By Meredith Avakian-Hardaway

Albert S. Dandridge III, who soon will take the reins of leading the Philadelphia Bar Association, believes that the overarching mission of the Association is to make lawyers proud that they are lawyers. Known as being a speaker of truth and a champion of diversity and inclusion, our 88th Chancellor believes it is important for the Association to focus on community and collaboration.

Dandridge will outline his plans for 2015 at the Association's Annual Meeting Luncheon on Tuesday, Dec. 9 at the Hyatt at The Bellevue at 12 p.m.

"We are making strides in the inclusion of all races, genders and cultures," said Dandridge. "We are reaching across the world to share positive solutions to problems and issues that affect other bar associations and the world community, not just our Bar Association and city. But, we could be doing more to foster collective endeavors."

In the spirit of giving back, Dandridge also will focus on serving the legal profession as well as serving our veterans. He believes that "participating in the Bar Association supports the entire city, not just the legal community."

Dandridge is a partner at Schnader Harrison Segal & Lewis LLP. He also serves as the firm’s chief diversity officer and chair of its Securities Practice Group. Before joining Schnader, he served the Securities and Exchange Commission (SEC) as associate director of small business and international corporate finance in the SEC’s Division of Corporation Finance. In addition, he served as special counsel in the Division of Corporation Finance.

A true Philadelphian, Dandridge earned his bachelor’s degree and J.D. from Temple University and then went on to earn his LL.M. from the University of Pennsylvania Law School.

Dandridge is a decorated Vietnam Combat Veteran with the U.S. Marine Corps. He is a partner at Schnader Harrison Segal & Lewis LLP. He also serves as the firm’s chief diversity officer and chair of its Securities Practice Group. Before joining Schnader, he served the Securities and Exchange Commission (SEC) as associate director of small business and international corporate finance in the SEC’s Division of Corporation Finance. In addition, he served as special counsel in the Division of Corporation Finance.

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Chancellor-Elect Albert S. Dandridge III will present his inaugural remarks at the Dec. 9 Annual Meeting Luncheon at the Hyatt at The Bellevue.
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Hello, I Must Be Going

By William P. Fedullo

The great Groucho Marx’s theme song had the lyrics “Hello, I Must Be Going.” That line is very fitting as to how I feel writing this last column to you. It doesn’t seem so very long ago that I was writing to you about my campaign for Vice Chancellor. I expressed the thought then that if I was fortunate enough to serve as Chancellor it would be a “Labor of Love.”

It has been that and so much more. Past Chancellors have told me that this would be the best year of my life. With the possible exception of the year my son was born, they were right. All of you have been kind and generous with your praise and encouragement. I have tried not to waste a day as Chancellor. I have tried to keep a promise to my late mother, Carmela Fedullo, that I would spend every day as Chancellor trying to make her proud. Hopefully, I have kept that promise.

It is important for the Philadelphia Bar Association to stand up and be counted on for important issues. We are the oldest and, I believe, the best Bar Association in the United States, so I am glad that we used our “Bully Pulpit” this year to speak up and make a difference.

I think our focus on public schools and our school initiative have made a real difference. Our advocacy became a relevant theme in the governor’s race this year. Our children are entitled to a quality education and our electorate agrees. I want to thank all of the law firms, lawyers and judges who have participated this year in our Support Our Schools (SOS) Campaign. I also want to thank Superintendent Dr. William Hite and Michael Davis of the School District of Philadelphia for helping to get this initiative off the ground. I also want to thank Shelly Beaser, Karen Buck, Patty Cruice, Michael Mach, Rhonda Brownstein, Rob Reed and many others who have helped me envision and implement this program. I think we are beginning to make a difference with SOS, ACE, LEAP and other programs, but there is still much more left to do. I must give a special thanks to my co-chairs of our Education Task Force, Judge John A. Young and Jeff Lindy.

The Education Summit that we held was to me, a highlight of our year. The speeches and discussion led by Dr. Hite were sobering but encouraging. I again want to thank all the speakers who participated, especially Dr. Hite, Michael Mach, Councilman Dennis O’Brien, Helen Gym and U.S. Attorney Zane Memeger.

What you think!

We celebrated the milestone 60th anniversary of Brown v. Board of Education by creating a video in which several judges and attorneys were interviewed by the wonderful Cheri Gregg of KYW Newsradio and TV. The Bar Association is indebted to The Barristers Association of Philadelphia and their magnificent immediate-past president, my special friend, Amber Racine, in partnering with us to do this video. I also want to thank Rev. Mark Tyler and Mother Bethel AME Church for their help. We thought it was appropriate to have the first showing of the film at the historic Mother Bethel AME Church. All of you should see the video. It is a poignant reflection on how things were in this country, how things are now, and hopefully how things will be. It is hard to believe that some of those battles for equality (especially with regard to school funding) are still occurring 60 years later.

Another issue of prime importance was marriage equality. We were thrilled with Judge Jones’ decision earlier this year and we made a statement asking Gov. Corbett not to appeal the judge’s ruling. Thankfully, he did not. We are all quite proud of former Chancellor Mark Aronchick and his firm and also the great lawyers of the ACLU, who all played a prominent role in bringing the cause of action.

We have opposed Senate Bill 76, which would impose a 9 percent tax on our clients in Philadelphia for our services. This tax is a terrible idea and would drive clients to law firms outside of Pennsylvania where no such tax is imposed. I want to thank all of you who have contacted your state senators in opposition to Senate Bill 76. We will have to stay vigilant regarding this tax because it may again become an issue.

We have sponsored a Chancellor’s Forum and passed a resolution on climate change thanks to the efforts of Steve Harvey. It is important that all of us are stewards of our earth and water.

We have spoken out against the recent attempt to reduce the number of Pennsylvania Supreme and Superior Court seats. This ill-conceived effort would lessen the efficiency of the courts with the result being justice dispensed at a much slower rate.

We have passed a resolution on diversity and inclusion that three-year terms.

The candidates are Ryan Britskin, Mario D’Adamo III, Caitlin M. Donnelly, Melanie J. Foreman, Dana Gittleman, Lindsay H. Schoonmaker, Ashley K. Shea, Franklin R. Strokoff, Thomas J. Szymbanski and Anna B. Will.

Only members in good standing of the Association’s Young Lawyers Division may cast votes in this election. Attorneys are members of the Division if (1) they have not yet reached or reached the age of 37, or (2) they have not yet reached or reached the third anniversary of their first admission to the bar of any state.
By Benjamin F. Johns

You know you have succeeded as a fundraiser when your donor is both pleased with the gift, and it hurts. That advice was once given to Roger Dennis, dean of the recently re-named Drexel University Thomas R. Kline School of Law. During the Nov. 10 Chancellor’s Forum, both Dean Dennis and Kline discussed how the latter’s recent gift to the school satisfied both criteria.

Kline, who described himself as an avid Sixers and Phillies fan, explained why he turned down potential opportunities to buy into those sports franchises to instead invest in the future of the legal profession.

A pivotal moment for Kline occurred one evening after he was leaving a doctor’s appointment at Jefferson Hospital. He walked by the old Beneficial Savings Fund Society building at 12th and Chestnut streets, and noticed that it was for sale. Kline, who was also approaching a milestone birthday, decided to purchase the building and put it toward a public use.

The Beneficial Savings building had been vacant since 2001. Earlier, potential owners had intended to convert it into a pool hall, but that was met with community opposition and zoning battles. The building itself is striking. It is reportedly the last untouched piece of work by famed architect Horace Trumbauer. The first floor has 50-foot-high ceilings, and the chairs in the board room still have the names of the directors etched into them. And, of course, it is situated in the heart of the legal community.

After purchasing the Beneficial Bank facility, Kline began discussions with the law school – the naming rights for which were still available – about making a gift. Kline ended up donating the building and an astounding $50 million to the now-renamed Thomas R. Kline School of Law.

The Beneficial Bank building will become the Thomas R. Kline Institute of Trial Advocacy. As the name suggests, the new space will focus on advocacy training, and will include a ceremonial courtroom. The school also intends to launch a new LLM advocacy program.

While Kline discussed the importance of having trial-ready lawyers, he noted that his gift is not solely earmarked toward advocacy; it will also be used for funding scholarships, attracting faculty, and contributing toward the school’s innovative learning. Kline stressed that he did not want to tie the hands of the law school in making the gift.

Kline earned his fortune as a successful trial lawyer at the firm he co-founded, Kline & Spector, P.C. Before going to law school, Kline taught sixth graders for several years. This experience, he explained, helped hone his skills as a trial lawyer because it required him to avoid explaining subjects in an overly complex manner. It also taught him not to talk down to people who may know more than you think.

While Kline’s son Zachary is a graduate of the Kline School of Law, Kline himself is not. Naturally, one of the questions he has been asked is why he made such a gift to Drexel’s law school instead of his alma mater, Duquesne. He readily acknowledged the significance of Drexel’s law school having its naming rights available.

Dean Dennis – himself a bicyclist – noted that he is campaigning the city’s Bike Share program to put a bicycle stand in front of the law school’s main facility on 33rd and Market streets and at the new facility. The dean also estimated that it will cost approximately $10 million to renovate the new facility, and anticipates there being an opening dedication party in the fall of 2016. He also indicated that the gift and new facility are not intended to grow the size of the school; that will be driven by market conditions. In addressing concerns about there being too many lawyers, Kline said that there is no oversupply of attorneys with passion who are willing to undertake a noble cause for the public good.

Benjamin F. Johns (benjohns@chimicles.com), a partner in Chimicles & Tikellis LLP, is an associate editor of the Philadelphia Bar Reporter.
Dr. Richard Alley asked the audience to think back to last January. “You may remember the polar vortex. It was cold here.” But at that time, the rest of the world was dealing with milder-than-normal temperatures. “But we happened to be in a cold spot.” Skeptics pointed to those milder temperatures and repeated their claims that global warming was a hoax. “It’s physics,” Dr. Alley said of climate change. “There isn’t another side of that.”

Dr. Alley is the Evan Pugh Professor of Geo Sciences in Penn State’s College of Earth Mineral Sciences, focusing on glaciology, sea level change and abrupt climate change. He and Robert B. McKinstry Jr., practice leader of the Climate Change and Sustainability Initiative at Ballard Spahr LLP, were the speakers at a Nov. 6 Chancellor’s Forum on climate change.

In June, the Philadelphia Bar Association’s Board of Governors unanimously passed a resolution to increase awareness of global climate change as a critical issue, which called on local, state and federal government to take action.

Dr. Alley’s presentation focused on the causes, current trends and solutions of global climate change. He began by highlighting the staggering ironies underlying general awareness of global warming. For instance, the effect of greenhouse gases on the atmosphere was actually discovered more than a century ago. Although rooted in well-established laws of science, it remains a hotly debated issue among the people responsible for effectuating change. Examining this paradox, Dr. Alley pointed to general reactions to regressions in temperature. No matter the regressions, Dr. Alley said the temperature has steadily increased, glaciers continue to shrink at a rapid pace, the grain belt is drying and yielding fewer crops and sea levels are rising. Yet, the average driver in the U.S. still generates 40,000 pounds of carbon dioxide (CO2) emissions every year.

The solution? Dr. Alley believes that feasible technology designed to capture and produce external energy sources, i.e. wind farms that have the capacity to generate one third of the world’s energy; solar technology that requires small areas of land; or, if properly extracted, the use of natural gas to power energy turbines. Additionally, Dr. Alley explained that systems such as California’s cap-and-trade program can greatly incentivize emission reduction.

From a legal perspective, McKinstry discussed the relevance and implications of effectuating change. Following the U.S. Supreme Court case, Massachusetts v. EPA (where he was also co-counsel), McKinstry explained that the Environmental Protection Agency was required to regulate greenhouse gas emissions under the Clean Air Act of 2007, and establish guidelines for emissions reduction. In turn, each state is mandated to submit a plan adopting and implement these guidelines. To date, California and nine other states have submitted plans. California’s “cap and trade” model, McKinstry explained, establishes an annual greenhouse emissions cap on companies and in turn, generates revenue for clean energy technology through the purchase or trade of emissions allocations.

Concluding the forum, Dr. Alley and McKinstry agreed that these systems are not only feasible for reducing necessary emissions, but also generating economic benefit.

By Luke W. Sampson

Dr. Richard Alley, a professor at Penn State’s College of Earth Mineral Sciences, was the featured speaker at a Nov. 6 Chancellor’s Forum on climate change.
Balance is Key in Gentrification Projects

By Elisa C. Advani

The healthiest neighborhoods are those that are racially and economically diverse, members of the City Policy Committee were recently told.

Councilman Kenyatta Johnson, a lifelong resident of Point Breeze; Jeffrey Alligretti, president of Innova; and Brian Abernathy, executive director of the Philadelphia Redevelopment Authority, offered their perspectives on gentrification on Oct. 22. They also discussed the unintended consequence of gentrification, or displacement of residents due to increased property values and taxes.

Development is a positive thing especially for blighted neighborhoods, but the government has an important role to play in maintaining economic diversity. If property values in Philadelphia continue to increase, the working-class population gets forced out. Without government subsidizing new construction, it is difficult for developers to invest in affordable housing developments on vacant lots.

Abernathy explained that developers in Philadelphia are in a unique predicament because construction costs rival New York City’s whereas rental rates rival those in Baltimore. As home prices increase, lower income residents are forced out of their neighborhoods. “Stopping development is not one of the roles government should play,” said Abernathy, “but there needs to be a balance between affordable housing and market rate homes.” He said city government needs to step in and “encourage development in a thoughtful way to encourage diversity both economically and racially.”

For Councilman Johnson, gentrification is a controversial and emotional issue. He knows that development is needed to build up certain neighborhoods but understands why lifelong residents are wary toward new development and new property owners. “The market is already going to dictate the types of properties that will develop in Point Breeze whether the government participates or not,” he explained, “so my role as a councilman is to provide a level of balance to the development that is taking place.”

Gentrification and development change home values and property taxes as well as the neighborhood culture. Councilman Johnson is specifically interested in making sure lifelong residents are not displaced from their homes. “We have a number of public policies to educate people about tax relief and payment plan options in order to take an active role in maintaining their homes,” he said. Neighborhoods have always changed and evolved based on city policies and new development. Councilman Johnson believes smart development and affordable housing initiatives in conjunction with market rate homes will minimize the negative consequence of gentrification. “The community has to have some level of input,” he said, “Point Breeze has had its name for over 100 years, how can they just change it to Newbold without everybody having a say?”

Alligretti said he has studied development for years and has never seen the “wildfire market that is taking place in Point Breeze.” Innova focuses on affordable housing developments on vacant land and rehabilitation of dilapidated properties. One of the ways they made new homes affordable was by building two-story homes that were essentially three-story because the basements were finished and slightly raised out of the ground, but they were affordable at an average price of $150,000.

“It is important to bridge the gap between long-term residents and new residents,” said Johnson, “because when people engage in a dialogue they find out everybody wants the same thing: a clean, safe neighborhood.”

Elisa Advani (eadvani@hgsklawyers.com) is an associate with Haggerty, Goldberg, Schleifer & Kupersmith, P.C., and is an associate editor of the Philadelphia Bar Reporter.
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Nonprofit Boards Depend on Engaged Membership

By Heather J. Austin

Service on a nonprofit board is governed by three basic fiduciary principles — the duty of care, loyalty and obedience. According to Marla Conley, co-chair of Schnader Harrison Segal & Lewis LLP’s nonprofit practice group, a board member satisfies the duty of care by, for instance, showing up for meetings, reading the materials, asking questions and making independent judgments. A loyal board member acts in the best interest of the organization and maintains the confidence of the organization. Lastly, board members must obey the law.

Anyone considering nonprofit board service should have a basic understanding of the governing rules set by federal, state and some county regulations, as well as the expectations of the entity that they wish to serve. These standards were discussed during the Oct. 23 Board Observer Program meeting “The Inside Scoop on Nonprofit Service.”

Patrick Horan, also with Schnader, identified those documents that every person should review before agreeing to serve on a nonprofit board. A potential board member should review the IRS determination letter, confirming the organization’s federal tax-exempt status and the effective date of the exemption. According to Conley, a 501(c)(3) organization is permitted to engage in minor “for profit” activities, which may be subject to taxation, but must perform substantial charitable activities. The organization is also bound by other restrictions that preclude, for instance, political activity, private benefit and private inurement.

Horan also advised potential board members to obtain a copy of the entity’s articles of incorporation. The articles of incorporation will identify the purpose of the organization and its restrictive provisions and will include a statement confirming that any assets remaining upon dissolution will be disbursed to another nonprofit organization. Board members may be held liable for certain acts under the law. Potential board members should review the bylaws for language that will limit liability consistent with the law. The bylaws should also include an indemnification provision, and Horan explained that potential members may consider requesting that the entity advance litigation expenses. However, recognizing that many nonprofit organizations are not able to advance expenses, Horan suggested that potential board members confirm the existence of directors and officers liability insurance with such a provision.

The bylaws, Horan explained, also provide details regarding the length of each term of service, time requirements, fundraising expectations, etc. According to Jennifer Clarke, executive director of the Public Interest Law Center of Philadelphia, the ability to raise funds is an essential board member attribute. Lisa R. Verge, director of development at Community Legal Services, agreed. While ideas are appreciated, board members should be proactive and offer, for example, to host an event to raise funds. Board members promote fundraising efforts by simply talking about the organization and explaining its purpose. Through such efforts, Clarke said, the organization will acquire new friends and donors.

Clarke, Verge and Jeniece Davis, a current board member of the Disability Rights Network, each explained that board members who are engaged are preferred. Members should first show up for meetings. According to Horan, the bylaws will likely identify the number of members required for a quorum. And, as noted by Conley, the failure of a member to show up for a meeting may prevent a quorum and therefore prevent the organization from conducting its business.

Board members should do more than just show up. They must come prepared with meaningful suggestions after doing their own due diligence. Verge explained that new members should review the organizational documents with a critical eye, paying attention to detail and voice any recommended changes. All should remain open minded.

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.
Advice from the Bench at Annual YLD Bootcamp

Pennsylvania Superior Court Judge Anne E. Lazarus (from left), Philadelphia Court of Common Pleas Trial Division Administrative Judge Kevin M. Dougherty and U.S. District Court Magistrate Judge Timothy R. Rice were the panelists for the "Advice from the Bench" seminar at the Fifth Annual Young Lawyers Division Bootcamp for new lawyers and law students on Nov. 14. Other sessions included "Interview Skills," "Considerations Before Starting Your Own Solo Practice or Small Firm" and "You Passed the Bar, Now What?: How to Succeed in Your First Year As an Attorney, and How to Gain Experience." More than 60 young lawyers and law students attended.

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December 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.

Co-Parenting Goal: Reduce Conflict Level

By Julia Swain

Co-parenting counseling helps parties figure out how to parent their children while living in different homes and seeks to reduce the level of conflict between the parties, members of the Family Law Section were told at the Nov. 3 meeting.

Talia Eisenstein, Psy.D., from the Center for Psychological Services, also the director of the “Our Children First” mandated-parent education program in Montgomery County and Tony Lapp, LCSW, co-director of Menergy, were the speakers for the program. Eisenstein explained the difference between parenting classes and co-parenting counseling. Classes teach how to parent, such as setting bedtimes, feeding and other basic skills. Counseling, which is frequently court ordered, helps parents figure out how to resolve issues that they cannot resolve on their own. It generally involves both parents in the same room with the counselor who takes a task-oriented approach to facilitate the parties’ ability to parent together but in separate homes.

Co-parenting counseling is also different from family therapy. Family therapy is geared to helping the family function better, and often involves the children. Co-parenting counseling rarely involves the children. Most co-parenting counselors are geared to helping the family function better.

Video Seminars

Dec. 3 • Ethics Potpourri: An Old, Dead Poet’s Take on Justice, Mercy & Getting Mine: A Lawyer’s Life and The Merchant of Venice
Dec. 8 • Helping Global Companies Avoid Money Laundering
Dec. 12 • Ethics Potpourri: Being Tech Savvy is the New Rule
Dec. 22 • June 2014 Probate & Trust Qlty. CLE - Protecting Your Nest Egg
Dec. 29 • Contract Drafting Landmines
Dec. 30 • Business Law & Ethics
Dec. 31 • Piercing the Corporate Veil

Distance Education – Live Webcasts

Dec. 1 • Thematic Issues in PA Landlord Tenant Law
Dec. 2 • Medical Malpractice Update
Dec. 4 • Child and Spousal Support: Back to the Basics
Dec. 5 • Labor Law Symposium 2014
Dec. 8 • PA Attorney-Client Privilege and Work-Product Doctrine
Dec. 9 • Tips and Techniques for the Trial of a Bad Faith Claim
Dec. 10 • Criminal Law Update 2014
Dec. 11 • Dining Out
Dec. 12 • Medicaid Asset Protection Trust
Dec. 15 • UNIFORM Limited Tort: How to Handle or Defend a Limited Tort Case (PM)
Dec. 16 • Pennsylvania’s Uniform Trust Act: Pitfalls and Solutions
Dec. 17 • A Step-by-Step Guide to Law Firm Website Creation
Dec. 18 • Workers’ Compensation Practice in PA, NJ and Delaware
Dec. 22 • The Success Formula

In support of Breast Cancer Awareness month in October, Caren Levine, on behalf of First Financial Group/MassMutual, presented a financial donation to Living Beyond Breast Cancer in conjunction with the presentation by the Philadelphia Bar Association’s Women in the Profession Committee. Pictured from left are Women in the Profession Committee Co-Chairs Ourania Papademetriou and Regina M. Foley, Caren Levine, Lynn A. Marks (representing Living Beyond Breast Cancer) and Meredith Finn of First Financial Group/MassMutual.
Check Rules Before Reporting Suspected Abuse

By Mary-Kate Martin

When House Bill 436 became effective as Act 32 on June 15, 2014, the duties of attorneys as mandated reporters of child abuse changed. “Any reporting requirement is subject to the rules of professional conduct and the work product doctrine,” assured state Rep. Todd Stephens, a panelist at an Oct. 28 CLE presented by the Criminal Justice Section and Family Law Section.

Stephens was joined by fellow panelists David I. Grunfeld of Astor Weiss Kaplan & Mandel, LLP, and Stuart L. Haimowitz of Haimowitz Law Office.

“I recognize the concerns about the conflict between your obligations as attorneys maintaining confidentiality for your client,” said Stephens. “It’s important that we all as a profession, collectively do everything we can to help protect kids from abuse.”

The Act sets forth further provisions regarding individuals required to report suspected child abuse, privileged communications, and penalties for failing to report. Mandatory reporters are enumerated, as well as bases upon which to report. Except for confidential communications between attorney and client, which are protected by 42 Pa.C.S. § 5916 or §5928, an attorney shall report suspected child abuse if in the course of his employment, he has reasonable cause to suspect that a child is a victim of abuse.

“The Supreme Court has the ultimate authority for the regulation of the practice of law; that is constitutionally mandated,” explained Haimowitz. The statute is subject to the Pennsylvania Rules of Professional Conduct, which are governed by the Pennsylvania Supreme Court. An attorney should first refer to the rules to determine whether one or more would be violated, then look to the statute to determine whether he is a mandatory reporter, and lastly determine whether there is reasonable cause on which to form a basis upon which to report.

According to Stephens, “if the report is unfounded, it’s OK.” One of the goals behind the Act is to generate more reports of child abuse. “Until we get the report, we can’t even get the trained professionals to do an inquiry,” continued Stephens. He explained that money, training, advocacy and social services cannot help until there is a report made.

Elton Anglada, Juvenile Unit Chief of the Philadelphia Defender’s Association, told attendees the law makes it impossible for sex offenders to go through treatment without reprisal. A sex offender in a sex offender treatment program runs the distinct risk of being charged with new crimes by disclosing information about past offenses. Therefore, defense attorneys of sex offenders are now required to advise their clients not to participate in these treatment programs because the service providers within the programs will be forced to report under the new law. Anglada described this as being “between a rock and a hard place” and his team has advised all of their clients to not participate in sex offender treatment programs. An unintended consequence could be that sex offenders will not receive the treatment they need, and thus potentially put more children at risk of abuse in the future.

Mary-Kate Martin (marykatebreslin39@gmail.com), an assistant city solicitor in the Philadelphia Law Department, is an associate editor of the Philadelphia Bar Reporter.
Thank you, thank you, thank you. It truly has been an honor to serve as president of the Board of Trustees of the Philadelphia Bar Foundation in its 50th year. My two-year presidency, and this year specifically, has been a time to reflect on what has been accomplished over the past 50 years, and also, to plan for another successful 50 years. I am sure that my successor Steve Bizar will continue to take the Foundation to new heights. While I’ve had the pleasure of overseeing so many Bar Foundation highlights during my presidency, I would like to reflect on a few here.

• The 50th Anniversary Andrew Hamilton Benefit Gala. If you build it, they will come. Our Nov. 8 Gala at the National Constitution Center set records, with attendance of more than 600 lawyers, judges and friends; a combination of old and new fundraising initiatives raising more than $400,000; and deserving award recipients George Gould, Robert C. Heim and Mincey & Fitzpatrick, LLC, making moving speeches. After an exciting awards program and dinner, the Mummers helped us honor the past presidents of the Foundation.

While many things were uncertain during the planning of this event, I can now be sure of one thing: the National Constitution Center will never see another group of Philadelphia lawyers dine, dance and celebrate the way we did on Nov. 8.

• 50 Meet and Greet Events. Our Board of Trustees decided that for our 50th anniversary, we wanted to thank our supporters and demonstrate the continued relevance and necessity of the Foundation. We created a video and PowerPoint presentation to inform the Philadelphia legal community of the important work done by the Foundation through innovation, coordination and grant making. This presentation has travelled to almost 50 venues, law firms, bar association meetings, corporations, CLEs and can come to a location near you. All you need to do is call us and we will be there. We’ve received overwhelming support as a result of these visits. We have been greeted by attorneys who were unfamiliar with the Foundation, and afterward, without any prompting, many signed up to become members of the Andrew Hamilton Circle. This initiative has been the gateway to kick off our Individual Giving campaign. If you have not already done so, please schedule your date to help the Bar Foundation share the story of 50 years of impact at your firm/company.

• Something new. In October, the Young Lawyers Division of the Philadelphia Bar Association hosted the first-ever Law Star Game. In-house counsel and law firm lawyers from all over the city went head-to-head for bragging rights. Children flooded the infield at Campbell’s Field to run the bases and take part in a tug-of-war competition. Chancellor William P. Fedullo was one of our Home Run Derby contestants. We closed out the evening with fireworks and raised almost $30,000. And if you missed it, in-house counsel won the game!

We as lawyers are very fortunate. We cannot forget that the poverty rate in Philadelphia is at unprecedented levels. Of the nation’s 10 most populous cities, Philadelphia has the highest percentage of people living in poverty and the highest percentage of people living in deep poverty, incomes below half of the nation’s poverty line. Access to justice is crucial to assuring basic human necessities, such as food, shelter, education and health care. Eighty percent of low-income residents with legal needs don’t get the help they need because funding to nonprofit legal services agencies is inadequate. We are the only philanthropic organization devoted to meeting that need. Together, we can make a difference.

Deborah R. Gross (debbie@bernardmgross.com) of the Law Offices of Bernard M. Gross, P.C. is president of the Philadelphia Bar Foundation.

Public Interest Law Day, Annual Reception Dec. 10

The Public Interest Section will present its Annual Public Interest Law Day CLE program on Wednesday, Dec. 10 with an array of hot topics in public interest law for public interest attorneys, pro bono practitioners, judges and private practice attorneys who are interested in learning more about public interest law and cutting-edge issues affecting the pro bono legal community.

This full day CLE program will offer 6 substantive and 2 ethics CLE credits and will be held from 9 a.m. to 4:30 p.m. at The CLE Conference Center on the 10th Floor of the Wanamaker Building, Market and Juniper streets.

The opening panel presentation will address how a hypothetical family navigates changes in the law and policy in areas such as public benefits, same-sex marriage, prisoner rights and consumer housing. The closing plenary will feature a discussion on “The New Jim Crow In the City of Brotherly Love,” and how the disproportionate number of people of color in the criminal justice system has affected people’s civil access to justice.

Following the opening session, attendees will be able to attend two of the following six breakout sessions: Your Client and Their Debt: Understanding How Bankruptcy and Debt Collections Affect Low-Income Clients; Individual Representation for System Change; Communication Challenges with Clients; Employment Law for the Non-Employment Practitioner; Voter
Bar Foundation Celebrates 50th Anniversary at Gala

Chancellor William P. Fedullo and his wife, Rochelle M. Fedullo (left photo), take to the dance floor at the Andrew Hamilton Benefit Gala Nov. 8 at the National Constitution Center. Philadelphia Bar Foundation President Deborah R. Gross (right) welcomes more than 600 lawyers, judges and friends to the 50th anniversary event.

Former Chancellor Robert C. Heim (left) accepts the Louis H. Pollak Champion of the Public Interest Award from Kenneth C. Frazier, chair and CEO of Merck & Co.

George D. Gould, managing attorney of the housing and energy units of Community Legal Services, received the 2014 Philadelphia Bar Foundation Award.

Leslie E. John presents the Philadelphia Bar Foundation Pro Bono Award to Thomas O. Fitzpatrick (left) and Kevin Mincey of Mincey & Fitzpatrick, LLC.
Panel: Consider Everything Before Starting Own Firm

By Maureen M. Farrell

Starting your own law practice is a risk and involves multiple considerations and layers. It can be a time-consuming and daunting undertaking, panelists at a recent Law Firm Laboratory program said. The days of putting up your own shingle without serious consideration of issues such as what type of office space, technology, marketing and financing strategies is ill advised and can lead to disastrous business consequences. Panelists at the Oct. 23 program included Lisa Kennedy, SBA Finance Group, PNC Bank, NA; Daniel J. Siegel, principal of the Law Offices of Daniel J. Siegel, LLC and president of Integrated Technology Services, LLC; Carol Huff of Huff Equities; Kimberly Alfred Rice, principal of KLA Marketing Associates; and Kristine L. Calalang, principal in The Law Office of Kristine L. Calalang.

Calalang gave a firsthand and practical account of her first two years of solo practice after transitioning from private practice for eight years. “Parts of your life include whether you are happy and also involve reevaluating whether you are happy. Evaluate your time at work, because we spend a significant amount of time there; it should be worthwhile,” she said.

Calalang said she went out on her own because she found the flexibility and the control over her own destiny to be rewarding. She started her business with a client base and the ability to generate clients on her own. She talked about the importance of being visible. She joined committees and maintains a network that helps to avoid potential feelings of isolation. Issues such as cost should be thoroughly considered, and she suggests having a plan for six months out for living expenses. She suggested reading up and following a structure on how to start your practice. She discussed case management software, office space, entity formation, and other technological issues. One should keep in mind that overhead costs should be a concern when renting space and should be kept low.

Kennedy said an accountant is a necessary person to consult during the process of obtaining financing. “It is important to put your package together and make sure you have a detailed business plan, which should include written projections, your resume, tax return, and your assets and liabilities. It is advised to pull your own credit report and know who and where your customers are coming from, keeping in mind the competition.”

She spoke about the five Cs of lending – capital, collateral, capacity, character and insurance. She said SBA Express loans of less than $350,000 are a good option for a solo. Friends and family should also be considered for loans as well. When considering real estate options, Huff said to look at it from a facilities standpoint. Real estate is one of the highest costs that you will encounter. It is advised that you consult with a real estate professional about what your needs are. Some factors to consider are the image you will project, your long-term and short-term goals, how often you will be moving, and proportionate costs – costs you don’t even know about, haven’t budgeted for, and are surprised with. These include operating escalations, use and occupancy tax, and insurance.

Not only is it important to speak with a knowledgeable real estate professional, but when starting out you should also invest in high-quality technology. Siegel said that proper technology could take the place of a paralegal. In general you need high-quality printers, computers and scanners. You should have high-speed Internet access and backups for storage on and off site in the event of any emergency. “Make the investment up front,” he advised.

With advanced technology and multiple social media tools available to us, “it has never been easier to build a client base and strengthen your reputation,” said Rice. “Fundational initiatives,” such as the importance of the name of your law firm and its website, should be initially evaluated. Always be marketing and maintain a “marketing mindset.” She said that your time has a dollar amount. Be mindful of its use.

Maureen M. Farrell (mfarrellleg@verizon.net) is principal in The Law Office of Maureen M. Farrell.

No Reimbursements for Individual Policies

By Brian McLaughlin

Previously, the Departments of Labor (DOL), Health and Human Services (HHS), and the Treasury (collectively, the Departments) explained that HRAs and employer payment plans cannot reimburse individual policies.

In early November, the Departments issued their 22nd set of FAQs which make clear that an employer cannot offer employees cash to reimburse the purchase of an individual policy, without regard to whether the employer treats the money as pre-tax or post-tax to the employee. Such arrangements are subject to the market reform provisions of the Affordable Care Act (ACA), including prohibition on annual limits and the requirement to provide certain preventive services without cost sharing with which it cannot comply. Such an arrangement may be subject to a $100/day excise tax per applicable employee (which is $36,500 per year, per employee).

An employer cannot offer employees with high claims risk a choice between enrollment in its standard group health plan or cash. This is impermissible discrimination based on a health factor under HIPAA, regardless of whether (1) the cash payment is treated by the employer as pre-tax or post-tax to the employee; (2) the employer is involved in the selection or purchase of any individual market product; or (3) the employer obtains any individual health insurance. Such an arrangement may be subject to a $100/day excise tax per applicable employee (which is $36,500 per year, per employee).

A vendor that markets a product to employers claiming that employers can cancel their group policies, set up a Code Section 105 reimbursement plan that works with health insurance brokers or agents to help employees select individual insurance policies, and allow eligible employees to access the premium tax credits for marketplace coverage is not permissible. Such an arrangement fails to satisfy the market reforms and may be subject to a $100/day excise tax per applicable employee (which is $36,500 per year, per employee).

• First, the arrangements are themselves group health plans and, therefore, employees participating in such arrangements are ineligible for premium tax credits (or cost-sharing reductions) for Marketplace coverage. The mere fact that the employer does not get involved with an employee’s individual selection or purchase of an individual health insurance policy does not prevent the arrangement from being a group health plan.

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For more information about insurance, visit the Philadelphia Bar Association Insurance Exchange at www.usiaffinity.com/PhiladelphiaBar. If you’d like to talk to someone about insurance and benefits options for Philadelphia Bar Association members, call USI Affinity Benefit Specialists at 1-855-874-0267.

Brian McLaughlin

Brian.McLaughlin@usiaffinity.com is vice president of USI Affinity Benefit Solutions Group. For more information about insurance, visit the Philadelphia Bar Association Insurance Exchange at www.usiaffinity.com/PhiladelphiaBar. For Lawyers’ Professional Liability rules.
will allow future Chancellors to add Board of Governors members from underrepresented minority groups. As I said last December, this is the Bar Association of inclusion.

We have taken a principled and reasoned stand on both the controversy surrounding Municipal Court judges and on the controversy regarding the Pennsylvania Supreme Court. We fervently hope that the problems we addressed are now entirely behind us and we can concentrate our efforts on the many judges who do a superb job daily without controversy but with great dedication.

I want to thank everyone who participated in our Law Firm Laboratory series, which was a series of forums designed to help lawyers begin their own practice. The feedback has been wonderful and we will have completed five programs in this special series.

Our two signature events this year were just spectacular. We, as a city and as a Bar Association hosted for the first time, the World City Bar Leaders Conference in September. The four days we spent with leaders from metropolitan bar associations around the world were enlightening and enriching. Those days were truly magical and although I have previously thanked several people, I would be remiss if I did not thank our entire Bar staff starting with Mark Tarasiewicz.

Our staff outshines all others and they have been a joy to work with. I also want to thank Mayor Michael Nutter, former Gov. Ed Rendell, Chief Justice Ronald D. Castille and all the Bar leaders who participated in this great event.

Our other signature event was Bench-Bar, which was held this year at Borgata and was chaired by the very special Shelli Fedullo. Many of you have told me that you have been going to Bench-Bar for a long time, but that this was the best one. Enormous credit has to go to Shelli and Bench-Bar sponsorship Chair Julie Swain, and again, our great Bar staff. We honored Chief Justice Castille with the Bar Medal at the Bench-Bar for his wonderful career of public service. I also had the thrill of introducing one of my rock and roll idols, Felix Cavaliere, who put on a great show. I would also like to thank all my friends who sponsored Felix’s appearance.

Additionally, we were also able to change the rating system for the Judicial Commission. Our rating system now will include the rating of “Highly Recommended.” I believe this rating system will help to draw superior candidates to the election process and I think it will help the voters make a more informed decision. I want to thank the chair of the Judicial Commission, Ken Murphy, and Review Committee Chair Cathy Carr for their help in getting this new rating achieved and for all their help throughout the year.

I would like to thank Chief Justice Castille and President Judge Sheila Woods-Skipper for our monthly meetings to discuss topics of concern for the bench and the Bar. I would also thank Chief Justice Castille for his role in advancing the cause of civil access to justice. I would also like to thank Judge John Herron for his efforts in having Commerce Court direct more than $9 million to our School District. I also want to thank new U.S. District Court Judge Jerry McHugh for his great support in the school initiative.

I want to thank Eric Weitz, Judge Mike Snyder, Michael Hayes and Brad Shuttsworth for the outstanding work they have done in reaching out to many law school students. This initiative started at our Bar Leaders Retreat when several students at various local law schools helped us understand what law students (as perspective lawyers) wanted from our Bar Association.

I also want to thank the Young Lawyers Division headed this year by the hard-working Ed Beitz, and the wonderful work they did in setting a record by raising $29,000 for Philadelphia Bar Foundation at this year’s first-ever Law Star Game.

I have been greatly aided this year by our new director of communications and marketing, Meredith Avakian-Hardaway. Her help in composing just the right message has been invaluable. Meredith is passionate and a perfectionist about her work and she has been a terrific addition to the Bar staff.

For years, Charlie Kletsch has been in charge of LRIS and the Judicial Commission and he has done a great job with those programs. This year, Charlie has added to his many duties, the Support Our Schools Campaign. Charlie has been the person who makes the connection between the law firms and the School District. As you know, this has been our most important initiative this year and we couldn’t have done it without Charlie.

Paul Kazaz has been a great resource and sounding board on all issues of ethics and many other issues in the law. Many of you have been helped on ethical issues by simply making a telephone call to Paul.

Our “General,” Tracey McCloskey, has been wonderful in her role as director of meetings and special events. Tracey gets things done. Every special event bears Tracey’s stamp.

I must mention Florence “Flo” White, whom I have seen almost every day greeting me at the Bar Association offices. I will miss seeing Flo on a daily basis.

Wesley Terry is creative and inventive and his work on the World City Bar Leaders Conference brochure was magnificent. Susan Knight is a great CFO and director of administration. Jeff Lyons has spent much time this year trying to take pictures of me smiling. Jessica Hillburn-Holmes, assisted by Cecelia Driscoll and Maya Brown, have helped make the 50th Anniversary of our Bar Foundation, held at the National Constitution Center, a truly memorable occasion. Dawn Petit has been invaluable in making my schedule reasonable and she has the ability to make very difficult tasks seem easy.

I don’t want to leave any one out so I will give a salute to all of the following: Claudia Archer, Mary Jane Bonfiglio, Lorraine Coleman, Diana DeLaurentis-Rocky, Jill Feiman, Barry Greenspan, Naomi McLaurin, Andrea Morris-Tracey, Amy Seefeld, Michael Strogossi, Josephina Torres-Foulke, Alissa Young and Merrill Zeh.

If there is an award in the world for most valuable executive directors undoubtedly Mark Tarasiewicz would receive it. Mark has been a rock to me. The Bar could not have achieved all it did this year without Mark’s stewardship. The best decision I have recently been involved in was the selection process that made Mark our executive director. One of the great things about Mark is that he sees the big picture as well as attention to detail. He has a great ability to tell you what will work and what won’t without ruffling feathers. To me, this was the job he was made for.

I want to thank Eric Weitz for his outstanding service as chair of our Board of Governors and I look for great things from Eric in the future.

I want to thank Rainy Papademetriou for her constant support and notes of encouragement, which have meant a lot to me.

I want to thank Kevin Mincey who served as special advisor to the Chancellor. I have relied on Kevin’s wise counsel throughout the year and I look forward to great things from Kevin.

I wish my friend, Al Dandridge, well as he begins his year of leadership on Jan. 1, 2015. Al and I brought Mo-town to Frankfurt two years ago and I am delighted that the entire Bar will get to see the Al Dandridge I know. Best wishes Al.

I also want to thank my friend Gaetan Alfano, who serves this year as Vice Chancellor. I know also that the Bar will be in great hands when Gaetan ascends to Chancellor in 2016. Finally, my friend Debbie Gross will be elected Vice Chancellor on Dec. 9. Debbie is a generous visionary and outstanding leader and I congratulate her.

I want to especially thank my wife, Shelli, and my son, Bill. Shelli’s support and counsel on a day-to-day basis has made me a better Chancellor and a better person. I know no matter how difficult or rough a day might be, Shelli would make it easier and clearer. I know Shelli will continue in her career of Bar service. My son Bill who is now a junior at Swarthmore is the light of Shelli’s and my life. He has been diligent about coming to all the Bar’s special events this year. One of the all-time proudest moments as a father was Bill’s speech at my dinner. Thank you Bill. I love you both madly.

To all my friends who deserve to be mentioned and everyone else, know that I have loved doing this. I will never be able to replicate this year, but we can always do something good and kind for others (and each other). In the end, the reward for giving is so much better than for receiving.

New members of the James Dobson Elementary School safety patrol and student council were installed during ceremonies on Nov. 17 at the Manayunk school. Chancellor William P. Fedullo and Karen C. Buck of SeniorLAW Center were on hand to talk with students about leadership. State Rep. Pamela DeLisio (not pictured) also spoke to the students.

Photo by Jeff Lyons

Frontline

continued from page 3
Paulette Brown, president-elect of the American Bar Association (ABA), knows she has unique responsibilities as the first African-American woman to assume the role.

“When one is the ‘first’ anything, the expectations are a bit different. I am going to do my best to live up to these heightened expectations because the members of the ABA deserve it and importantly, those who would see me as a role model deserve it.”

Brown was recently in Philadelphia at a reception sponsored by the National Bar Association Women Lawyers Division Philadelphia Division and Tucker Law Group.

“My parents more than any other influences instilled in me the principles of hard work and reaching back and helping others. Excuses are not acceptable, nor are anything other than your absolute best. I know I stand on the shoulders of giants and unsung heroes and I did not get here on my own. I am not here today because my sight is sharper or because I am smarter. This accomplishment, while it may be novel, is not entirely my own. I have walked on a road that was already paved and illuminated by those who have sacrificed so much so that I may be here today.”

“When I first started out as a lawyer, it never occurred to me that I would one day be president-elect of the 400,000 member American Bar Association and the first woman of color to head the Association, which caused the formation of the National Bar Association. Who could have foreseen that future for a little black girl born in segregated Baltimore, riding up Route-40 every summer to see her cousins in West Philadelphia?”

As ABA president in 2015, Brown intends to focus on raising awareness about implicit bias in law firms, the legal system and American society. She cited the grim statistics regarding minority lawyer representation. “While about one-quarter of law students represent people of color, black lawyers account for fewer than 5 percent of all lawyers, and Hispanic lawyers are fewer than 4 percent. Lawyers of color rarely advance at law firms – only 2 percent of women lawyers of color are partners. Those numbers have rarely budged in decades.”

Brown said that even though the law has progressed, we know that justice isn’t perfect, nor is it blind. She expressed concern that defendants of different races who commit the same crime get different sentences and that more black and Latino children are suspended from school. These are examples of how implicit bias can affect the rule of law.

Brown was presented the NBA-WLD’s President’s Award, a special honor intended to thank and acknowledge members of the legal community for their commitment and valuable contributions.

Myisha Lacey-Tilton is president of the National Bar Association Women Lawyers Division, Philadelphia Chapter.
Humor Was Compassion, and intelligence. It only took one meet-
highly recommended for her work ethic
Board of Governors and Brandi came
a chair for our
chore, at that
year, addressing many issues that I
invaluable confidant for me as I navigated
I became Chancellor, and served as an
position as Vice
was starting my
in 2010 when I
Brandi Brice
I first met
n
write this memorial. Brandi was a shining
are not the reason I am compelled to
Barristers' Association of Philadelphia.
was an executive board member of the
Philadelphia Reading Stars Program and
Brandi served as a tutor for the City of
Ginsburg Pursuit of Justice Legal Writing
Commission on Judicial Selection and
member of the Investigative Division of
State Civil Litigation Section. She was a
tion's Government and Public Service
she actively developed a criminal justice
unit. Finally, she was an assistant professor
municipal court unit and special narcotics
Philadelphia District Attorney's Office,
as an assistant district attorney with the
from Temple in 2006. She also served
thereafter received her LL.M. in taxation
University Beasley School of Law. She
phia and a 2003 graduate of the Temple
the Major Tax Enforcement Unit of the

Judge Kenneth J. Powell Jr.'s service to the public has been nothing short of admirable; however, even more impres-
iter for the volunteer work when he leaves the court-
room. With his background, including training as a social worker, Powell, who
currently sits on Philadelphia's Court of
Common Pleas, began volunteering his skills and services to Project HOME in 2009. Their
inspiring motto states, "None of us are home until all of us are home."
Project HOME seeks to "break the cy-
ble of homelessness and poverty" through
myriad services, from establishing sup-
portive housing units to street outreach
programs. In addition to educating the
public about the realities of homelessness
within Philadelphia, Project HOME also
provides educational guidance to young
people from low-income populations at
the Honickman Learning Center North
Philadelphia.
"Once you learn about the people in
the program, you discover they are the
same individuals that citizens interact
with in their everyday lives despite their
unfortunate circumstances, thus remov-
ing the stigma of the homeless," Powell
said as he explained how Project HOME,
and the people it serves, empower him to
continue his own service efforts.
The Honickman Learning Center was
built in 2004 and provides after-school
education for young people ranging from
first grade through high school (as well as
adult education support services during
the day). Judge Powell shares his legal
knowledge via the mock trial team he cre-
ated and coaches, where future litigators
fill his classroom, Monday through Fri-
day, to learn about the law in an engaging
and interactive format.
Using the fact pattern of an actual
criminal case, the class recreates every
procedure involved in the situation,
including the investigation, witness and
defendant statements, ballistics results, as
well as arrest and search warrants. A script
is then drafted by the students to simulate
court proceedings based on this scenario,
which includes every element of an actual
trial. A jury is then selected from the
student body and together, all participants
learn firsthand about the system's inner
workings, in addition to its strengths
and weaknesses. Through his guidance,
Powell's class was acknowledged in 2012's
John S. Bradway High School Mock Trial
Competition.
Still, Judge Powell's influence is not
limited to just his classroom. During
the summer, he offers a mentorship program
for select students to observe the areas
of law in which they are most interested.
He reaches out to members of various
legal entities and enables students to work
alongside these individuals to gain a real-
world perspective of the legal field and
how law is truly practiced.
Honickman may be an after-school
center, but Judge Powell expects only
the best from his students. His class-
room keeps his pupils highly engaged
with its hands-on approach and a high
academic standard is held, ensuring that
his students retain the discipline and
communicative abilities needed for their
future careers. Yet, while self-control and
public speaking are crucial elements to
courtroom success, it is a different talent
that Judge Powell stresses to his kids.
"The most important skill I acquired
from my education, and on-the-job ex-
perience, was active listening," said
Judge Powell said. "I always preach to counsel in
the courtroom, as well as children I coach
on mock trial teams, that your ears are
more important than your mouth when
you are a lawyer."
While many students may be relec-
tant to consider listening an essential
aspect of litigation, it is perhaps the skill
most apparent in Judge Powell's reputa-
tion as a thoughtful and prudent jurist.
Furthermore, the effect of his lessons, as
evidenced by the growth of the young
people he works with and their affinity
for their coach and mentor, is a reflec-
tion of his ability to relate to his class
and instill valuable life skills. While Judge
Powell's career as a successful attorney
and judge is admirable, his work at Honick-
man, through project HOME, proves
esential. The results speak for themselves.
Gabriel B. Roberts also contributed to this
article.
An increasing number of U.S. small and mid-sized business owners plan to raise salaries and prices at rates higher than national trends, according to the latest PNC Economic Outlook Survey findings.

In this month’s interview, I sat down with Salvatore J. Patti, senior vice president, who heads up PNC Commercial Banking in Philadelphia and Southern New Jersey, to discuss some of the interesting findings from PNC’s semi-annual business owner survey.

What did the survey reveal about expected wage increases?

The recent findings show that 38 percent of business owners expect to increase employee compensation in the next six months, which is the most since 2008. This is a significant spike since spring, when that number was 32 percent, and one year ago when it was 22 percent.

How significant are those pay raises expected to be, according to the survey?

Of those that plan raises, three in five plan wage hikes of three percent or more, which exceeds the recent national wage trend by nearly two percent. Meanwhile, 38 percent plan to raise selling prices during the next year as they attempt to preserve profit margins and withstand rising supplier costs. Of those that plan hikes, 31 percent will increase prices 1-2 percent, while 40 percent intend to increase by 3-4 percent.

Are these business owners expecting their companies to grow?

Business owners’ optimism about their own company’s prospects is steady as 85 percent are optimistic, on par with 87 percent in the spring. More than half expect sales to increase during the next six months – and three of four expect growth of three percent or more. Of the 45 percent who expect profits to rise, three in five expect gains of three percent or more. With more business owners planning pay raises and higher prices for customers, these findings strongly support our forecast for a faster economic and jobs expansion and also send important signals to Fed policy makers that the economic recovery is speeding up.

In addition to raising wages and prices, did the survey show that business owners are expected to add to staff as well?

The number of businesses that plan to hire is unchanged, but those that do aim to hire, plan to substantially grow their workforces. Twenty percent plan to add full-time employees compared to 22 percent six months ago, which is up from 16 percent one year ago. Of those hiring, the majority plan to add one to five employees, which is sizable, given that three-quarters of these businesses have fewer than 50 full-time employees. Of the 78 percent not hiring, more than half need sales increases to at least three percent to add more employees. Two in 10 say the U.S. economy’s lack of improvement is a key reason why they have not hired.

What other surprises about business owners did the survey reveal?

First, of the 38 percent who say the extreme weather from the first quarter of 2014 had a negative impact on their business, half say their businesses have not yet fully recovered. Also, business owners seem to have a low demand for credit. Just 17 percent will probably or definitely take out a new loan or line of credit in the next six months, up slightly from 15 percent in spring. About 81 percent probably or definitely will not. Finally, 36 percent will increase spending on technology in the next six months, a 7-percentage point jump from a year ago – with streamlining or improving operations as the top priority.

How are business owners reacting to the new health care laws?

There seems to be some confusion regarding the new health care regulations. Among businesses with at least 50 employees, nearly two-thirds are not entirely sure how the Affordable Care Act applies to their business.

Carol Claytor can be reached at carol.claytor@pnc.com or 215-585-5679. For more information, visit pnc.comwealthmanagement.

Survey Methodology

The PNC Economic Outlook survey was conducted between July 24 to Sept. 10, 2014, by telephone within the United States among 1,863 owners or senior decision-makers of small and mid-sized businesses with annual revenues of $100,000 to $250 million. The results given in this release are based on interviews with 503 businesses nationally, while the remaining interviews were conducted among businesses within the states of Alabama, Florida, Georgia, Illinois, Indiana, Michigan, North Carolina, Ohio and Pennsylvania plus Washington, D.C. Sampling error for the national results is +/- 4.4 percent at the 95 percent confidence level. The survey was conducted by Artemis Strategy Group (www.ArtemisSG.com), a communications strategy research firm specializing in internal positioning and policy issues. The firm, headquartered in Washington D.C., provides communications research and consulting to a range of public and private sector clients.

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Judicial Candidates’ Deadline is Dec. 5

The Commission on Judicial Selection and Retention of the Philadelphia Bar Association evaluates the qualifications of persons seeking appointment or election to the Philadelphia Common Pleas and Municipal Courts.

Individuals who wish to be considered for appointment or who are considering filing for the 2015 primary election as judicial candidates should contact the Commission on Judicial Selection & Retention c/o Charles J. Klitsch, Esq., the Bar Association’s Director of Public and Legal Services, to obtain a Judicial Evaluation Questionnaire, the Commission’s Guidelines for Evaluation of Attorney and Judge Candidates and Bylaws of the Philadelphia Bar Association.

In order to ensure that each candidate receives a full and fair evaluation, the completed questionnaire must be returned by Friday, Dec. 5, 2014 to “Judicial Commission” at 1101 Market St., 11th Floor, Philadelphia, PA 19107-2955.

All candidates who have previously been evaluated by the Commission must submit to a new review if they choose to run in the 2015 primary election. Under the Commission’s Guidelines, any candidate who do not participate in the Commission’s evaluation process will receive “Not Recommended” ratings if they continue to pursue either appointment or election.

Kenneth Murphy, Esq.

2014 Chair, Commission on Judicial Selection and Retention

Brandi Brice continued from page 17

star with a sharp sense of humor and tremendous compassion. She was diagnosed with cancer during our year together, often showing up for meetings after days of fatigue from the therapy she was receiving. She would take the podium at our Board meetings, call the meeting to order, and commence with the work of the day. To say she inspired me is an understatement. She possessed the character, intelligence, humor and humanity that I can only hope the children I raise will possess a portion of.

Brandi’s brief stay with us has had a profound impact that will certainly reverberate into the ages. I will miss her greatly.

John E. Savoth (jsavoth@smbb.com) is of counsel to Saltz Mongeluzzi Barrett & Bendeky, PC.

Family Law continued from page 10

parents who do best in co-parent counseling are those who can learn to avoid blaming each other and stop trying to change the other parent.

Co-parenting counseling is not covered by insurance because such counseling does not render or treat a diagnosis. Counselors charge about $200 per hour for services, with a sliding scale available at some facilities. In selecting a provider, it is important to look for people experienced with couples counseling, mediation, child development and some basic very legal issues.

Other forms of counseling seen in family law matters include anger management and abuse intervention. Lapp explained that anger management is intended to help people who have generalized problems controlling their anger and impulses. This group cannot control their temper inside or outside of their home. Some people can efficiently handle anger-provoking situations outside of their homes but have problems with their behavior only inside their home and with their intimate partner. This group benefits from domestic abuse counseling also known as domestic violence intervention. Lapp explained that this type of counseling is not about temper but rather about attitudes.

Lapp’s intervention program will work with repeat abusers who have been diagnosed with severe anxiety, depression, and bi-polar disorder so long as the individual is under some psychiatric care and taking medication. The programs refers out individuals with more serious diagnoses such as schizophrenia.

The intervention program can last 10 weeks to 20 weeks, with many participants referred by the Philadelphia courts. The shorter program is designed for those who admit to their history of abusive behavior.

Julia Swain (jswain@foxrothschild.com), a partner with Fox Rothschild LLP, is an associate editor of the Philadelphia Bar Reporter.

Public Interest continued from page 12

ID: A Model for Integrating Advocacy and Litigation; and Vicarious Trauma and Attorney Burnout: Maintaining Effective Representation In the Midst of Client Crisis.

Immediately following the CLE program, the Public Interest Section will hold its Annual Awards Ceremony and Reception at the Philadelphia Marriott, 1201 Market St. The Awards Ceremony will begin at 5:30 p.m. and will feature the presentation of the Andrew Hamilton Award for distinguished service in public interest law. This year the Public Interest Section is delighted to present The Hon. Louis H. Pollak Award to Judge Edmund Spaeth (retired) of the Pennsylvania Superior Court, for his decades of service and work toward the public interest and access to justice.

The Awards Ceremony will also feature the selection of the Higginbotham Summer Fellowship, created 10 years ago to provide a stipend to support the work of a summer law intern at a Philadelphia Bar Foundation grantee organization. Third-year law students from local law schools will also be honored for their pro bono work with the presentation of the Annual Law Student Awards. The ceremony will also feature the announcement of 2013 recipients of the Morris Shuster Public Interest Loan Repayment Program by the Philadelphia Bar Foundation. The reception will follow the Awards Ceremony, featuring an open bar and heavy hors d’oeuvres.

To register for the CLE program, visit www.pbi.org. Register for the Awards Ceremony and Reception at www.philadelphiaabar.org.
Dandridge continued from page 1

Corps and was awarded, among many honors, the Bronze Star with Combat “V” for Valor and the Purple Heart.

From the Philadelphia Diversity Law Group to The Legal Intelligencer to USO of Pennsylvania and Southern New Jersey, Dandridge has given much of his time to serve on a number of law-related and community-related boards over the years, serving the citizens of Philadelphia and beyond.

Dandridge was this year’s recipient of The Barristers’ Association of Philadelphia’s Honorable William F. Hall Award. He was the recipient of last year’s The Legal Intelligencer’s Lifetime Achievement Award; last year’s Philadelphia Business Journal Minority Business Leader Award; and, he was awarded the 2011 John Stephen Baerst Award for Excellence in Teaching by Morin Center at Boston University School of Law, where he served as an adjunct professor for 16 years.

Additionally, Dandridge is listed in “The Best Lawyers in America” for corporate law (2007-2015) and has been noted as a Best Lawyers in America” for corporate law (2004-2015) and has been noted as a Best Lawyers in America” for corporate law (2004-2015). Dandridge was this year’s recipient of The Barristers’ Association of Philadelphia’s Honorable William F. Hall Award. He was the recipient of last year’s The Legal Intelligencer’s Lifetime Achievement Award; last year’s Philadelphia Business Journal Minority Business Leader Award; and, he was awarded the 2011 John Stephen Baerst Award for Excellence in Teaching by Morin Center at Boston University School of Law, where he served as an adjunct professor for 16 years.

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Additionally, Dandridge is listed in “The Best Lawyers in America” for corporate law (2007-2015) and has been noted as a Best Lawyers in America” for corporate law (2004-2007). He and his wife Vera reside in Chestnut Hill, where they have been active in their community.

Join us on Tuesday, Dec. 9, as we welcome our 88th Chancellor, Albert S. Dandridge III, at the Association’s Annual Meeting and hear more about his plans for 2015.

Judge Lerner continued from page 1

motion and scheduling, in all of the court’s homicide cases. He also presides over non-jury homicide trials, degree of guilt hearings and decertification hearings.

“The sensitivity and importance of Judge Lerner’s role in the criminal justice community cannot be overstated,” U.S. District Court Judge L. Felipe Restrepo wrote in materials nominating Judge Lerner. “This is particularly true at a time when gun violence and the murder rate are on the rise and dominate the local news. Notwithstanding these pressures the criminal justice community has a responsibility to ensure that court proceedings are handled in the fairest and most efficient manner. Judge Lerner has consistently provided the leadership that has ensured the various stakeholders that justice will be served,” Judge Restrepo said.

The Brennan Award recognizes a jurist who adheres to the highest ideals of judicial service. Any member of the state or federal bench, whether active or retired, who has made a significant, positive impact on the quality or administration of justice in Pennsylvania is eligible for consideration. Examples of accomplishments worthy of nomination include innovations in court administration, implementation of pioneering case management techniques, assumption of a leadership role in areas affecting the administration of justice, publication of a significant opinion, article, or other scholarly work, or the like.

“In capital case litigation, it is no surprise that he was given responsibility for resolving funding and quality-of-counsel issues, and he excelled at both; and in that same arena he has been a moving force in producing a training manual for attorneys representing capital case defendants. He completely redesigned the homicide calendar program to ensure efficiency and justice,” Widener University School of Law Professor Jules Epstein wrote about Judge Lerner.

Immediately prior to coming to the bench, Judge Lerner was of counsel at Dilworth Paxson LLP. From 1975 through 1990, he served as Chief Defender of the Defender Association of Philadelphia. In that capacity, Judge Lerner represented criminal and juvenile defendants as well as child advocacy and mental health cases. From 1975 until 1975 Judge Lerner served as the Deputy Attorney General in the Pennsylvania Department of Justice’s Office of Criminal Law. Judge Lerner also clerked for the Honorable Stanley A. Weigel from the United States District Court for the Northern District of California in San Francisco immediately upon graduating from law school. He is a graduate of University of Pennsylvania Law School and Brandeis University.


At the outset, former Chancellor Mark A. Aronchick will be presented with the PNC Achievement Award for a career of accomplishments in improving the administration of justice, including this year’s lawsuit that successfully overturned Pennsylvania’s exclusion of same-sex couples from marriage. Aronchick, a partner with Hangley Aronchick Segal Pudlin & Schiller, served as Chancellor in 1998 and was the youngest city solicitor in Philadelphia history.

The Annual Meeting Luncheon begins at 12 p.m. at the Hyatt at The Bellevue, Broad and Walnut streets and is sponsored by Love Court Reporting.

Philadelphia Bar Association Annual Meeting Luncheon
Tuesday, Dec. 9, 2014 at 12 p.m. at the Hyatt at The Bellevue, Broad and Walnut streets

• Featuring inaugural remarks by Chancellor-Elect Albert S. Dandridge III
• Presentation of PNC Achievement Award to Mark A. Aronchick
• Presentation of Justice William J. Brennan Jr. Distinguished Jurist Award to Judge Benjamin Lerner, Philadelphia Court of Common Pleas
• Introduction of winner of Justice Ruth Bader Ginsburg “Pursuit of Justice” Legal Writing Competition
• Sponsored by Love Court Reporting

Please make ________ reservations for the Philadelphia Bar Association’s Annual Meeting Luncheon. Tickets are $65 for members; $55 for YLD members, public interest and government members; $25 for law student members; and $75 for non-members. Checks should be made payable to the Philadelphia Bar Association.

Return to:
Annual Meeting Luncheon
Philadelphia Bar Association
1101 Market St., 11th floor
Philadelphia, PA 19107/2055

Credit Cardholder: ________________________________________________________________

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Credit card payments should be faxed to Bar Headquarters at (215) 238-1159 | Purchase tickets online at philadelphiabar.org

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PRO BONO SPOTLIGHT: FACE TO FACE LEGAL CENTER

A Beacon of Hope is Shining in Germantown

By Mary Lemieux-Fillery

“Nobody said that life is fair.” “Life is not easy.” These are clichés that we all have heard. However, for some people they are not just clichés, but are a reality, often through no fault of their own.

Poverty is a sad fact of life and it is humbling to realize that for the average person there is not a lot separating us from that category. It only takes a car accident, major medical expense or needing to care for an ailing family member for one to slip into poverty. Those who are poor can feel as if they have become invisible, lost to the rest of society and excluded from the ability to obtain the resources to fulfill their basic daily needs. However, for all the darkness that poverty can bring I am thankful that I have been able to provide a beacon of hope for some by volunteering at Face to Face Legal Center in Germantown.

At Face to Face we combine forces and use our expertise to make a positive difference in the lives of low-income individuals. My pro bono efforts at Face to Face have made a difference in my clients’ lives. I successfully represented a client in a Social Security disability hearing who, after having lived in sheltered housing, now has obtained his own independent housing. In another case I barely recognized my client after he was approved for veterans disability benefits because he became so physically transformed by the new clothes, shoes and haircut that he was now able to afford. In a housing matter I assisted a client in suing her landlord for providing an uninhabitable dwelling with mold so invasive that it was growing throughout the walls. We prevailed and the client was able to secure a new safe and healthy home for herself and her infant child.

It gives me great satisfaction, both personally and professionally to help people improve their lives through my volunteer efforts at Face to Face. Here I have been able to provide people with not just legal assistance, but also a return to dignity and a chance at a new life. Won’t you please join me in using your knowledge and expertise to help a needy soul find his way out of the dark?

VIP Honors Ron Kovler

Philadelphia VIP proudly recognizes Ronald Kovler as Volunteer of the Month for providing legal services to low-income families in Philadelphia.

Ron has worked as a trial lawyer representing victims of civil negligence for the past 35 years at the Law Office of Kovler & Rush, PC. He primarily handles cases regarding motor vehicle and premises liabilities, and has volunteered his expertise to VIP clients since 2001. Ron has taken 19 cases with VIP involving auto accidents or torts.

He has an active leadership record in the Philadelphia legal community as former president of the Philadelphia Trial Lawyers Association (PTLA) and former chair of the Board of Governors of the Philadelphia Bar Association. Ron cited his involvement with VIP as a result of his connection to the Bar Association and explains that giving back to the community comes with the territory. “Seeking justice and helping people in need is why I first became a lawyer,” he said.

A recent commitment of PTLA, an organization Ron still actively serves, is to take 100 VIP cases per year. Ron noted that his relationship with VIP has made PTLAs goal a reality, and looks forward to seeing VIP cases circulate regularly through their listserve. “When those cases are announced and I have a particular interest, I always try to take them,” he said.

Most recently, Ron offered his expertise while serving as a VIP case mentor, offering advice to a younger lawyer taking on a case with a VIP client. “We were able to get the case dismissed against the client,” he said. “Successfully helping him through the legal process was both rewarding and enjoyable.”

VIP’s supervising staff attorney Laurice Smith noted, “Ron’s commitment to pro bono is evident in his tenacious advocacy on behalf of VIP’s clients. Ron never hesitates to volunteer and has taken on cases with tight deadlines to help a client who might not otherwise be able to receive representation. VIP and our clients are very lucky to have Ron’s support.”

Ron describes his VIP clients as responsive, cooperative and incredibly appreciative, noting that VIP makes the attorney-client matching process very easy. When asked whether or not he plans to continue to volunteer with VIP he said, “Of course! I’m handling a case as we speak.”

Mary Lemieux-Fillery (mfillery@bankslaw-team.com) is an associate with Banks Law.
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 chairs. Lunches are $8 for members and $12 for non-members, unless otherwise indicated. 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 Floor, 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.

Monday, Dec. 1
Young Lawyers Division: Live. Lunch & Learn program. 12 p.m., 11th Floor Conference Center. Lunch: $8.

Tuesday, Dec. 2
Committee on the Legal Rights of Persons with Disabilities: meeting. 9 a.m., 10th Floor Board Room.
Philadelphia Bar Reporter Editorial Board: meeting. 12:30 p.m., 10th Floor Cabinet Room.

Wednesday, Dec. 3
Delivery of Legal Services Committee: meeting. 8:30 a.m., 10th Floor Board Room.
Law Firm Laboratory: meeting. 12 p.m., 11th Floor Conference Center. Lunch: $8.
Family Law Section ADR Committee: meeting. 4 p.m., 10th Floor Board Room.
Workers’ Compensation Section: Annual Holiday Reception. 6 p.m., Cescaphe Ballroom, 923 N. 2nd St. Tickets: philadelphiabar.org.

Thursday, Dec. 4
Lawyer Referral and Information Service Committee: meeting. 12 p.m., 11th Floor Committee Room South.
Probate and Trust Law Section: Annual Meeting and Reception. 5 p.m., The Ritz-Carlton Philadelphia, 10 Avenue of the Arts. Tickets: philadelphiabar.org.

Monday, Dec. 8
Investment Companies Committee: CLE program, 12 p.m., 11th Floor Conference Center. Lunch: $8.50.
Young Lawyers Division: meeting. 12 p.m., 10th Floor Board Room.

Tuesday, Dec. 9
Bar Association Election: 8:30 a.m. – 6 p.m., Hyatt at The Bellevue, Broad and Walnut streets.
Annual Meeting Luncheon: 12 p.m., Hyatt at The Bellevue, Broad and Walnut streets. Tickets: philadelphiabar.org.

Wednesday, Dec. 10
Cabinet: meeting. 8:30 a.m., 10th Floor Board Room.
Real Property Section Executive Committee: meeting. 12 p.m., Zarwin Baum DeVito Kaplan Schaer Toddy, P.C., 1818 Market St., 13th Floor.

Thursday, Dec. 11
Legislative Liaison Committee: meeting. 12 p.m., 10th Floor Board Room. Lunch: $8.
Immigration Law Committee: meeting. 12 p.m., 11th Floor Conference Center. Lunch: $8.
Tax Section: Annual CLE Meeting. 2:30 p.m., The Ritz-Carlton Philadelphia, 10 Avenue of the Arts. Tickets: philadelphiabar.org.

Monday, Dec. 15
Public Interest Section Executive Committee: meeting. 12 p.m., 10th Floor Board Room.
Health Care Law Committee: meeting. 12 p.m., 11th Floor Conference Center. Lunch: $8.50.

Tuesday, Dec. 16
Civil Rights Committee: meeting. 12 p.m., 11th Floor Conference Center. Lunch: $8.
Employee Benefits Committee: meeting. 12:30 p.m., 11th Floor Committee Room South.

Young Lawyers Division: Annual Holiday Party. Award Ceremony and Gift Drive. 6:30 p.m., The Four Seasons Hotel, 1 Logan Square.

Wednesday, Dec. 17
LGBT Rights Committee: meeting. 12 p.m., 10th Floor Board Room.

Thursday, Dec. 18
Family Law Section Executive Committee: meeting. 12 p.m., 11th Floor Committee Room South.
Elder Law Committee: meeting. 12 p.m., 10th Floor Board Room. Lunch: $8.

Bankruptcy Committee: CLE program. 11th Floor Conference Center. Lunch: $8.50.

Board of Governors: meeting. 4 p.m., 10th Floor Board Room.

Criminal Justice Section: Annual Reception & Awards Ceremony. 5 p.m., Crystal Tea Room Atrium, 9th Floor, Wanamaker Building, Market and Juniper streets.

State Civil Litigation Section: Annual Meeting and Reception. 6 p.m., Estia, 1405 Locust St. Tickets: philadelphiabar.org.

Friday, Dec. 19
The Philadelphia Lawyer magazine Editorial Board: meeting. 12:30 p.m., 10th Floor Board Room.

Thursday, Dec. 25–Friday Dec. 26
Christmas: Bar Association offices closed.

Real Property Section Presents Annual Awards

The Real Property Section presented its annual awards at its Nov. 6 reception at Chima Brazilian Steakhouse. Stuart Ebby (left), recipient of the 2014 Harris Ominsky Award, was recognized for his pre-eminence as a real estate lawyer. The Middleton Partnership, recipient of the 2014 Good Deed Award, was accepted by Project H.O.M.E.’s Amy Burns. The Middleton Partnership’s generous donors are providing transformational leadership that leverages public and private funders working together to end homelessness in Philadelphia. The awards were presented by Section Chair Judy Berkman.
Chancellor William P. Fedullo was among the dignitaries on hand to congratulate 105-year-old Daniel M. Rendine and Daniel A. Rendine after they received the Cesare Beccaria Award on Nov. 5 at City Hall. The Beccaria Award is presented annually to a legal jurist, scholar or practitioner for outstanding contributions to the cause of justice and the advancement of legal education. The award is presented by the Justiniati Society and the Criminal Justice Section. Pictured from left are Chancellor Fedullo, Justiniati Chancellor Michael Mattioni, Daniel A. Rendine, Daniel M. Rendine, Rudolph Garcia and Criminal Justice Section Chair Robert W. Muench.

People

Robert D. Pichini, a partner with Feldman Shepherd Wohlgelernter Tanner Weinstock & Dodig LLP, received a 2014 Women of Distinction Award at the Philadelphia Business Journal’s Awards Program Dinner on Nov. 18.

Laura A. Corsell, a partner in McCarter & English, LLP, was a presenter at the Pennsylvania Bar Institute’s “2014 Securities Litigation and Regulatory Update” on Nov. 5.

Katayun I. Jaffari, a partner at Ballard Spahr LLP, has joined the Support Center for Child Advocates Leadership Council.

Anthony R. La Ratta, a partner with Archer & Greiner PC, has been appointed to the New Jersey Supreme Court’s District IV Ethics Committee, which handles complaints regarding attorney ethics in Camden and Gloucester Counties.

Christopher Scott D’Angela, a partner in Montgomery McCracken Walker & Rhoads LLP, was a speaker for “Ethical Challenges Facing In-House Counsel,” at the Annual Meeting of the Product Liability Advisory Council, Oct. 15-17 in Chicago.

Theodore “Ted” Simon, principal in the Law Offices of Theodore Simon, recently gave the keynote presentation to the annual conference of the North Carolina Advocates for Justice, a combined civil and criminal law association, in Asheville, N.C.

Marc P. Weingarten, a partner in Locks Law Firm, recently spoke at the training session and refresher course for all Hearing Committee members of the Disciplinary Board of the Supreme Court of Pennsylvania on Oct. 24 in Hershey, Pa.

Ryan Allen Hancock, of counsel to Willig, Williams & Davidson, was a presenter during a Nov. 14 workshop at the Tri-State Human Relations Coalition Conference in Philadelphia.

Eugene Mattioni, a shareholder at Mattioni, Ltd, has been appointed by Philadelphia Mayor Michael Nutter to the Navigation Commission for the Delaware River and its Navigable Tributaries.

Gary A. DeVito, a shareholder in Zarwin Baum DeVito Kaplan Schaer Toddy, P.C., has been appointed to the Business Advisory Board of Rosemont College.

Bryan P. Franey, an associate with Manko, Gold, Katcher & Fox, LLP, was a presenter for “Practical Considerations for Buying and Selling Contaminated Property” at Delaware Valley Chapter of the Association of Corporate Counsel’s Real Estate CLE program on Nov. 5.

Murray S. Levin, a partner with Pepper Hamilton LLP, presented “Genetically Modified Foods in American Law” at the Union Internationale des Avocats 58th Congress in Florence, Italy, held Oct. 29 – Nov. 2.

Timothy G. Ventura, an associate with Marshall Dennehey Warner Coleman and Goggin, has been selected to serve as the 2015 Board Observer for the Legal Clinic for the Disabled as part of the Philadelphia Bar Foundation’s Board Observer program.

Mary Beth H. Gray, a partner in Kleinbard Bell & Brecker LLP, was a speaker at the 2014 ESOP Association Las Vegas Conference and Trade Show on Nov. 13-14. She was a panelist for “All Hands on Deck: Keys to ESOP Sustainability.”

Jordan L. Fischer, an associate with Archer & Greiner PC, was recently selected for the Philadelphia Bar Foundation’s Board Observer Program, where she will learn about public interest legal services through a pairing with the Board of Directors of the Friends of Chester Arthur School in Philadelphia.

Gary P. Biehn, a partner with White and Williams LLP, has been appointed board chair of the World Trade Center of Greater Philadelphia.

Ray Cord, a partner in Marshall Dennehey Warner Coleman and Goggin, was recently selected as a board observer for Philadelphia Bar Foundation’s Board Observer Program.

Joseph C. Hutmanc, a partner in Martin Law, was an instructor at a Pennsylvania Association for Justice continuing legal education program on liens and subrogation on Nov. 5.

Steven G. Leventhal, a partner in Rizzo & Darnall LLP, was recently awarded the Outstanding Adjunct Professor Award from Temple University’s School of Tourism and Hospitality Management.

Anesh A. Mehta, an associate with Volpe and Koenig, P.C., was honored at the Fifth Annual Rutgers School of Law Distinguished Alumni Awards Celebration on Nov 19. Mehta received the Recent Graduate Award during a ceremony held at Tavistock Country Club in Haddonfield, N.J. The Award recognizes an up-and-coming young professional who is making a mark on the legal community.

Douglas K. Rosenblum, a partner at Pietragallo Gordon Alfano Bosick & Raspanti, LLP presented at the Pennsylvania Institute of CPA’s Annual Forensic and Litigation Services Conference on Nov. 20 in Valley Forge.

Sen. Larry Farnese, of counsel to Zarwin Baum DeVito Kaplan Schaer Toddy, P.C., has been elected to be the Pennsylvania Senate Democratic Caucus’ new secretary.

“People” highlights news of members’ awards, honors or appointments of a community or civic nature. Send news to Jeff Lyons, Senior Managing Editor, Philadelphia Bar Reporter, Philadelphia Bar Association, 1101 Market St., 11th fl., Philadelphia, PA 19107-2955. E-mail: reporter@philabar.org.
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.

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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.

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