being flat-lined, despite the costs continuing to rise. Something just short of 83 percent of the judicial budget for the state is personnel. “We’re not top heavy with facilities and cars and things like that. It’s judges, judicial staff and the ever-increasing cost of benefits that go with them. While the legislature can add judges, it hasn’t added money to pay for those judges. It’s been an ongoing battle.”

“We’re about $30 million short this year. The chief justice is leading our efforts with the legislature and the governor to try and fill that gap. It’s a constant struggle to fill that gap. We’re not going to fill it with savings any more. We’ve done that the last few years and there isn’t much more to save. Justice Eakin said. “Overall, the state judicial budget is about six-tenths of 1 percent of the state budget and it ought to be given a little more priority.”
Author: Without Safety Net, Poverty Would Double

By Regina M. Parker

Public policies to fight poverty in America have been remarkably successful, Georgetown University Law Center Professor Peter Edelman recently told members of the public interest community.

Edelman, the author of “So Rich, So Poor: Why It’s So Hard to End Poverty in America,” explained that there are 46 million people living in poverty, living on less than $23,000 annually for a family of four. This leads one to believe that there may be some truth to President Ronald Reagan’s declaration that “we fought a war against poverty and poverty won.” But that is not the case, Edelman argued. “To say that poverty won is like saying the Clean Air and Clean Water Acts failed because there is still pollution.” Without federal programs such as Social Security, Medicaid, food stamps, the earned-income tax credit, and the rest of the safety net, “poverty would be nearly double what it is now.”

Edelman spoke at a Feb. 28 program sponsored by the Bar Association’s Public Interest Section, Public Citizens for Children and Youth and the Economy League of Greater Philadelphia.

The reasons for persistent poverty, Edelman said, include the proliferation of low-wage jobs; the vanishing of federal programs, including cash assistance for low-income mothers and children; and “persistent issues of race and gender” that lead to higher poverty rates for minorities and families headed by single mothers.

Edelman explained that most of the income of those in poverty comes from work. According to the Census Bureau, 106 million people – a third of the population – have annual incomes below twice the poverty line, less than $34,000 for a family of three. A quarter of the jobs pay less than the poverty line of $23,000 for a family of four. They struggle to make ends meet every month. This isn’t a new problem, Edelman said. “We’ve been drowning in a flood of low-wage jobs for the last 40 years. Higher paying jobs disappeared to other countries. The economy grew, but the fruits of growth went to those at the top. The wage for the median paying job barely grew. Wages for those who work on jobs in the bottom have been stuck since 1973, increasing just 7 percent,” he said. “We cannot ignore race and gender issues which play an enormous part in determining poverty’s continuing course,” he said. Poverty among families with children headed by single mothers exceeds 40 percent. Edelman pointed out that minorities are disproportionately poor: around 27 percent of African-Americans and 27 percent of Latinos and American Indians, versus 10 percent of whites. “Poverty cuts across racial lines, but it does not cut evenly.”

Is there any hope of breaking out of the economic malaise? The heart of it, Edelman said, is creating jobs that will yield a living income, child care, health care, housing and education. Anti-poverty weapons include ensuring that the economy functions at or near full employment and restoration of the safety net for the poorest people in the country. He said cash assistance and food stamps combined don’t even get people to the poverty line and a substantial number of poor families do not receive cash assistance.

It is necessary to understand that “we’re literally living on political mythology that this is a strong middle class country and everybody could be part of it if they just try a little bit harder, and if we improve the education system as we should, then everybody would have the same chances,” Edelman said, reiterating that there is still a lot to be done.

Regina M. Parker (rparker@tthlaw.com), an associate with Thomas, Thomas & Hafer LLP, is an associate editor of the Philadelphia Bar Reporter.

---

CASH FLOW MANAGEMENT FOR LEGAL PROFESSIONALS

Legal Fees Paid NOW

- Delayed Payments
  - Medical Liens & Set Asides (MSA)
  - Special Needs Trust (SNT)
  - Mcare Fund
  - Political Subdivisions
- Court Approval of Minors, Wrongful Death & Survivor Actions
- Jury Verdicts on Appeal

We are Lawyers Providing Cash Flow Solutions for Lawyers & Their Clients

Fees range from 3% to 5% per month
No Credit Checks • No Compounding
Investment Opportunities Available
Minimum 12% APR • Self-Directed IRA Eligible

Lawyers Funding Group, LLC
2 Penn Center, Suite 1700
1500 John F. Kennedy Blvd., Philadelphia, PA 19102
LawyersFundingGroup.com • 215-569-0111
Contact: Alan R. Zibelman, Esq., Managing Member
Journalists Like Social Media to Deliver News

By Thomas Bryan

In a meeting intended to offer insights and best practices for developing and improving the media relations of local firms, the Bar-News Media Committee hosted a panel of journalists who discussed the shifting nature of the news industry.

The Feb. 28 program was attended by a variety of professionals from law, consulting and accounting firms. The panelists were all professional journalists who in some way cover the business, political or legal communities in Philadelphia: Karl M. Smith, the editorial director for Region’s Business (a Philadelphia business and politics journal); Crissa Shoemaker DeBree, a business reporter for the Bucks County Intelligencer; and Jeff Blumenthal, a reporter with the Philadelphia Business Journal (covering law and other professional services).

One of the main topics of conversation was the shifting nature of news sourcing, reporting and publication from print media to various online formats. Blumenthal said the Business Journal has started to shift toward more features and trend stories (more of a magazine style) in part because breaking news today is almost always brought to light via the Internet. All three had positive opinions of social media and its use in breaking news and building contacts and relationships.

All three were open to being contacted over Twitter, Facebook and LinkedIn, and advocated adding Twitter handles to media releases wherever possible. As a strong sign that social media is taking over breaking news sourcing, all three journalists admitted that they do not use more traditional wire services but have turned full time to Twitter, Google News, and Google Alerts for the majority of their breaking news. One recommendation for how companies and firms can keep up with the increased speed of news dissemination was to “be nimble.” For example, when sending a news release have sources, photos and a representative ready to go before sending in the release to a media outlet. Be ready to respond to follow-up inquiries quickly and repeatedly.

The panelists were also questioned about their “pet peeves.” Blumenthal brought up his frustration with public relations representatives who contact him to pitch stories, but who are clearly not familiar with his publication and its focus. Shoemaker’s “pet peeve” is when people contacting her with news releases do not understand the deadlines inherent in journalism and give insufficient notice or contact information. Smith stressed that when his publication runs a feature, news release or column, they will need a high-resolution color photo of source or author (and that a photo from a company website is not sufficient). He was clear that though this may seem like a minor issue to people outside of journalism, this issue would (and in fact all three issues brought up by the panel could) make the difference between the story or news release being published or not.

Blumenthal said that the easier you make the editor’s life, the more likely your article, tip or news release is to get published.

Thomas L. Bryan (thomaslbryan@gmail.com) is an associate editor of the Philadelphia Bar Reporter.

SeniorLAW Center to Honor Shear at April 17 Celebration

SeniorLAW Center will hold its 35th Anniversary Gala on Wednesday, April 17 at the historic Ballroom at the Ben, 834 Chestnut St., Philadelphia, from 5:30 to 9 p.m.

SeniorLAW Center will honor the inaugural inductees into the SeniorLAW Center Hall of Fame, including founders and leaders Kenneth Shear, executive director of the Philadelphia Bar Association; Richard N. Weiner, founding board chair; Stephen A. Feldman, of Feldman and Feldman; Paul Carlin, now executive director of the Maryland State Bar Association; and Marlene Kline and Shari J. Odenheimer of Blank Rome LLP. The event will honor Pepper Hamilton LLP as Partner of the Year.

The event will feature a cocktail hour and silent auction followed by dinner and honors. To reserve tickets or for more information visit seniorlawcenter.org or call 215-701-3208.

SeniorLAW Center is an independent 501(c) (3) legal services agency founded in 1978 as Senior Citizen Judicare Project by members of the Philadelphia Bar Association. Today, SeniorLAW Center serves nearly 10,000 older Pennsylvanians each year.

Register Now! • 215-656-4374 • On-Line www.adrdri.com

The Dispute Resolution Institute’s 15th Annual

SAVE THE DATE!

APRIL 16th, 2013

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s

The Philadelphia Bar Association’s
Adam Ferrara Headlines YLD Comedy Night May 9

The Young Lawyers Division will present an “Evening of Comedy That Cares” on Thursday, May 9 at Helium Comedy Club with comedian Adam Ferrara, star of his TV shows including “Top Gear” and “Rescue Me.” The private event will benefit the Philadelphia Bar Foundation and is open exclusively to Bar members and their colleagues and friends.

Ferrara is an acclaimed comedian who starred on the Emmy-nominated hit FX show “Rescue Me” and appeared opposite Kevin James in the theatrical feature “Paul Blart: Mall Cop.” A regular comedian on various hit talk shows including “The Tonight Show with Jay Leno,” “Late Show with David Letterman,” “The View” and “Rachael Ray Show,” Ferrara has been dubbed “hilarious” by Entertainment Weekly and is a two-time nominee for best male stand-up by the American Comedy Awards.

The event includes open bar and a buffet dinner. Doors open at 6 p.m. and the show begins at 8 p.m. Helium Comedy Club is located at 2031 Sansom St. The early-bird deadline to purchase tickets is April 25. The last day to purchase tickets is May 7. No refunds for cancellations will be issued after May 7.

Sponsors include Leadership Gift – Volpe & Koenig, P.C.; and Blank Rome LLP; Partnership Gift – Krauso, Krauso & Onwudinjo; Friendship Gift – Scarab Consulting; Chimicles & Tikellis LLP; and Martin L.L.C. Fellowship Gift – Philadelphia Trial Lawyers Association; and Gay Chacker & Mittle, P.C. For sponsorship information, contact Tracey McGloskey at 215-238-6360 or tmcloskey@philabar.org.

YLD Update

Community Calls - Law Week Volunteers Needed

By Aneesh A. Mehta

Civics education in our schools is lacking, on a national level. I fully believe in promoting the so-called STEM-based curriculum (science, technology, engineering and math), but there has to be a place for civics in our classrooms. We cannot expect an informed voting public if we ignore teaching our young students the basic fundamentals of democracy and the history of our country. I am proud to be a member of a bar association that has taken up the cause of promoting civics in our classrooms. In addition to the Advancing Civics Education (ACE) initiative, every year the YLD hosts a series of events known as Law Week. Law Week coincides with the American Bar Association’s Law Day, which will be on May 1 this year. The purpose of Law Week is to celebrate to raise awareness of the rights and benefits bestowed upon Americans through the U.S. Constitution.

The Young Lawyers Division likes to focus its Law Week activities on civics education for our local schools. We have programs throughout the week designed to introduce our elementary, middle and high school students to the courts, the practice of law and general civics education.

Our theme this year will celebrate the 50th anniversary of the Supreme Court’s ruling in Gideon v. Wainwright. Gideon’s ruling is memorialized in the Miranda phrase “if you cannot afford an attorney, one will be appointed to you.” However, many people don’t realize that these rights only extend to criminal matters. We hope to explore the progress that has been made and the progress we hope to make in the future, extending these rights to provide legal counsel, as a matter of right and at public expense, to low-income persons in civil legal proceedings where basic human needs are at stake, such as those involving shelter and child custody.

Law Week 2013 begins on Monday, April 29, and concludes on Friday, May 3, and the YLD needs volunteers. I want to thank this year’s law week co-chairs Maria Harris and Eileen Carroll who have done a fantastic job in setting up a great week of events. I’d also like to thank the law firm of White and Williams LLP for providing volunteers for the Haverford Library branch of Legal Advice Live! But we still need plenty of volunteers, and if civics education is as important to you as it is to us, we encourage you to join us. I’m certain you will find it among the most rewarding activities you will do all year.

Please see below for a description of the week’s events, and remember to check the YLD E-Zine for the contact information for the program chairs if you are interested in volunteering.

Legal Advice Live! Monday, April 29: Legal Advice Live! kicks off the week with dozens of Philadelphia attorneys gathering to providing free, in-person legal advice from 12 to 2 p.m. at four branches of the Free Library of Philadelphia: Central (1901 Vine St.); Ramona de Rodriguez (600 W. Girard Ave.; Spanish-speaking attorneys needed); Haverford (5543 Haverford Ave.); and Donatucci (1935 Shunk St.). Attorneys will provide answers to legal questions on a broad range of topics, including personal injury, medical malpractice, landlord/tenant law, divorce and child custody matters, wills and estate planning, real estate law and employment law.

Poster, Essay Contests and Naturalization Ceremony – Wednesday, May 1: As part of Law Week, the YLD will sponsor a poster and an essay contest around the theme of Law Day. Winners of the poster contest receive gift certificates. The winner of the Edward F. Chacker Essay Contest – named after the former Chancellor of the Bar Association – will read aloud his or her essay at a naturalization ceremony at the U.S. Courthouse in Philadelphia, welcoming dozens of new U.S. citizens. The event includes open bar and a buffet dinner. Doors open at 6 p.m. and the show begins at 8 p.m. Helium Comedy Club is located at 2031 Sansom St. The early-bird deadline to purchase tickets is April 25. The last day to purchase tickets is May 7. No refunds for cancellations will be issued after May 7.

Sponsors include Leadership Gift – Volpe & Koenig, P.C.; and Blank Rome LLP; Partnership Gift – Krauso, Krauso & Onwudinjo; Friendship Gift – Scarab Consulting; Chimicles & Tikellis LLP; and Martin L.L.C. Fellowship Gift – Philadelphia Trial Lawyers Association; and Gay Chacker & Mittle, P.C. For sponsorship information, contact Tracey McGloskey at 215-238-6360 or tmcloskey@philabar.org.

Naturalization Speakers

U.S. District Court Judge Mitchell S. Goldberg (left) presided over a March 21 naturalization ceremony where 93 people from 45 countries took the oath of citizenship. Other speakers included Natalie Klyashortony of the Board of Governors and U.S. Attorney Zane Memeger. Klyashortony spoke of her experience as a naturalized citizen from Ukraine, while Judge Goldberg displayed the naturalization certificate presented to his great-grandfather when he became a U.S. citizen in 1903. The event was sponsored by the Philadelphia Bar Association.
YLD Update
continued from page 10

citizens. The winner of the essay contest also receives a $1,000 college scholarship paid for by the law firm of Gay Chacker & Martin, P.C.

Lawyer in the Classroom: Tuesday, April 30 - Thursday, May 2: The YLD sends its best and brightest minds into our local classrooms to answer questions about the legal profession and to address students’ concerns about the law and the legal issues that affect them as they enter adulthood.

LegalLine – Wednesday, May 1: Free and confidential legal advice will be given to those who call the LegalLine hotline from 5 to 8 p.m. Attorneys will staff a phone bank at the headquarters of the Philadelphia Bar Association, 1101 Market St., 11th Floor.

“Goldilocks,” “The Big Bad Wolf,” and “Jack and the Beanstalk” Mock Trials – Friday, May 3: Volunteer judges from the Philadelphia Court of Common Pleas and attorneys dressed as fairy tale characters will use the facts from “Goldilocks,” “Three Little Pigs” and “Jack and the Beanstalk” to present mock trials to nearly 300 Philadelphia grade school students at various courtrooms in City Hall. Spanish-speaking attorneys are needed for this program as well.

Lawyer for a Day – Friday, May 3: The culminating event of the Bar Association’s Law Week 2013 celebration, volunteer attorneys from the Philadelphia Bar Association will accompany approximately 100 Philadelphia students from 14 different high schools into the Criminal Justice Center and City Hall to witness live court proceedings.

Annee A. Mehta (amehta@philacoua.com), an associate with Volpe and Koenig, P.C., is chair of the Young Lawyers Division.

Ginsburg Essay Competition Deadline is May 8

Entries are now being accepted for the Philadelphia Bar Association’s 2013 Justice Ruth Bader Ginsburg Pursuit of Justice Legal Writing Competition.

Candidates may submit a law review quality submission on any topic relating to rights, privileges and responsibilities under federal law. The Bar Association recognizes the importance of excellence in legal analysis and writing skills, and seeks to award a student enrolled in an American Bar Association-approved or provisionally approved Philadelphia-area law school for authoring a top-quality competition submission. Entries must be received by Wednesday, May 8 at 4 p.m.

This competition is open to full- and part-time law students who are in their second or third year of study during the 2012-13 academic year at one of the following six institutions: Drexel University Earle Mack School of Law, University of Pennsylvania Law School, Rutgers University School of Law – Camden, Temple University Beasley School of Law, Villanova University School of Law and Widener University School of Law (Delaware Campus). Part-time law students in their third or later year of study are also eligible. Students must be in good standing at their institutions.

The submission may not have been published previously, although it may have been prepared in connection with a law school course or for a law journal. The submission also may not have been submitted for any other competition during the time it is under consideration for this competition, until after the time when awards are announced. The submission must be the work of one author alone (joint submissions will not be considered), and the author must certify that the submission has been prepared without substantial editing from others.

The chair of the competition is Bar Association Chancellor Kathleen D. Wilkinson, a partner at Wilson Elser Moskowitz Edelman & Dicker LLP.

The author of the winning submission will receive a cash award of $2,500, and have the essay published in The Philadelphia Lawyer magazine, on the Bar Association’s website and/or in an appropriate Bar Association publication. The winner will be invited to a future event of the Bar Association, at which time the award will be presented.

Submit entries to Dawn Petz, c/o Philadelphia Bar Association, 1101 Market St., 11th floor, Philadelphia, PA 19107. For more information, call 215-238-6367 or email dpetz@philabar.org.

April CLE Calendar

These CLE programs, cosponsored by the Philadelphia Bar Association, will be held at The CLE Conference Center Wanamaker Building, 10th Floor, Suite 1010, Juniper Street entrance unless otherwise noted.

Live & Simulcast Seminars

Apr. 3 • Internet Law Update
Apr. 4 • Lights, Camera, Evidence
Apr. 5 • Making Sense of Medicare
Apr. 8 • Controlling Speech in 2013: Money, Politics & Power
Apr. 9 • Tough Problems in Workers’ Compensation
Apr. 10 • Internet Legal Research
Apr. 11 • Taking on the Big Guns - Bringing and Winning Lawsuits Against Insurance Companies
Apr. 12 • How to Handle a Child Abuse Case
Apr. 13 • How to Litigate a School Bullying Case
Apr. 15 • Document Thal Creating, Managing & Negotiating Documents Electronically
Apr. 16 • Joint and Several Liability a Year Later
Apr. 17 • Bankruptcy and Estate Distribution Planning for Retirement Benefits
Apr. 18 • 19th Annual Employment Law Institute
Apr. 19 • Ethics, Marketing & More: CLE Fun with Sean Carter
Apr. 20 • Structuring & Collating Commercial Loan Documents
Apr. 21 • Unemployment Compensation
Apr. 22 • The Law of Arrest, Search and Seizure in Pennsylvania
Apr. 23 • 16th Annual Federal Securities Law Forum
Apr. 24 • Compulsory Arbitration Seminar
Apr. 25 • Family Law Institute-2013
Apr. 26 • 14th Annual Legal Issues in an Age of Aging
Apr. 27 • Who’s on First? Liens Priority in Pennsylvania
Apr. 28 • Sentencing in Pennsylvania State Courts
Apr. 29 • Trial Tactics, Tips and Techniques
Apr. 30 • Ethics Potpourri

Apr. 29 • Contacts of the Rich and Famous
Apr. 30 • Nuts & Bolts of Criminal Practice in Philadelphia Municipal Court
Apr. 26 • How to Conduct and Effective Direct and Cross Examination
Apr. 27 • Final HITECH Regs: Impact on HIPPA Privacy, Security & Breach Notification Requirements

Simulcasts from PLI

Apr. 1 • Developments in Pharmaceutical and Biotech Patent Law
Apr. 2 • Pension Plan Investments 2013: Current Perspectives
Apr. 8/Apr. 9 • 18th Annual Consumer Financial Services Institute
Apr. 10 • How to Prepare an Initial Public Offering
Apr. 15 • Private Placements and Other Financing Alternatives

Video Seminars

Apr. 3 • Ethical Issues in a Litigation Practice Update
Apr. 5 • “Can a Single Masterpiece Sustain a Lawyer’s Lifetime?” and Other Questions That Cross a Lawyer’s Mind
Apr. 9 • What Pennsylvania Attorneys Need to Know about New Jersey Criminal Practice
Apr. 12 • After the Engagement Letter: When Legal & Business Ethics Collide
Apr. 16 • The Ethics of a Level Playing Field
Apr. 18 • Handling Protection from Abuse (PFA) Cases
Apr. 19 • Ethics in Criminal Cases
Apr. 22 • “Can a Single Masterpiece Sustain a Lawyer’s Lifetime?” and Other Questions That Cross a Lawyer’s Mind
Apr. 29 • Corporate Compliance and Ethics
Apr. 30 • Writing for Lawyers

more Live & Simulcast Seminars

Apr. 29 • The Ethics of a Level Playing Field
Apr. 30 • Handling Protection from Abuse (PFA) Cases

April 2013 Philadelphia Bar Reporter 11

Philadelphia Bar Reporter
Sotomayor Award Presented to PDLG

By Mary-Kate Breslin

The Philadelphia Diversity Law Group (PDLG) was honored for its success in fostering leadership roles for diverse individuals in the Philadelphia legal community with the Bar Association’s 2013 Justice Sonia Sotomayor Diversity Award on March 11 at the March Quarterly Meeting and Luncheon.

The PDLG provides educational opportunities to help diverse individuals prepare for entry into, and advancement in the legal profession, among other initiatives.

The Sotomayor Award recognizes a strong commitment and substantial contribution to diversity, and promotion of equal participation and inclusion in the legal profession in furtherance of the Bar Association’s Statement of Diversity Principles. These principles include race, ethnicity, gender, religion, age, disability, sexual orientation and gender identity, and various other aspects of diversity. Justice Sotomayor received the award in 2011, when it was renamed in her honor.

Heather J. Austin and Tiwen M. Law, co-chairs of the Sotomayor Award Committee, presented the award to PDLG Co-Presidents Sophia Lee and Wesley R. Payne IV. Lee, chief counsel in litigation at Sunoco, Inc., is Bar Association secretary. Payne, a partner at White and Williams LLP, is also treasurer of the Bar Association.

Payne graciously received the award while he expressed his thanks “for the continuing commitment of our member law firms and corporations, and law departments to diversity and inclusion in the legal profession.” The award is given annually to an attorney, jurist, law firm, legal department, legal services organization, or law school in Philadelphia, or a person or organization that has impacted the Philadelphia legal community.

For more than 10 years, the Philadelphia Diversity Law Group has been creating programs that “enhance recruitment, retention and success of lawyers of diverse backgrounds in our member law firms and corporate law departments,” praised Payne.

“We recognize and celebrate the PDLG’s successes under the leadership and tutelage of our past presidents, we are also mindful of the fact that the state of diversity in the Philadelphia law firms leaves much to be desired,” said Lee. “We are encouraged that the overall number of

Also at the event, Immediate-Past Chancellor John E. Savoth was presented with a gold box, an exact replica of the one presented to Andrew Hamilton for his defense of John Peter Zenger in 1735. The gold box is presented annually to the immediate-past Chancellor and is inscribed with the message “acquired not by money, but by character.”

“I ended my first remarks as Chancellor in December of 2011 with a reference to John Steinbeck and the noble plight of the working poor,” Savoth told the audience of more than 300 at the Hyatt at The Bellevue. “Although this past year has taken my reading from the optimism of certain writers to the stark realities of others, I always seemed to end up at the hope and compassion of Mr. Steinbeck.”

“Through the guidance of Lou Rulli, Cathy Carr, Karen Buck and Joe Sullivan, among others, I was fortunate to foster a better understanding of the disenfranchised in our society and the vital role, we as lawyers, play in pursuit of justice on their behalf,” Savoth said.
The law sets minimum standards when it comes to diversity and inclusion, but law firms and companies should work aggressively for diversity, which breeds greater creativity, innovation and effectiveness. UPS General Counsel Teri Plummer McClure told Bar Association members in her keynote remarks at the March 11 Quarterly Meeting and Luncheon.

McClure, senior vice president of legal, compliance, audit & public affairs and general counsel and corporate secretary at UPS, said transformative change goes beyond the letter of the law. UPS has long valued the importance of embracing a diverse pool of candidates, ensuring minorities and women opportunities within the company, and creating opportunities long before its competitors, she explained.

With women and minorities serving at the highest levels of the organization, McClure is proud to be a part of UPS, which has been well ahead of the curve in promoting diversity. She is further proud of the generations of management providing leadership and motivating employees to treat everyone with dignity and respect.

The company’s diverse initiatives date back to the 1920s with the hiring of the first African-American workers and women. UPS has grown to become the leading employer of minority pilots. McClure herself joined the UPS legal department in 1995, and was promoted into various legal roles before being appointed general counsel and corporate secretary in 2006.

UPS has endorsed change to positively transform the company. The company was never satisfied with superficially embracing the law, but chose instead to go beyond the requirements of the law, and has exceeded its goals of hiring minorities. McClure explained that the ability to harness the very power of the law, and to tap into understudied pool of human resources is what makes UPS a stronger, better equipped company. It is necessary for any firm or company to recognize the power of women and minorities, and the importance of diversity and inclusion.

The law certainly matters in decisions that businesses make. For all organizations, continued success depends on the ability to work collaboratively and use evolving law. This makes businesses better and improves the lives of both employees and the communities in which they serve.

McClure called for all organizations to go beyond the law and to do more than what is required, noting that the firms and companies involved in the Philadelphia Diversity Law Group push for real, substantive change. Such changes are rarely popular and are difficult, but are very important. There are challenges in recruiting, retaining, promoting and advancing a diverse group, but that is precisely what enhances any company and sets it apart as stellar, McClure said.

As there is still much work to be done, McClure said now is not the time for companies to lose focus and shy away from making a diversity commitment. Instead, now is the time to work aggressively for diversity and inclusion, and identify and eliminate barriers for minorities and women that thwart a full opportunity to perform and succeed. A great organization will transform its culture to seek value from diverse stakeholder in ways that enhance the company, McClure charged everyone to remain vigilant to protect the gains accomplished thus far, and to ensure proper focus for the future.

The Philadelphia Diversity Law Group shares McClure’s sentiment, and ensures that with greater diversity comes greater creativity, innovation and effectiveness. McClure closed with a reminder that diversity not only strengthens businesses and professions, but transformative change goes beyond the letter of the law.

Access to Justice

improving access to justice; to plan and conduct a series of statewide public hearings to generate greater public awareness and understanding of the civil justice gap crisis; to identify various solutions to close the justice gap; and to explore whether Pennsylvania should implement an Access to Justice Commission.

“We are delighted that the Pennsylvania Bar Association and other key stakeholders will partner with us on this very important work, in order to explore strategies to improve access to justice, the issue of civil Gideon and the civil justice gap,” said Wilkinson. “Chief Justice Castille has been very supportive of this vital work. The Pennsylvania Supreme Court is expected to play a key role in this project, including providing testimony during the statewide hearings that will be planned by the legislative branch.”

“The ABA grant is an important first step in the collaboration of our Task Force with the Pennsylvania Bar Association and many others to launch a series of statewide hearings on the need for counsel for low-income individuals in adversarial proceedings where fundamental needs, such as housing and a parent’s access to children, are at stake,” said Joseph A. Sullivan, co-chair of the Civil Gideon and Access to Justice Task Force.

“The goals of the hearings, to be chaired by Sen. Stewart Greenleaf and the Senate Judiciary Committee, include learning much more about the difficulties many face in achieving access to justice, and hearing a broad range of perspectives on the consequences of the inability to retain counsel on families, such as loss of jobs, breakdown in family integrity and economic disruption. Our goals also include learning more about the broader impact of lack of counsel on communities and economies – both locally and statewide. We hope to educate the broadest possible audience about these issues, and the benefits of expanding access to justice to everyone in the community,” he said.

“As we celebrate the 50th anniversary of the Gideon decision, we are thrilled to have this support to move forward a statewide effort to build access to justice for all on the civil side,” added Task Force Co-Chair Catherine C. Carr.

The formation of the statewide coalition will be completed in the coming weeks and a series of strategic meetings will be held to explore how an Access to Justice Commission may improve access to justice.

Access to Justice Commissions are formal entities that bring together the highest level of the state’s courts, organized bar and other stakeholders to support the expansion of access to civil justice for low-income and disadvantaged people. As of March 15, there were Access to Justice Commissions in 27 states and the District of Columbia. Most of the Commissions were created by those state’s Supreme Court.

Access to Justice Commissions have been proven to have a major impact in expanding support for self-represented litigants in the courts; increasing state-level funding for civil legal aid; developing new initiatives to increase pro bono services by attorneys; promoting collaboration and coordination among civil legal aid providers; building a commitment to pro bono and support for legal aid among law students and new lawyers; and increasing awareness among legislators and other key decision makers, the bar, the judiciary and the general public about the legal needs of low-income and disadvantaged people and the social and economic benefits of ensuring that they do not go unmet.
Ponzi & Pyramid Schemes, Dodd-Frank, & the JOBS Act: An Update

When: Friday, April 19th, 2013, 9:00 AM to 5:00 PM
Where: Temple University, Fort Washington or via Live Webcast
Speaker: Gregory Nowak, Esq
Credits: 6 Substantive CLE + 1 Ethics or 7 CPE + 1 Ethics
Cost: $150

Since the highly publicized Madoff Ponzi scandal, it seems that headlines have been replete with revelations of new, and ever more sophisticated Ponzi schemes. This course will review some of the “highlights” of the great Ponzi schemes of the past – tell-tale signs, failures in due diligence, what to do once the scheme is revealed, and what happens after the fact. It will also address the SEC’s “Ponzi scheme presumption” and include a primer on Dodd-Frank legislation and the JOBS Act, with an emphasis on Ponzi scheme prevention. More specifically, we will examine the myriad of provisions that attempt to address the Ponzi scheme issue (an overreaction to the meltdown and Madoff or a usable framework to prevent such schemes?) and whether or not the JOBS Act, with its relaxation of the prohibition on general solicitation, will spawn a new wave of Ponzi schemes.

Attorney Gregory Nowak will also provide participants with a review of the timely topic of Pyramid Schemes in which a number of multi-level marketing (MLM) firms are alleged to have defrauded tens of thousands of investors and scheme participants.

Personal Bankruptcy & Corporate Failure

When: Friday, April 26th, 2013, 9:00 AM to 5:00 PM, EST.
Where: Temple University, Center City or via Live Webcast
Speakers: Kim Coleman, ESQ, Ray Kempinski, ESQ, & Professor Richard Brown
Credits: 6 Substantive + 1 Ethics or 7 Business Management & Organization + 1 Ethics CPE
Cost: $150

Morning Session - Consumer Bankruptcy: A Primer, Real Estate and Secured Debt Issues, Treatment of Tax Obligations, Resolutions for Student Loan Debt, and Ethical Considerations

Over the past five years, the US has been struggling to recover from the most severe financial crisis since the Great Depression. Home values dropped, foreclosure rates skyrocketed, jobs were eliminated, credit dried up, and countless consumer loans, many improperly made to begin with, went into default. Additionally, student loans became the largest form of consumer debt, topping $1 trillion nationally, and as of the end of the year 2012 the delinquency rate on student loans has jumped above the rate for credit cards, car loans, and many other kinds of consumer loans.

Afternoon Session - Corporate Failure and Bankruptcy

At any point in time, 1 in 24 American corporations are in the bankruptcy process. Corporate bankruptcies fall into two different categories: Liquidation (Chapter 7) and Re-Organization (Chapter 11). In this class, we will discuss the causes of corporate bankruptcies, the prediction methods for corporate bankruptcy and the process by which some firms save themselves by entering bankruptcy. Relevant and recent corporate bankruptcies will be discussed such as Hostess Bakery, Blockbuster, the Los Angeles Dodgers and Kodak. An important aspect of corporate bankruptcy, and one that is often overlooked, is the cost-benefit analysis associated with filing a Chapter 11 re-organization. Such an analysis will be studied.

For additional information or to make a reservation, please visit www.ceworkshops.com or call Thomas A. McDevitt, CFA, CFP, at 215-990-0781.
Barristers Meeting Needs of Diverse Attorneys

By Naomi K. McLaurin and Rachel E. Branson

Due to a lack of access to quality work assignments, mentoring relationships, and networking and business development opportunities, women and attorneys of color tend to have fewer opportunities for professional advancement. Add to this the damage that the economic downturn has caused to attorneys of color. Many of whom, after being disproportionally displaced by workforce reduction, lost their professional footing. Some diverse attorneys started their own firms, some changed employers and others left the profession.

The Barristers’ Association of Philadelphia addresses the professional needs and development of African-American lawyers in Philadelphia and surrounding areas through programs such as seminars, cultural events and publications.

In order to get its membership the tools required to succeed and get back on track, the Barristers’ launched a new initiative called the Barristers’ Leadership Institute. The Leadership Institute’s primary goal is to “help each Barrister create a blueprint for how to navigate their professional careers.”

The Barristers invited to its monthly meetings are attorneys and business leaders who have excelled in their chosen areas of practice, or their career. The speakers were charged to “talk to [the Barristers] membership about their tools for success.” Speakers have hailed from various areas of the legal profession: academia, nonprofit organizations, a small law firm, a large corporation and the government. This does not include previous positions held by all of the speakers who have contributed to their overall professional advancement.

The Leadership Institute began in September 2012 with Michael Robinson, associate director of MBA admissions at Columbia University. He spoke to the Barristers about confidence and excellence and the role they play in success. Since that time, the Barristers have spent the year getting to know and talk with some of the superstars in the legal, political and business communities. The talks have largely been informal where members can ask questions and readily engage the speakers.

In October 2012, retired Judge Renee Cardwell Hughes spoke at the Leadership Institute about her time as an associate in a Philadelphia firm, in-house counsel, campaigning as a candidate for judge and her current role as the CEO of the American Red Cross of Southeastern Pennsylvania.

Because many diverse attorneys have started their own firms, Joe H. Tucker, shareholder and managing partner at the Tucker Law Group, spoke at the Leadership Institute in November about the importance of discipline in your legal practice and the journey to starting his own legal practice.

In January, David L. Cohen, executive vice president of Comcast Corporation and its chief diversity officer, talked about taking time away from his practice to pursue his passion for politics.

In February, Chief Federal Defender Leigh Skipper spoke about how he has honed his trial instincts to guide him through his legal career.

In March, Charisse Lillie, vice president of community investment of Comcast Corporation and president of Comcast Foundation, spoke about networking and the importance of building and maintaining strong relationships.

The Leadership Institute has been a successful forum for a dialogue with more senior distinguished leaders of the bar and in the community. It has also created a forum for honest dialogue about overcoming professional adversity.

Naomi K. McLaurin (nmclaurin@philabar.org) is director of diversity at the Philadelphia Bar Association. Rachel E. Branson (rbranson@schnader.com), an associate with Schnader Harrison Segal & Lewis LLP and a member of the Board of Governors of the Philadelphia Bar Association, is president of the Barristers’ Association of Philadelphia.
French Intern Reflects on Experience in U.S.

By Edouard de Limairac

I am finishing a six-month internship in Philadelphia under the Philadelphia-Lyon Bar Exchange Program, and I’d like to take this opportunity to share this tremendous experience as widely as I can.

After having studied law for five years at a French university, the University Jean Moulin Lyon 3, I am currently a law student at the law school l’Ecole Des Avocats (EDA) in Lyon, France. This two-year law school is divided into three periods: six months of courses and two six-month internships. I am finishing my first internship in Philadelphia prior to serving in a Parisian Law Firm in April.

Why Philadelphia? Fifteen years ago, the Philadelphia Bar Association established a partnership with the Lyon Bar Association, on the initiative of the then-Chair of the International Law Committee of the Philadelphia Bar, Michael Scullin. Thanks to this program, three or four French interns have the opportunity to come to the USA each year and learn about the federal and state legal systems.

The other interns, Aude Poitier, Anne-Gaelle Prost and Ibrahim Abdouraouf, are hosted by the firms of Willig, Williams & Davidson, Wilson Elser and Pepper Hamilton, supervised respectively by former Chancellor Deborah R. Willig, Chancellor Kathleen D. Wilkinson and Jeremy Heep.

I am working as a legal intern at the law firm of McElroy, Deutsch, Mulvaney and Carpenter, LLP. Mr. Scullin, who is counsel to the firm, is also the Honorary Consul of France in Philadelphia and Wilmington. As a consequence, my job is divided into two areas. Part of my work involves consular activities, in linking France and the U.S. through official and administrative processes and translation of documents. The second aim of my work is more legal, and basically transactional. But I have also been involved in cross-border matters, international estates, French tax information, arbitration and nonprofit law.

Through these activities, I have been exposed to an international way of practicing and learned a lot about how American lawyers and business leaders think. This was one of my principal goals before coming to the United States. I also learned about the American culture and was able to perfect my linguistic abilities.

I have also participated in meetings involving the International Criminal Court, helping organize two conferences, one on “Procedural and Jurisdictional Challenges” in November 2012 and the other titled “The International Criminal Court: First Decade and Beyond” in February 2013.

I also had the opportunity to observe trials in civil and criminal matters, including a highly publicized criminal case that I was able to attend for almost a week. My second aim of my work is more legal, listening to both lawyers’ oral presentations, which is, in my opinion, far more tedious! In short: no proof, no trial. Here, even if there is no formal evidence, each detail of the case is used to bring out the truth. It is a way to capitalize on the lawyer’s imagination. The presence of a jury for civil matters also struck me. In France, they are only available for criminal cases.

In addition, I have had the opportunity to attend many Philadelphia Bar Association events (such as the Bench-Bar Conference in Atlantic City; the forum on the civil justice gap, the annual meeting introducing the new Chancellor, Young Lawyer Division meetings, etc.). That’s why some of you might be familiar with my face and those of the other French interns who are here. These events have provided an invaluable opportunity to meet people and facilitate contacts and networking, which is not so easy in France. I was impressed to see the time and energy American lawyers dedicate to that purpose.

Philadelphia is also a very nice and friendly city that is easy to navigate, especially on foot. There is a wonderful mix of old and new, rich cultural assets and a lot of good restaurants! I have really enjoyed my life in Center City Philadelphia. I’ve also had the opportunity to visit New York several times, as well as Washington, D.C., Boston and Miami!

I have had a really interesting time at McElroy, Deutsch, Mulvaney and Carpenter, and would like to thank particularly Michael Scullin, for being an attentive and available supervisor, and also attorneys, paralegals and secretaries who have extraordinarily welcomed me. My thanks equally go to Judge Gary S. Glazer, Judge Doris A. Pechman, Judge Jeffrey P. Minehart and Judge Ida K. Chen, who allowed me to observe civil jury trials, homicide cases and child custody matters.

My next step will be my last six-month internship in Paris, until August 2013, and then the Bar exam in October. And, if all goes well, I will be sworn in at the end of October and finally become an avocat, an attorney at law. Once done, I will definitely put into practice what I have learned here, day after day.

Edouard de Limairac is a student at l’Ecole Des Avocats in Lyon, France.
Transitional Relief for Health Care Reform

By Brian McLaughlin

In previous articles we have discussed potential employer penalties related to offering group medical coverage. While it is clear that plans with calendar year renewals will need to comply Jan. 1, 2014, we needed clarification on how to handle plans that renew throughout the year. The IRS issued proposed regulations that provide additional information and greater clarity on how these provisions will apply.

An employer with a non-calendar year plan (fiscal year plan) may be eligible for transitional relief that would delay the potential for a penalty until the first day of the fiscal plan year that begins in 2014 (as opposed to Jan. 1, 2014). This relief is not afforded to a calendar year plan. The relief applies in the following scenarios:

• For any employees who are eligible for coverage under the terms of an employer’s plan as of Dec. 27, 2012 (regardless of whether they take the coverage), the employer will not be subject to a potential penalty as to those employees until the first day of the plan year that begins in 2014.

• Additionally, with respect to any other employees, as of Dec. 27, 2012, if at least 25 percent of all employees (full time and part-time) are covered by the employer’s plan, or at least 33 percent of all employees are offered coverage under the plan, the employer will not be subject to a potential penalty as to any full-time employee until the first day of the fiscal plan year that begins in 2014.

Thus, if at open enrollment an employer offers coverage under a fiscal plan year with the plan year starting July 1, 2013 to at least 33 percent of its employees, the employer can avoid liability for an employer penalty if, by July 1, 2014, the employer expands the plan to offer coverage satisfying the employer penalty provisions to the full-time employees who had not been offered coverage.

For employers that do not currently cover dependent children, transition relief is available to provide these employers sufficient time to implement the change requiring coverage of dependent children in order to avoid penalty exposure beginning in 2014. Any employer that “takes steps” during its plan year that begins in 2014 toward satisfying the requirement to offer coverage to full-time employees’ dependents will not be liable for any penalty solely on account of a failure to offer coverage to the dependents for that plan year. Coverage for dependents will need to be offered beginning with the 2015 plan year in order to avoid a potential penalty for not offering coverage to full-time employees (and their dependents).

Lastly the IRS has provided employers flexibility in making mid year changes in 2014. Employees may either wish to enroll in the Exchange and discontinue employer health plan coverage or choose to enroll in the employer’s health plan in order to avoid the individual tax for not having health insurance coverage. The existing election rules for cafeteria plans will not allow an individual to make these mid-year election changes. The regulations propose transition relief to allow employers to amend fiscal year cafeteria plans to permit either or both of the following election changes: an employee who elected to salary reduce through the cafeteria plan is allowed to prospectively revoke or change his/her election once during that plan year, without regard to whether the employee experienced a change in status event; and an employee who failed to make a salary reduction election during the cafeteria plan with a fiscal plan year beginning in 2013 is allowed to make a prospective salary reduction election on or after the first day of the 2013 plan year of the cafeteria plan, without regard to whether the employee experienced a change in status event.

These changes must be incorporated into the written cafeteria plan document; the amendment may be made retroactively as long as it’s not made later than Dec. 31, 2013 and is effective the first day of the 2013 fiscal plan year.

For more than 75 years, the divisions of USI Affinity have developed, marketed and administered insurance and financial programs that offer affinity clients and their members unique advantages in coverage, price and service. As the endorsed broker of the Philadelphia Bar Association and more than 30 other state and local bar associations, and with more than $30,000 attorneys insured, USI Affinity has the experience and know-how to navigate the marketplace and design the most comprehensive and innovative insurance and benefits packages to fit a firm’s individual needs.

INTEGRATION AND LIMITED LIABILITY COMPANY FORMATION SERVICES

• PREPARATION AND FILING SERVICES IN ALL STATES
• CORPORATION AND LIMITED LIABILITY COMPANY OUTFITS
• SAME DAY SHIPPING OF YOUR ORDER
• CORPORATE STATUS REPORTS
• UCC, Lien and JUDGMENT SEARCH SERVICES
• DOCUMENT RETRIEVAL
• REGISTERED AGENT SERVICE IN ALL STATES

M. BURR KEIM COMPANY

Phone: 215-563-8113
Fax: 215-977-9386

2621 ARCH STREET
PHILADELPHIA, PA 19103

www.mburrkeim.com
What is the Philadelphia Bar Foundation?

Almost 50 years ago, in December 1964, the Philadelphia Bar Foundation was created by a prominent and prescient group of lawyers who desired to assure the funding of legal programs that would provide access to justice for all. Today, the Bar Foundation continues to provide funding, collaboration and innovation to programs that promote equal access to justice. Last year the Bar Foundation awarded almost $600,000 in grants to more than 30 different legal nonprofit entities. Our goal is to continue to provide such unrestricted funding and support for at least another 50 years. To this end, we have more than $5 million in an endowment fund. While this sounds great, it is simply not enough.

Numerous articles have been written noting the unmet legal needs of the poor. Fifty years ago this month the U.S. Supreme Court ruled in Gideon v. Wainwright that those accused of a felony have a constitutional right to a lawyer. Unfortunately, these legal services are not available to those accused of a felony.

The Philadelphia Bar Foundation has a ten-year plan noting the unmet legal needs of the poor and the need for unrestricted grants, to provide such legal services to the most vulnerable. Since 1996, the Bar Foundation has partnered with the Philadelphia Bar Association and nonprofit members of the DLSC in pooling resources to fund a staff person to assist DLSC in fulfilling its overarching mission of advancing access to justice. The Bar Foundation is a collaborative initiative, for example, we worked with the Young Lawyers Division in establishing the Board Observer Program which provides mentorships to young lawyers, offering them the opportunity to learn about and serve on nonprofit boards. For years, Lexis Nexis has collaborated with the Bar Foundation to provide research resources at no charge for the nonprofit interest organizations that receive funding from the Foundation. This collaboration was initiated with the help of Foundation Honorary Trustee Rod Wittenberg of Reed Technologies.

In addition, we are carefully pursuing the establishment of a Civil Justice Center to enhance the efficiency of, and collaboration among, many of the region’s legal services organizations.

Our work is not possible without your support. This is where you come into play. There are a number of ways to contribute:

- **Individual Donations**: The easiest donation of all is a donation of cash via check or credit card at any time. We encourage you to go to our website to make an immediate secure donation (www.PhilaBarFoundation.org).
- **Multi-Year Donations**: The Andrew Hamilton Circle: A pledge of $10,000 payable over 10 years (in reality a little less than $3 a day). The Circle was established in 1990 when 50 people joined. To date more than 200 supporters have completed their pledges; some have continued their commitment by pledging an additional $15,000 and becoming Pillars of Justice, pledging a $100,000 donation over eight years.
- **United Way and Payroll Deductions**: You can direct payroll or your United Way contribution to the Bar Foundation; our UW Donor Option number is 1578.
- **Arbitration Fees**: If you sit as an arbitrator in the Philadelphia Court of Common Pleas, you may designate your fee as an automatic donation.
- **Mementos and Tribute Donations**: Honor the achievement of a colleague or mentor with a Tribute donation to the Bar Foundation. Honor someone’s memory in a tangible way with a memorial donation.
- **Andrew Hamilton Gala**: The legal community’s social event of the year will be held on Saturday, Nov. 16. Tickets are $275 to $750 per person.
- **Golf and Tennis Classic**: Our 24th annual event will be held Monday, June 24 at Green Valley Country Club in Lafayette Hill. Fees are $450 per individual golfer, $1,700 for a discounted foursome and $200 per tennis player.
- **The YLD Presents an Evening of Comedy That Cares**: This Young Lawyers Division event will be held at Helium Comedy Club on Thursday, May 9. Tickets are $65 for YLD members and $75 for non-members. All proceeds benefit the Philadelphia Bar Foundation.

Please remember that your support is crucial to making it possible for the Bar Foundation to continue to provide a life line to the public interest legal services organizations who strive to deliver on our collective duty to provide equal access to justice for all.

Deborah R. Gross (debbie@bernardmgross.com) is the Law Offices of Bernard M. Gross, P.C. President of the Philadelphia Bar Foundation.
A Look at Charitable Trusts: The ABCs of CLATs
By Jackie B. Lessman

When it comes to charitable giving, there are many ways that donors can set up their gifts. The avenue they choose should depend upon their personal desires as well as their tax situation. In this month’s interview, I sat down with Martyn S. Babitz, national director of estate planning with Hawthorn – PNC Family Wealth®, who assists clients in building long-term wealth plans that frequently include charitable giving strategies. We discussed one planning tool that provides several benefits to both donor and charitable organization, but is frequently overlooked: the Charitable Lead Annuity Trust. Among other things, it can allow individuals to accomplish their charitable intentions while addressing family wealth transfer and taxable estate reduction objectives.

Can you provide a general overview of the Charitable Lead Annuity Trust as an important planning tool? The Charitable Lead Annuity Trust (CLAT) allows charitably inclined individuals to balance their philanthropic and family objectives without sacrificing the taxable estate reduction benefits of an outright charitable contribution. It is helpful to understand some basic information about CLATs. First, a CLAT can be established during the lifetime of the transferor or as a testamentary trust. Second, a CLAT pays a fixed amount, based on a percentage of the initial value of the trust assets, to a qualifying charity or charities for a fixed period of years or for the trust assets, to a qualifying charity or charities for a fixed period of years or for a fixed amount, based on the terminal value at the end of the charitable lead term to pass to the remainder beneficiaries. Consequently, the applicable interest rate is often referred to as the hurdle rate. How is the applicable interest rate determined? Each month, pursuant to Section 7520 of the Internal Revenue Code, the Internal Revenue Service (IRS) publishes an applicable interest rate used to value the charitable remainder interest at the end of the charitable lead term to pass to the remainder beneficiaries. The optimum available applicable interest rate for purposes of valuing a CLAT annuity (which provides a charitable deduction for gift tax or estate tax deduction for assets transferred into such a trust, which is identical to the same favorable tax consequence provided by an outright transfer to charity) is often referred to as a zeroed out CLAT. If the net investment return of the CLAT assets exceeds the applicable interest rate used to value the charitable lead annuity, then there will be at least some assets remaining at the close of the charitable lead term to pass without federal gift or estate tax to the remainder beneficiaries. Consequently, the applicable interest rate is often referred to as the hurdle rate. How is the applicable interest rate determined? Each month, pursuant to Section 7520 of the Internal Revenue Code, the Internal Revenue Service (IRS) publishes an applicable interest rate used to value the charitable remainder interest at the end of the charitable lead term to pass to the remainder beneficiaries. The optimum available applicable interest rate for a CLAT created in April 2013 is 1 percent. Does the interest rate ever fluctuate? Yes, applicable interest rates fluctuate monthly with yields of midterm federal debt obligations. As with other annuities, the lower that applicable interest rate, the higher the corresponding value of the annuity. Accordingly, in the current historic low interest rate environment, the present value of a CLAT annuity (which provides the deduction for gift tax or estate tax purposes) will be higher than when the same CLAT, with the same annuity terms, is established under a less favorable interest rate setting.

What is the key difference between a zeroed-out CLAT and an outright gift to charity? In my opinion, CLATs are underutilized vehicles for combining a balance of charitable intentions and family objectives with transfer tax reduction strategies. This is because a zeroed out CLAT offers an opportunity to obtain a 100 percent gift tax or estate tax deduction for assets transferred into such a trust, which is identical to the same favorable tax consequence provided by an outright transfer to charity. A key favorable distinction between a zeroed out CLAT and an outright contribution to charity is that substantial assets may pass to family members in the form of the remainder interest at the end of the CLAT’s charitable lead term.

The following disclosure is made in accordance with the rules of Treasury Department Circular 230 governing standards of practice before the Internal Revenue Service: Any description pertaining to federal taxation contained herein is not intended or written to be used, and cannot be used by you or any other person, for the purpose of (i) avoiding any penalties that may be imposed by the Internal Revenue Code, and (ii) promoting, marketing or recommending to another party any transaction or matter addressed herein. The material presented in this article is of a general nature and does not constitute the provision by PNC of investment, legal, tax or accounting advice to any person, or a recommendation to buy or sell any security or adopt any investment strategy. Opinions expressed herein are subject to change without notice. The information was obtained from sources deemed reliable. Such information is not guaranteed as to its accuracy. You should seek the advice of an investment professional to tailor a financial plan to your particular needs. For more information, please contact PNC at 1-888-762-6226.

The PNC Financial Services Group, Inc. (“PNC”) uses the names PNC Wealth Management®, PNC Institutional Investments® and Hawthorn®, PNC Family Wealth® to provide investment and wealth management, fiduciary services, FDIC-insured banking products and services and lending of funds through its subsidiaries, PNC Bank, National Association, which is a Member FDIC, and uses the names PNC Wealth Management® and Hawthorn®, PNC Family Wealth® to provide certain fiduciary and agency services through its subsidiary, PNC Delaware Trust Company. Brokerage and advisory products and services are offered through PNC Investments LLC, a registered broker-dealer and investment advisor and member of FINRA and SIPC. Insurance products and advice may be provided by PNC Insurance Services, LLC, a licensed insurance agency affiliate of PNC, or by licensed insurance agencies that are not affiliated with PNC; in either case a licensed insurance affiliate will receive compensation if you choose to purchase insurance through these programs. A decision to purchase insurance will not affect the cost or availability of other products or services from PNC or its affiliates. PNC does not provide legal, tax or accounting advice.

© 2013 The PNC Financial Services Group, Inc. All rights reserved.
Nonprofit Legal Assessment Program Launched

By Laura Solomon and Marco Gorini

In 2012, the IRS revoked the tax-exempt status of 230 501(c)(3) charitable organizations in Philadelphia alone for failing to file their annual information return (Form 990) for three consecutive years. Now they will need to re-apply to the IRS to obtain charitable, tax-exempt status.

Many small nonprofits struggle to operate on a day-to-day basis, so it can be hard to budget limited resources to comply with the myriad Federal and state laws and regulations that apply to nonprofits. Yet, failure to comply can trigger significant fines and penalties and even interfere with a nonprofit’s ability to achieve its mission.

For example, nonprofit organizations that fail to register properly to solicit funds and penalties – all of which could have been avoided with proper tax analysis and advice. Leasing arrangements with for-profits and other non-charitable uses of property can also jeopardize a nonprofit’s real estate tax exemption.

Philadelphia VIP’s LawWorks Project provides pro bono opportunities for transactional attorneys to address the legal needs of small nonprofits that may otherwise lack the resources to hire competent legal counsel. LawWorks is therefore pleased to announce the launch of its Nonprofit Legal Assessment Program. Like a financial audit, the Legal Assessment Program provides a small nonprofit organization with a team of pro bono volunteer attorneys to identify and remedy areas of legal weakness across a range of practice areas, including legal form, governance, employment, tax, contracts, real estate, intellectual property and risk management – thus providing small nonprofits with valuable legal services and peace of mind.

A LawWorks Legal Assessment is like preventative healthcare. Too many small nonprofits come to LawWorks with cases that could have easily been averted with the right employment practices or insurance policy or simply an understanding of their annual reporting responsibilities. When forced to address the consequences after a legal issue arises, the organization may be unable to operate at full capacity and effectively accomplish their mission.

For More Information
For more information on volunteering with LawWorks or to recommend a nonprofit for an assessment, please contact Marco Gorini at mgorini@phillyvip.org.

VIP Honors Joel Berman for Small Business Work

Philadelphia VIP recognizes Joel Berman for his dedication to VIP’s small business clients as its Volunteer of the Month.

“In a sea of misery and abuse, pro bono lawyers capture the ship of remedies.” Berman included this sentence in a poem for the Philadelphia Bar Association 20 years ago, and has used these words as motivation to use his commercial law expertise to advocate for entrepreneurs who need volunteer legal services to grow and maintain their businesses.

Berman became a lawyer as a second career. While originally from Long Island, Berman, his wife and daughters moved to South Jersey more than 30 years ago, and he has been working in the Philadelphia region ever since. After a trip to China two years ago, he decided to start a legal clinic for Chinese business owners through the Philadelphia Chinatown Development Corporation (PCDC), and approached VIP for sponsorship.

PCDC and VIP established a weekly clinic that allows entrepreneurs in Chinatown to meet with him to find solutions to commercial legal problems like licensing and inspection matters, landlord-tenant claims, title issues and document drafting.

Marco Gorini, VIP Community Economic Development Coordinator, states, “Joel has volunteered countless hours to the small business owners of Chinatown through a program that he himself initiated with the assistance of PCDC. Since the program began last June, Joel has served over a dozen small businesses, ranging from restaurants to beauty salons, with skill and compassion.

His deep and broad knowledge of business law allows him to serve these clients with accurate assessments and practical solutions to their legal problems – offering them the sort of top-quality legal counsel that would otherwise be out of reach to this community. Joel brings his own comfort in Mandarin Chinese, supplemented with the support of student volunteer interpreters Jonathan Tung and Eddie Chien, as well as the staff at PCDC.”

Berman recalls that one of his clients needed to recover a month’s worth of wages, to care for his wife and infant child. Berman worked to enforce the client’s held promissory note and negotiated payment in full of the back wages. Berman recalls that the client and his wife were so grateful. “They even brought me fruit to say thank you. I was happy to help them. I love using my experience in commercial law to help the Chinese business community. It’s rewarding.”

For initiating a program to serve and represent small business owners in Philadelphia’s Chinatown, Philadelphia VIP is sincerely thankful to Joel Berman.

For More Information
Laura Solomon (laura@laurasolomonesq.com) is the founder of Laura Solomon & Associates, a law firm devoted to forming and representing nonprofit, tax-exempt organizations.

Marco Gorini (mgorini@phillyvip.org) is a community economic development coordinator with Philadelphia VIP’s LawWorks Project.
CALENDAR OF EVENTS

Note: While the following listings have been verified prior to press time, any scheduled event may be subject to change by the committee or section chair. Lunches are $8 for members and $12 for nonmembers, unless otherwise indicated.

Monday, April 1
Family Law Section: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Tuesday, April 2
Legal Rights of Persons with Disabilities Committee: meeting, 9 a.m., 11th floor Committee Room South.
Women’s Rights Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.
Ms JD Program: Work, Life, Leadership with Chancellor Kathleen D. Wilkinson and Pennsylvania Bar President Thomas Wilkinson, 5 p.m., 11th floor Conference Center.

Wednesday, April 3
Delivery of Legal Services Committee: meeting, 8:30 a.m., 10th floor Board Room.

Friday, April 5
Workers’ Compensation Section Executive Committee: meeting, 10:30 a.m., 11th floor Conference Room South.
Workers’ Compensation Section: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Monday, April 8
Appellate Courts Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Tuesday, April 9
Criminal Justice Section Executive Committee: meeting, 12 p.m., 10th floor Board Room.
Real Property Section Executive Committee: meeting, 12 p.m., Ballard Spahr LLP, 1735 Market St., 51st floor.
Solo and Small Firm Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Wednesday, April 10
Immigration Law Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.
Intellectual Property Committee: meeting, 12 p.m., 11th floor Conference Room South. Lunch: $8.
Chancellor’s Leadership Institute: meeting, 4 p.m., Ballard Spahr LLP, 1735 Market St., 51st Floor.

Thursday, April 11
Legislative Liaison Committee: meeting, 12 p.m., 10th floor Board Room. Lunch: $8.


Friday, April 12
Young Lawyers Division 20/20: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.
The Philadelphia Lawyer magazine Editorial Board: meeting, 12:30 p.m., 11th floor Conference Room South.

Monday, April 15
Public Interest Section Executive Committee: meeting, 12 p.m., 10th floor Board Room.

Tuesday, April 16
Cabinet: meeting, 12 p.m., 10th floor Board Room.
Civil Rights Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.
Employed Benefits Committee: meeting, 12:30 p.m., 11th floor Conference Room South. Lunch: $8.

Wednesday, April 17
Section and Division Chairs: meeting, 8:30 a.m., 10th floor Board Room.
Business Law Section Executive Committee: meeting, 12 p.m., 11th floor Conference Room South.
Young Lawyers Division Cabinet: meeting, 12 p.m., 10th floor Board Room.
Federal Courts Committee: meeting, 12:30 p.m., 11th floor Conference Center. Lunch: $8.
LegalLine: 5 p.m., 11th floor LRIS offices.

Thursday, April 18
Family Law Section Executive Committee:

Register online for most events at philadelphiabar.org. Unless otherwise specified, all checks for luncheons and programs should be made payable to the Philadelphia Bar Association and mailed to Bar Headquarters, 1101 Market St., 11th fl., Philadelphia, PA 19107-2955. Send Bar Association-related calendar items 30 days in advance to Jeff Lyons, Senior Managing Editor, Philadelphia Bar Reporter, Philadelphia Bar Association, 1101 Market St., Philadelphia, PA 19107-2955. Fax: (215) 238-1159. Email: jlyons@philabar.org.

Frontline
continued from page 3

when women remain significantly underrepresented in law firm leadership positions. In fact, the ratio of the percentage of women lawyers in law firms to women lawyers in equity partnership positions is greater than 2 to 1.

The lack of women lawyers in leadership roles and other factors – a lack of networking opportunities, inequitable distribution of plum assignments and inflexible work schedules – has led women lawyers to leave law firms in significantly higher numbers than men.

Among other items next on the agenda will be the work of creating a list of law firm best practices for women attorneys. To support the Task Force, Rebecca Elser Moskowitz Edelman & Dicker, is Chancellor’s Leadership Institute – 20th Century Associates in a 21st Century Legal Environment: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Tuesday, April 23
Board of Governors: meeting, 4 p.m., 10th floor Board Room.

Wednesday, April 24
LGBT Rights Committee: meeting, 12 p.m., 11th floor Conference Room South.

Medical Legal Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Thursday, April 25
LRIS Committee: meeting, 12 p.m., 11th floor Conference Room South.

Tuesday, April 30
Criminal Justice Section: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.
Women in the Profession Committee: meeting, 12 p.m., 10th floor Board Room. Lunch: $8.
Business Litigation Committee Commerce Court Reception: 6 p.m., Westin Philadelphia Hotel 99 S. 17th St. Tickets: philadelphiabar.org.

The Women’s Initiatives in Law Firms Task Force held its first meeting Feb. 26. Lacher of the Schnader Harrison Segal & Lewis LLP women’s initiative and Sheryl L. Axelrod of The Axelrod Firm, PC are compiling data to measure where women stand in the profession, and assess where they should be. These are complex issues.

Creating a more equitable profession is not just about improving the lot of women and how others perceive their stature. Doing so serves the interests of the Philadelphia Bar Association’s members, as it better enables Philadelphia-area law firms to benefit from the great competitive advantage diversity brings. This also comes at the same time that we have reenergized the Large Firm Management Committee, co-chaired by Vince McGuinness of Cozen O’Connor and Ben Barnett of Dechert LLP which recently had nearly every managing partner from Philadelphia’s largest law firms in attendance to discuss those issues most affecting large law firms in Philadelphia. Given that diversity in the legal profession is vital to the profession, the Large Firm Management Committee likewise will benefit from the great work being done by the Task Force.

Ultimately, creating a more equitable, gender-balanced Philadelphia law firm community grows our bottom line and enhances our functioning as professionals – paving a path to greater opportunities for us all.

Special acknowledgment to Sheryl L. Axelrod of The Axelrod Firm, PC, for her contributions to this article.

Kathleen D. Wilkinson (Kathleen.Wilkin sons@wilsonelser.com), a partner with Wilson Elser Moskowitz Edelman & Dicker, is Chancellor of the Philadelphia Bar Association.

photo credit: Photo by Jeff Lyons

Philadelphia Bar Reporter April 2013
Rachel E. Kopp, an associate with Spector Roseman Kosloff & Willis, P.C. and a member of the Board of Governors of the Philadelphia Bar Association, spearheaded the American Bar Association Young Lawyers Division’s first CareerLineLive event on Feb. 7 at the ABA Midyear Meeting in Dallas, where more than 70 YLD volunteers offered one-on-one support and guidance to law students and new lawyers.

Jerry Lehocky, a partner at Pond Lehocky Stern Giordano, was interviewed as president-elect of the Pennsylvania Association for Justice on WYFL AM-1180, Executive Leaders Radio, on March 15.

Brian Tierney, CEO of Brian Communications Group, received the American Heart Association Heart of Philadelphia Award at the 56th annual Heart Ball on Feb. 9.

James C. Schwartzman, a shareholder with Stevens & Lee, has been re-appointed to the SEPTA Board of Directors.

Joseph M. Manko, founding partner of Manko, Gold, Katcher & Fox, LLP, discussed “Green Infrastructure – Rethinking Roads, Bridges and Waterways” at the Delaware Valley Green Building Council’s 3rd Annual PA/NJ Sustainability Symposium on March 12.

Marc S. Raspanti, a partner with Pietragallo Gordon Alfano Bosick & Raspanti, LLP, presented at the ABA CLE “Qui Tam Litigation: Practice & Procedure” on Jan. 24 in Miami.


Natalie Hubos, an associate with Duane Morris LLP, was a panelist on “Best Practices: Finding the Way Forward” at Temple University School of Law’s Bullying Conference (Bullying: Redefining Boundaries, Responsibility and Harm) on Feb. 23.

Robert J. Weinberg, of counsel at Pepper Hamilton LLP, has been named the 2012 Distinguished Estate Planner by the Philadelphia Estate Planning Council.

Julia Swain and Susan M. Gibson of Fox Rothschild LLP recently presented a custody training program to attorneys interested in handling cases for Philadelphia VIP.

David J. Bloom, senior relationship manager of Hawthorn, PNC Family Wealth, has been named chair of the Board of Directors of Children’s Literacy Initiative.

Carl D. Buchholz III, a partner with Rawle & Henderson, LLP, was honored for his service on the Disciplinary Board of the Supreme Court of Pennsylvania from 2006 to 2012 on March 5.

Michael S. Pepperman of Obermayer Rebmann Maxwell & Hippel LLP spoke at the American Conference Institute’s National Advanced Forum on Nation Labor Relations Board & Labor Law Disputes and Litigation in New York City on March 21-22.

Regina M. Foley, a partner at Raynes McCarty, was recently included in The National Trial Lawyers - Top 100 Trial Lawyers of Pennsylvania.

Deborah Epstein Henry, founder and president of Law & Reorder, was a speaker at the ABA Bar Leadership Institute program “Planning for the Future” in Chicago on March 15. She also spoke at the Greater Chicago Chapter of the Association of Legal Administrators program “Tomorrow’s Law Firm” on March 19.

David N. Hofstein, president of Hofstein Weiner & Meyer, has been elected national treasurer of the American Academy of Matrimonial Lawyers.

Hillary J. Moonay, of counsel to Williams & Hand, P.C., was a speaker for PBI’s “Slicing Up the Pie: Property Distribution in Pennsylvania” program.

People

NEW WAYS TO CONNECT TO US!

“People” highlights news of members’ awards, honors or appointments of a community or civic nature. Information may be sent to Jeff Lyons, Senior Managing Editor, Philadelphia Bar Reporter, Philadelphia Bar Association, 1101 Market St., 11th fl., Philadelphia, PA 19107-2955. Fax: (215) 288-1159. E-mail: reporter@philabar.org. Color photos are also welcome.

PHILADELPHIA BAR ASSOCIATION

NEW WAYS TO CONNECT TO US!
Tip the Scales with Love Court Reporting

Love Court Reporting is a full service firm that provides industry leading Deposition and Litigation services. This includes conference rooms and videoconferencing nationwide. Our experienced professional reporters cover a wide range of technical and complex litigation matters armed with the latest technology. If you are looking for reliability, a highly successful track record and a support staff that will give you personalized service, look no further than Love Court Reporting, Inc.

SERVICES

- Realtime Reporting
- Online Scheduling-Nationwide
- Online Repository
- Transcripts with Synchronized Video
- Stream Reporting
- Hyperlinked Exhibits
- Depositions
- Arbitrations
- Hearings
- Videoconferencing
- Videography
- Trial Presentation
- Interpreters/Translators
- Audio-tape transcription
- Certified Shorthand Reporters
- Registered Professional Reporters
- Medical/Technical Specialists
- Complimentary Deposition Suites
- 24/7 Accessibility: Weekend & Holiday Coverage
- Credit Cards Accepted

Member of the National Court Reporters Association
Member of the Pennsylvania Court Reporters Association

PHILADELPHIA BAR ASSOCIATION

The only official provider of discounted court reporting services exclusively for Philadelphia Bar Association members.

1500 Market Street, 12th Floor
East Tower, Philadelphia, PA 19102
(215) 568-5599

2002 Spruol Road, Suite 100
Broomall, PA 19008
(610) 355-1948

TOLL FREE: 888-462-6200 • Fax: (610) 355-1540
Email: loveis@lovecourtreporting.com
www.lovecourtreporting.com
Philadelphia’s Employment Lawyers

FOR MORE THAN 30 YEARS, Sidney L. Gold & Associates, P.C. has dedicated its practice to the field of employment law and civil rights litigation. The firm’s attorneys take great pride in serving both aggressive and compassionate advocates for victims of unlawful discrimination and harassment. As a result, the Martindale-Hubbell® Bar Register has certified Sidney L. Gold & Associates as a pre-eminent law firm in the field of labor and employment law. More than 4,500 lawyers throughout Pennsylvania and New Jersey look to Sidney L. Gold & Associates to refer their clients.

With a team approach, the firm’s attorneys represent clients in all aspects of employment law litigation, including all forms of workplace discrimination, sexual harassment, wrongful termination, retaliation, whistleblower, employment contract, wage and hour, and Family and Medical Leave Act claims. A boutique practice with a small-firm atmosphere, Sidney L. Gold & Associates provides personal attention to its clients, who, at the same time, benefit from the experience and expertise of the entire team.

Sidney L. Gold & Associates is proud of its skilled attorneys and is honored by the recognition Super Lawyers® has bestowed upon this year’s recipients.

SIDNEY L. GOLD & ASSOCIATES, P.C.
1835 Market St., Suite 515
Philadelphia, PA 19103
PH: (215) 569-1999 • FX: (215) 569-3870
www.discrimlaw.net