Executive Director Search Set to Begin

By Jeff Lyons

A panel entrusted with finding the Association’s first new executive director in nearly 40 years will conduct an exhaustive search to find the right person for the job, according to the chair of the search committee.

“We’re looking for someone who can lead the Philadelphia Bar Association through the 21st century,” said former Chancellor Alan M. Feldman, the committee chair. “That individual will need to possess strong leadership and management skills, as well as vision and creativity. We’re searching for a special person who will be able to listen to the different constituencies of the Bar Association and the community.”

Top UPS Attorney is March 11 Speaker

By Jeff Lyons

Teri Plummer McClure, senior vice president of legal, compliance, audit & public affairs, general counsel & corporate secretary at UPS, will be the keynote speaker at the Philadelphia Bar Association’s Monday, March 11 Quarterly Meeting and Luncheon.

The Bar Association will also present the Justice Sonia Sotomayor Diversity Award at the program. The award publicly acknowledges, recognizes and honors an individual or entity that has demonstrated a strong commitment, and has made a substantial contribution, to diversity and promoting full and equal participation and inclusion in the legal profession.

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

In her role at UPS, McClure oversees all ethics and compliance, audit and legal initiatives in more than 220 countries and territories where the company does business, and advises...
Tip the Scales with Love Court Reporting

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

Real time Reporting
Online Scheduling-
Nationwide
Online Repository
Transcripts with
Synchronized Video
Stream Reporting
Hyperlinked Exhibits
Depositions

Arbitrations
Hearings
Videoconferencing
Videography
Trial Presentation
Interpreters/Translators
Audio-tape transcription
Certified Shorthand
Reporters

Registered Professional
Reporters
Medical/Technical
Specialists
Complimentary
Deposition Suites
24/7 Accessibility: Weekend
& Holiday Coverage
Credit Cards Accepted

LOVE COURT REPORTING, INC.

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

Contact Us

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

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

TOLL FREE: 888-462-6200 • Fax: (610) 355-1540
Email: loveus@lovecourtreporting.com • www.lovecourtreporting.com
How Civility Saved a Nation:
Lessons Learned from Lincoln

By Kathleen Wilkinson

There is a quiet scene in Steven Spielberg’s film “Lincoln” when the 13th Amendment to abolish slavery is read aloud, building an atmosphere of hope, which later results in President Abraham Lincoln’s great triumph, while foreshadowing further complications and tragic events to come.

It’s one of the most moving moments in the film and perhaps best captures the tone of this cinematic achievement, in which our 16th president is depicted as a model of quiet resolve in the face of a seemingly impossible mission – finding the votes to pass the Amendment outlawing slavery.

The film, which is likely to receive more than a few Oscars at this month’s Academy Awards ceremony, stars Daniel Day-Lewis, who so well portrays the president as a strategist who is gifted at reconciling irreconcilable points of view.

In real life, Lincoln, who was a lawyer, observed: “Persuade your neighbors to compromise whenever you can. As a peacemaker the lawyer has superior opportunity of being a good man. There will still be business enough.”

In his first inaugural address, on the eve of the Civil War, Lincoln committed his presidency to restoring to the country the ethics of tolerance and civility. “We are not enemies, but friends” – we will still be business enough.

It’s time that we as lawyers again remember “the better angels” of our nature by holding ourselves as responsible for respectful, competent communication.

Lincoln held himself accountable as a communicator. He listened to opposing viewpoints, chose his words carefully, and always treated others – even those who demonized him – with respect. We can all learn something about civility and professionalism by considering the example Lincoln set.

Throughout this year, civility and professionalism will continue to be a key focus of our Bar Association. By exhibiting these attributes in everything we do, we serve as role models for future generations of lawyers.

Lincoln was also an active listener. He knew that to influence public opinion, he needed to understand how different people thought. Pulitzer Prize-winner David Herbert Donald, author of the biography “Lincoln,” suggests that Lincoln honed some of his listening skills while practicing law; he would patiently wait until a client was through talking “and then ask questions.” As lawyers, we too should be active listeners, open and respectful of each other’s points of view.

Lincoln understood the importance of hard work, noting that “The leading rule for the lawyer, as for … every other calling, is diligence. Leave nothing for to-morrow which can be done today.”

In “Team of Rivals: The Political Genius of Abraham Lincoln” – the book upon which the film “Lincoln” is based – author Doris Kearns Goodwin tells us that Lincoln also drew upon “the rare wisdom of a temperament that consistently displayed uncommon magnanimity toward those who opposed him.”

Lincoln’s early intimacy with tragic loss from his sister’s untimely death likely reinforced his melancholy temperament. Yet his familiarity with pain and personal disappointment “imbued him with a strength and understanding of human frailty.”

“As the pressure on all the key administration officials mounted, Lincoln, with the hardest task of all, maintained the most generous and even-tempered disposition,” Kearns Goodwin wrote.

The movie tries to show these qualities by focusing on the relationship between Lincoln and his youngest son Willie, spending quiet time together, and allowing his son to play with his war maps and ride a pony inside the White House.

Civility served our nation’s founders well. As we celebrate Presidents Day this month, let us remember that decent behavior and civility played no small part in helping to lead a new nation.

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

U.S. Supreme Court Admission Deadline is March 28

The Philadelphia Bar Association will move up to 10 of our members for admission to the United States Supreme Court on Monday, May 14. The admission ceremony will be made to the full court sitting in Washington, D.C.

The court’s requirements for a group admission ceremony are very comprehensive. To review these requirements and to download the forms for admission please visit the Supreme Court’s website at supremecourts.gov. Select the Bar Admissions tab on the left-hand side and this will bring you to the link for the Bar Admissions Form and Bar Admissions Instructions. Please read the instructions carefully. Once you have determined that you are eligible for admission, please print out and complete the Admission Form. The instructions and guidelines are very specific and must be followed scrupulously. Do not fold the application or use staples. Use paper clips only.

Once you have successfully completed the Admission Form, please mail it along with a check made payable to the Philadelphia Bar Association. The cost to attend the ceremony is $225 for members of the Philadelphia Bar Association that includes your application fee and a continental breakfast. Please include an additional $25 if you are an Association member and plan to bring a guest. If you are not a member of the Philadelphia Bar Association, the fee is $325. For the Supreme Court’s rule, each inductee is permitted to bring only one guest. Please send payment to: Attn: Dawn Petit, Philadelphia Bar Association, 1101 Market Street, 11th Floor, Philadelphia, PA 19107. Do not send the application directly to the Supreme Court.

The event will be on a first-come, first-served basis and all applications must be received by 5 p.m. on Thursday, March 28, 2012. If you have any questions regarding this event, please do not hesitate to contact Dawn Petit at 215-238-6367 or dpetit@philabar.org.
New Professional Liability Insurance Coming

By Paul Kazaras

With the new year comes an exciting change to the Philadelphia Bar Association’s Insurance Program – a new and much-improved lawyers’ professional liability product offering.

Over the course of the last year, USI Affinity, the Association’s exclusively endorsed insurance broker, worked with the Association to review its professional liability insurance offering. When it was determined that improvements were needed, an RFP process was undertaken. That process included soliciting and reviewing proposals from potential new carriers, interviewing carriers and then making a decision on a carrier and product. At the end of that process, USI Affinity recommended that the program be switched from the current carrier, Westport/Swiss Re to CNA. That recommendation was approved by the Association’s Board of Governors at its November 2012 meeting. Policies that renew on or after April 1, 2013 will now be written with CNA.

Part of the reason for making the decision to switch the endorsement was CNA’s position as a leader in providing professional liability insurance to law firms, with more than 50 years of experience and more than 44,000 firms insured nationwide. Their underwriting and claims teams are committed to a “customer firsts” approach, and their risk control resources provide both up to date and very practical assistance in running a practice while avoiding professional liability claims.

Another consideration was making the new offering more affordable for Association members. CNA has designed its rates for this program to be lower than expiring premiums in the current program. In addition, Association members will benefit from a new credit providing 5 percent off a firm’s professional liability premium. For each attorney in a firm who is a Philadelphia Bar Association member, the firm will receive a 5 percent credit on that attorney’s pro-rata share of the firm’s premium. In addition, CNA is offering a 7.5 percent risk management credit per attorney (in the same manner as the Association membership credit) for two years after taking the risk control program given by the Association’s Insurance Programs Committee. This combination should result in significant savings for program participants.

Finally, the policy form is improved over that provided under the current program, being significantly better in some areas. Full details about the new offering will be coming soon, and members will have the information needed to make an informed decision when it is time to renew their professional liability coverage. If your firm is currently insured through the Philadelphia Bar Association program with Westport Insurance Company, USI Affinity advises that the transition will take place as follows:

- In the near future, your firm will be receiving a Non-Renewal notice from Westport Insurance Company. You do not need to be concerned: this is a legal requirement and simply part of the transition process to the new program underwritten by CNA.
- Your current coverage underwritten by Westport is not cancelled and you will not be without coverage. Your coverage will continue with Westport until your policy Expiration Date.
- USI Affinity will remain your broker and administrator and will transition your coverage to the new CNA policy when your current policy expires. Here is how that will work:
  - Approximately 90 days prior to your Professional Liability policy’s expiration date, you will receive your CNA renewal package from USI Affinity.
  - This package is designed to make the transition to CNA as easy as possible for your firm. It will contain a simplified renewal application for your firm to complete.
  - Simply follow the instructions included for filling out and returning that CNA renewal application and USI Affinity will transition your firm’s coverage to the new Professional Liability program.

“If you are not currently with the Philadelphia Bar Association’s professional liability program, we urge you to give it a long look. We think you’ll agree that this new endorsed professional liability offering is a great value, and a tremendous member benefit,” said Carl “Hank” Delacato Jr., co-chair of the Association’s Insurance Programs Committee. “We have worked in partnership with USI Affinity to make sure that our members have access to the best products and get the best possible service. This change in our professional liability offering is another example of that focus on excellence. Our members now have access to a superior professional liability insurance offering, with outstanding coverage, services and value.”

USI Affinity is a leader in providing professional liability insurance, with more than 60 years of experience, 30,000 attorneys insured nationwide and more than 30 bar association endorsements, including those of the Pennsylvania Bar Association, Philadelphia Bar Association and many of Pennsylvania’s other county bars.

Business Law Section Presents Annual Honors at Estia

The Business Law Section presented its annual awards at its Jan. 24 Annual Reception at Estia. Pictured from left are John R. Washlick, Brad M. Rostolsky, current Section Chair Barbara Sicilides, Vice Chancellor Albert S. Dandridge III, immediate past Section Chair Wanda E. Flowers, John B. Wright II and E. David Chanin. Health Care Law Committee co-chairs Washlick and Rostolsky accepted the award for Committee of the Year. Dandridge received the Section’s Diversity Award. Wright was presented with the Dennis H. Replansky Memorial Award. Chanin, the chair of the Business Litigation Committee, was honored as Committee Chair of the Year. More than 100 people attended the event.
Cut Carbon Footprint Electronically

By Henry Balkov

So, you are in the shipping business. “No,” you say, “we are a law firm selling our services.” Well, that still involves shipping as long as you are dealing in a world of hard copy.

You might be surprised how many firms are already considering how to reduce their carbon footprint. Use of electricity is a big part of that. So is employee commuting, if most are driving their own cars. Avoiding travel by air with web conferencing can provide a significant reduction, if used frequently. How about overnight shipment of your work product?

When companies find that they have “hit the wall” with making progress on their own reductions, they often turn to buying “offsets” from others for that next increment. If you plant “x” number of trees, I can purchase the “credits” from greenhouse gas reduction that those trees will sequester over a certain number of years.

FedEx sees you caring enough to stick with them rather than the competition because of their latest initiative. They offer customers who use its most popular product for shipping documents carbon-neutral shipping for FedEx Express envelopes. This is one part of the company’s EarthSmart sustainability program. Under the recently announced program, FedEx will annually determine the carbon emissions associated with shipping envelopes and buy equivalent offsets from BP Target Neutral, the nonprofit carbon management program set up by the BP oil and gas company in 2006.

BP Target Neutral’s low carbon development and conservation projects include wind turbines in Turkey, a reforestation project in Tanzania and a landfill gas collection system in Thailand. This isn’t the start of a trend, but it confirms how much it is important for FedEx to remain competitive. UPS has offered this same offset since 2010 for all packages, not just envelopes. UPS initiatives include forest conservation in California, conversion of wastewater biogas to energy and landfill gas to electricity in China, as well as a landfill gas collection and management system in Columbia.

Nothing will change with the way your firm currently ships overnight packages via FedEx as they currently offer this offset at no cost for anything sent in their envelopes via FedEx Express. For UPS customers, you have the opportunity to reduce your firm’s carbon footprint by either signing a contract to designate your account as a part of UPS’ initiative or simply choosing their carbon neutral option on a package-by-package basis. However, UPS does add a small, additional amount to offset the climate impact for the delivery of your package.

Of course, sending as much as you can electronically is a more sustainable method, as well as the most cost-effective one.

Henry Balkov is vice president at Golden Environmental Consultants and chair of the Climate Change Focus Group at The Auditing Roundtable. He is a member of the Bar’s Green Ribbon Committee.
PRO BONO SPOTLIGHT - LEGAL CLINIC FOR THE DISABLED

LCD Makes Volunteer Work Easy

By Mark A. Wachlin

As part of Dilworth Paxson LLP’s commitment to pro bono, the chair of our firm’s Pro Bono Committee circulated a list of volunteer cases for the Legal Clinic for the Disabled (LCD) last December. Nine times out of ten, I automatically delete these e-mails. It had been much too long since I last volunteered for a pro bono case, and my spirits needed some rejuvenation from the daily grind that often is the practice of law. So I found myself scanning the list of cases. The first case listed involved a middle-aged woman who had suffered a severe stroke last year. The stroke left her (whom I will call Susan) with aphasia and paralysis. Susan needed a financial and healthcare power of attorney in order for her daughter, now her primary caretaker, to manage her affairs. I emailed LCD and volunteered for the case. Esther Miller, the managing attorney for LCD, contacted me within the hour, provided me with more information, and even sent me templates that LCD maintains for both a durable financial and healthcare power of attorney. I quickly discovered that LCD does a thorough job of screening cases, taking down intake information, and helping volunteers get in touch with clients. After discussing the client’s needs, I drafted a durable financial power of attorney and a durable health care power of attorney. Susan’s disability prevented her from traveling to my office. I had to go in person to explain the documents and get her signature, but I needed two witnesses. Susan was only able to come up with one and LCD provided the other, Catherine Anderson, who is a legal assistant extraordinaire with LCD (and, without whom, I continued on page 11).

February CLE Calendar

www.pbi.org

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

Live & Simulcast Seminars

Feb. 1 • Separation of Church and State
Feb. 7 • Negotiating/Drafting the Best Terms for Retail Leases
Feb. 8 • Identifying Hidden Third Party Cases in Work Related Accidents
Feb. 12 • Presenting a Case to a Zoning Hearing Board in the Burbs (Community College of Philadelphia, Northeast Regional Center)
Feb. 13 • UnderstandingDamages and Indemnities in Commercial Contracts
Feb. 14 • Allegations of Sexual Misconduct in a Post-Sandusky World
Feb. 19 • SORNA Update (Community College of Philadelphia, Northeast Regional Center)
Feb. 19 • Understanding & Analyzing Liability Insurance Policies
Feb. 20 • 14th Annual Estate & Elder Law Symposium
Feb. 21 • Advanced Storytelling & Presentation Skills (Community College of Philadelphia, Northeast Regional Center)
Feb. 22 • Prisoner Civil Rights Litigation (Pennsylvania Courthouse Commercial Courthouses)
Feb. 25 • Deal Documents in Litigation
Feb. 25 • The Cybersleuth’s Guide to the Internet
Feb. 26 • Client-Focused Leadership
Feb. 26 • The Changing Face of U.S. Patent Law
Feb. 27 • Environmental Impacts of Hydraulic Fracturing
Feb. 28 • ERISA Update

Video Seminars

Feb. 1 • Avoiding the Ethical Snare
Feb. 4 • Professional Liability Update
Feb. 5 • Cell Phone Forensics
Feb. 7 • Ethical Issues in M&A Deals
Feb. 8 • Ethics Jeopardy
Feb. 11 • The Ethics of a Level Playing Field
Feb. 12 • Ethical Concerns for Estate Planners
Feb. 14 • Real Transfer Tax
Feb. 15 • Professionalism and Ethics Issues in Workers’ Compensation Practice
Feb. 21 • Veterans’ Pension and Aid & Attendance Benefits
Feb. 22 • General Practitioners’ Update 2012
Feb. 27 • Ethics and Professional Responsibility

Distance Education – Live Webcasts

If you can’t watch it live, sign up now and get credit when you watch it later (you’ve got 3 months after the webcast date).

Feb. 1 • Separation of Church and State
Feb. 7 • Negotiating and Drafting the Best Terms for Retail Leases
Feb. 12 • Presenting a Case to a Zoning Hearing Board in the Burbs
Feb. 14 • Allegations of Sexual Misconduct in a Post-Sandusky World
Feb. 19 • SORNA Update
Feb. 20 • Understanding Damages and Indemnities in Commercial Contracts
Feb. 26 • The Changing Face of U.S. Patent Law
Feb. 27 • Environmental Impacts of Hydraulic Fracturing
Feb. 28 • ERISA Update

Foundation Director Has International Background

Jessica Hilburn-Holmes, the new executive director of the Philadelphia Bar Foundation, has finally come home to Philadelphia. Hilburn-Holmes, who spent her formative teenage years in Newtown Square, Pa., spent many years away from the area for her legal studies and career.

After law school in Washington, D.C. (Georgetown University Law Center) her career as a diplomat and public international lawyer took her to Germany and The Netherlands.

Throughout her career, promoting equal access to justice has been a consistent and critical aspect of her work. She was instrumental in the establishment of the United Nations War Crimes Tribunal with bringing to justice those most responsible for atrocities committed in Rwanda and the former Yugoslavia. She also served on the legal staff at the U.S. Embassy in Bonn, Germany, and was an attorney-advisor for the U.S. Department of State’s Office of the Legal Adviser. After law school, she was a judicial law clerk for the Superior Court of the District of Columbia.

“Philadelphia has outstanding public interest legal services providers," said Hilburn-Holmes. “As strong as the legal community’s commitment is to equal access to justice, our challenge is finding ways to strengthen and deepen that commitment. Our grantees, all of whom receive only a portion of their funding from the Foundation, have stories to tell of unmet needs.”

“We are extremely excited to have Jessica at the helm of the Bar Foundation and look forward to a fresh new viewpoint guiding the Foundation to success in achieving our goals in our strategic plan,” said Bar Foundation President Deborah R. Gross. “She is bright, talented and enthusiastic and we are lucky to have her.”

Hilburn-Holmes was the U.S. State Department liaison to the Scottish Court in The Netherlands concerning the prosecution of the Libyan bombing of Pan Am 103. Having focused for many years on global justice, she is anxious to turn her attention and talents to fulfilling the promise of equal access to justice continued on page 11.
By Deborah R. Gross

For the sixth year in a row, the Philadelphia Bar Foundation has been able to disburse over half a million dollars in grants to more than 30 public interest legal services organizations focusing on Philadelphia. The grants are crucial to enable more equal access to justice. In my last article, I spoke about how change is good. However, consistency and dedication are also vital.

Through the Bar Foundation we all come together – the Bar Association, the courts, the legal service providers, law schools, law students, local businesses, government and the philanthropic community. Together, we form a unique platform from which we can collectively make an impact that no one person, one firm or one legal service organization can make acting alone.

All of the 2012 grants were awards of unrestricted operating funds. As a result, each legal service provider can use its own discretion in allocating the best use of the funds. Grant money can be used to pay the salary of a staff attorney, provide benefits to employees, update a computer system or pay the rent. Thanks to our extensive vetting process, we can be confident that the recipient organizations will be good shepherds of the money and direct it to where it is most needed.

The Grants Committee is charged with processing each grant application. The Committee looks at three distinct factors for each applicant:

- Does the grant applicant advance our mission of promoting equal access to justice? In answering this question, we look to whether the applicant provides free legal representation or access to free or low-cost legal representation to members of the public struggling with poverty, abuse or discrimination. We also look at whether the applicant provides services that advance the public interest through the legal process.
- Is the applicant effective? The applicant must have a demonstrated track record for substantive excellence, have achieved measurable results and be proficient at coordinating services with related organizations.
- Is the applicant well managed? We look for sound finances, realistic business plans, together with well-reasoned strategic plans and a qualified staff.

Awarding our annual grants is the culmination of a full year’s work in fundraising, investment management and grant application review. Each element of this process takes unique skills and we rely upon the generous supply of time and talent from our many volunteers to accomplish these tasks and goals.

The volunteer work of John Urofsky is illustrative of a vital piece of our application process. John has more than 35 years of experience in banking and finance. John was a trustee of the Bar Foundation for many years, who continues to serve on the Grants Committee and review the financial statements of every grant applicant. John’s review includes a detailed analysis of income and expense statements, formal audits and budgets for each grantee. His years of institutional knowledge about each grantee allow him to identify subtle changes in financial health. John’s review is not passive. Because of John’s hundreds of hours of service to the Bar Foundation, we can have confidence in the financial health of our grantees and their ability to use the grants wisely and efficiently. Thank you John!

While our Grants Committee is busy determining which organizations to fund, our Finance Committee continued on page 20

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

FLORIDA ATTORNEYS

COLLECTIONS & ENFORCEMENT OF JUDGMENTS

Drew Salaman
30 year lecturer/course planner
Pennsylvania Bar Institute

“He wrote the book”
Contingent Fees Available
Salaman Grayson, P.C.

The Judgment Doctor™

100 South Broad Street
Philadelphia, PA 19110
(215) 568-7575
drew@salamangrayson.com

TAXPAYER REPRESENTATION

- IRS Audits & Examinations
- IRS Collection–Liens, Levies & Seizures
- Offers In Compromise & Installment agreements (Full & Partial Payment)
- IRS Appeals
- U.S. Tax Court
- Refund and Abatement Actions
- State and City Tax Disputes

JOSEPH R. VIOLA, P.C.
The Public Ledger Building, Suite 940
130 South Independence Mall, West Philadelphia, PA 19106-3410
(215) 568-4529

For Philadelphia, PA & Bucks County, PA

nursing home abuse and neglect

Bedsores, Falls, Dehydration/Malnutrition, Unexplained Injury or Death, Wandering, Medication Errors, Failure to Thrive

Experience and Committed to this Specialized Litigation. Author and lecturer. Litigating throughout Pennsylvania. Referral fees protected.

Call Marty Kardon
215-568-5885
Kanter, Bernstein and Kardon, P.C.
1617 JFK Blvd., Suite 1150
Philadelphia, PA 19103
kardon@kbklaw.com
www.kbklaw.com

2012 Bar Foundation Grantees

- ACLU of Pennsylvania
- AIDS Law Project
- Atlantic Center for Capital Representation
- Community Legal Services
- Consumer Bankruptcy Assistant Project
- Court Appointed Special Advocates
- Defenders Association – Capital Representation Project
- Disabilities Rights Network
- Education Law Center
- Esperanza Legal Services
- Face to Face Legal Clinic
- Friends of Farmworkers
- HIAS and Council Migration Service of Philadelphia
- Homeless Advocacy Project
- Juvenile Law Center
- Legal Clinic for the Disabled
- Mazzoni Center Legal Services
- Nationalities Service Center
- Pennsylvania Health Law Project
- Pennsylvania Immigration Resource Center
- Pennsylvania Innocence Project
- Pennsylvania Institutional Law Project
- Pennsylvanians for Modern Courts
- Philadelphia Legal Assistance
- Philadelphia Volunteer Lawyers for Arts
- Public Interest Law Center of Philadelphia
- Regional Housing Legal Services
- SeniorLAW Center
- Support Center for Child Advocates
- Women Against Abuse Legal Center
- Women’s Law Project
- Women Organized Against Rape

Custody and Divorce Mediation Services

Mediation Solutions of Pennsylvania, LLC provides divorce and custody mediation services in Pennsylvania. We will work with clients to discuss and enable them to make personal decisions.

Mediation can offer clients the opportunity to make appointments around their schedule and give them an opportunity to minimize time spent in court. Meet with lawyers or a former judge to fairly resolve these difficult issues.

Contact:
Mediation Solutions of Pennsylvania, LLC
(215) 568-4529
www.MediationSolutionsofPA.com

pHILADELPHIABAR.ORG FEBRUARY 2013 PHILADELPHIA BAR REPORTER 7
ADVANCING CIVICS EDUCATION

ACE Teams with Free Library to Teach Civics

By Jenimae Almquist

When the Advancing Civics Education Program (ACE) sought to expand its fifth-grade public school outreach program for civics instruction, Philadelphia Court of Common Pleas judges answered the call by forging a new connection with the Free Library of Philadelphia.

President Judge Pamela Pryor Dembe (also vice chair of the Free Library Board of Trustees) and Judge John Milton Younge both have been longstanding supporters of the Library’s programs and have helped to enlarge the ACE program since its inception in 2007. The judges helped create a new partnership between ACE and the Free Library that will expand the audience reached by ACE, while at the same time bolstering branch-based after school literacy programs that serve thousands of students each year.

ACE has an existing fifth-grade civics curriculum that is going strong in a few schools after a two-year elementary pilot program in South Philadelphia. Meanwhile, the Library has an audience of elementary school students who enjoy content-rich literacy programs, both during the summer and when students attend after school programming. This joining of forces between ACE and the Free Library has spurred a new initiative to bring local lawyers and judges to neighborhood libraries to present interactive civics lessons to youngsters.

In library branches throughout the city, the Literacy Enrichment After-school Program (LEAP) provides a safe space for students to learn and obtain homework help. LEAP served 70,000 students in 2011-2012, helping to meet the needs of families by creating a cost-free refuge for students to spend time after school. The physical space available at branches, combined with an eager group of elementary students, is ripe for plugging in the ACE curriculum, and bringing local role models to a diverse population of learners.

The new ACE civics library-based platform will commence this summer at three local library branches, where volunteers will assist children in earning a civics badge over the course of eight weekly lessons. Topics range from the role of courts in society, to decoding campaign ads, to mock trials geared for elementary-aged pupils. During the school year, ACE will resume a more traditional monthly visit schedule in the late afternoons to reach the LEAP site students.

"Engaging students in civics education at a young age helps motivate them in their reading and critical thinking during their formative years," said Chancellor Kathleen D. Wilkinson. "We commend President Judge Dembe and Judge Younge for their tremendous vision in helping to bring the ACE program into the Free Library so that even more elementary school students gain a deeper understanding of the true meaning of a democracy, the rule of law, dispute resolution and, simply, how to be a good citizen."

Training of librarians in the rudiments of ACE will commence in the spring in preparation for the intensive summer civics course. ACE and LEAP also hope to assist teenagers, who help run the LEAP program in paid mentorship positions, with leadership trainings. This aspect of the partnership will also strengthen ACE’s ninth grade civics program, which has been in place for five years in conjunction with the School District of Philadelphia. Both the Free Library and ACE hope to expand this nascent partnership in the future, thereby reaching more children to impart basic constitutional principles and the fundamentals of citizenship.

"The future of ACE lies at the fifth-grade level, where civics education can be instilled at an early age," said Judge Younge. "In a sense, we need to go back to the future to show these kids how the branches of government function." Judge Younge noted the increasing number of visitors to his courtroom each year who remain ignorant of basic concepts that used to be taught to youth in schools, including the jury process and the differences between judges and legislators. As co-chair of ACE, Judge Younge is excited to offer a new group of learners the interactive and fun program of civics study.

"The Free Library is committed to advancing literacy, guiding learning and inspiring curiosity," said Siobhan Reddon, president and director of the Free Library of Philadelphia. "We are delighted to be working in partnership with Pam Dembe, John Younge, and the entire legal community to bring much-needed civic literacy to our young people."

To volunteer in a local library to teach one-hour civics lessons, or to teach civics at the fifth-grade level in a school or library, please contact info@acecivics.org. More information about LEAP can be found at http://freelibrary.org/libserv/leap.htm.

Jenimae Almquist (jalmquist@messa.com), an associate at Messa & Associates, P.C., is co-chair of the Advancing Civics Education Program.

Networking and Pizza for Family Law Section

Philadelphia Court of Common Pleas Administrative Judge (Family Division) Kevin M. Dougherty (from left) and Supervising Judge Margaret T. Murphy join Family Law Section Chair Michael E. Bertin at a Jan. 7 pizza luncheon to meet judges, masters and chairs of the section’s subcommittees. More than 100 people attended the event at the court’s Domestic Relations Division on South 11th Street.
“Continuing legal education! I just finished my legal education. I don’t think I need more just yet.”

“I think these CLE requirements shouldn’t kick in for a few years, it really is more for attorneys practicing a long time, they are the ones that haven’t had to study in a while.”

“I’m still paying, literally and figuratively, for my legal education, maybe they should defer CLE until I’ve paid off my law school loans.”

While the above quotes may not have been my exact words, I’m sure my thoughts weren’t far from it. And each year as new grads complete law school, I am sure plenty of them have the same thoughts. I think it’s a natural part of the hubris of a newly minted admittee to the Bar.

Honestly, how many attorneys do you know who wait until a week before their compliance deadline and then find as many CLEs they can attend during lunch time and then throw in a couple of Internet CLEs they sit through at their desk, all finished off with a desperate search for an ethics credit on the last day.

And it’s hard to blame anyone for this approach, because who ever really explained the practical importance of CLEs to us? We graduate from law school and all we know is that a certain number of CLE hours are required each year to maintain our license. But I doubt many of us have ever received a lecture or training on selecting CLEs and making it a part of our career development.

The great philosopher, Yogi Berra, who also played a little baseball, once said “[i]f you don’t know where you are going, you’ll end up someplace else.” I can’t help but think this is what happens to many young attorneys.

We start our careers with lofty, but undefined goals such as “make partner” or “build a practice.” We may do this with a preconceived notion that just keeping your nose to the grindstone and working assignments for five to 10 years automatically puts us in line for bigger things.

To borrow from another sports figure, Herm Edwards, “[a] goal without a plan is a wish.” What’s your plan? It’s on you, because you have to do all the work. Making partner or landing the big clients is a result of executing a plan for your career development. You have to do all the work, and that work includes developing a plan for yourself.

Your goal must have a specific plan attached to it. Your plan should be laying out a specific roadmap with an itemized list of goals for each year. These goals should include specifics such as the nature of the work you want to do that year, the type of clients you hope to work with, and your marketing plan.

Once you have written out this plan, you should think about how CLE and other programming can be used to help you in both aspects. If you determine you want to practice real estate law, make a plan to attend a certain number of CLEs on real estate law. If you want to become a U.S. Attorney, begin attending CLEs about the federal courts to help you develop a federal practice.

Strategically planning CLEs for the year can provide you with many tangible benefits. For example, if you
EXECUTIVE DIRECTOR OF THE PHILADELPHIA BAR ASSOCIATION

SUMMARY
The Executive Director of the Philadelphia Bar Association (the “Association”) is the full time administrative and executive officer of a voluntary association of lawyers and judges. As such, the Executive Director is responsible for managing the operations and resources of the Association, and acts in the best interests of the membership. The Executive Director acts in accordance with the policies and directives of the officers and Board of Governors, particularly, the Chancellor and the Cabinet. The Executive Director also ensures that there is continuity of programming in an organization whose active volunteers may change from year-to-year. The Executive Director serves as the locus of information within the Association and is the keeper of its “institutional memory.”

The Executive Director acts with thoughtful diplomacy in responding to inquiries, and requests from members as well as the community.

RESPONSIBILITIES AND DUTIES
- The Executive Director is responsible for the day to day operations of the Association and participates at all levels of the deliberative process within the Association, including committees, sections, the Board of Governors, and the Cabinet; works closely with and assists the Association, the Chancellor and the officers in all appropriate matters; and, carries out other specific duties as directed by the Chancellor and Board of Governors.
- Supervises the scheduling, arranging and notifying of members of all general Association meetings, section meetings and committee meetings; attends as many meetings of Association committees or sections as time permits; attends all meetings of the Cabinet and the Board of Governors, also helps prepare and distribute the agenda for those specific meetings along with any additional relevant materials; and provides coordination and liaison services with and for the committees. The Executive Director supervises and assists all staff members in their jobs, whether involving internal or external matters of the Association. The Executive Director also has overall supervisory responsibilities for the activities of outside consultants to the Association, especially in the area of local and state governmental lobbying and policy implementation. The Executive Director is responsible for the hiring of all Association personnel as well as evaluating all staff members’ job performances and setting salary levels.
- The Executive Director is expected to adhere to sound management principles; to supervise all accounting and budgeting functions including membership records, collection of dues and fees, and supervises all finances relating to Association activities. She/he provides leadership in seeking additional non-dues resources; is expected to maintain membership rolls for dues billing and communications purposes. Such person is expected to keep informed of advances in office management techniques and of the work of similar voluntary associations; to manage the physical location(s) within which the Association is housed; and provides ethical oversight to the operations of the Association. Further, such individual is expected to supervise the Association’s Lawyer Referral and Information Service.
- The Executive Director implements the policies and coordinates the programs of the Association as they are defined by its bylaws, Chancellor, Board of Governors, Cabinet and committees.
- Is expected to be knowledgeable in all aspects of Association policies; to recommend and implement Board-approved policies; and be involved in long-range planning.
- Is expected to be knowledgeable in all aspects of Association programs; supervises scheduling, arranging and notifying members of all open programs; organizes all social functions and educational seminars, including the bench bar conference; and is responsible for all special projects assigned by the Chancellor and Board of Governors; and is directly responsible for the administration of the Association’s Commission on Judicial Selection and Retention.
- Is authorized to represent the Association in the community with other voluntary organizations or bar associations, consistent with established policies or bylaws and /or through special authorization; is expected to attend evening and weekend functions, both locally and elsewhere, as necessary, in order to both represent the Association as well as to keep informed of current bar association management trends in addition to seeking new programming possibilities.
- Supervises the preparation of press releases and devotes a portion of time to public relations with the press, the community, and the members of the Association. The Executive Director shall act as a liaison at appropriate times with the First Judicial District and with the United States District Court of Eastern District of Pennsylvania, other bar associations, including the Pennsylvania Bar Association; is available to give talks or presentations to public-service organizations, high schools and colleges; and encourages the involvement of the Association in the Pennsylvania and American Bar Association activities.
- Supervises the technological and computer (including both hardware and software) initiatives that ensure the Association is current with industry best practices, including the implementation and maintenance of management information systems utilizing desktop publishing software and systems, and exploration of the usefulness of an electronic document management system.
- Maintains professional confidences and remains mindful of the types of organizations and community groups with which he or she must interact.

AUTHORITY
The Executive Director derives authority from, and reports directly to, the Board of Governors, the Chancellor and the Cabinet.

DESIRED QUALIFICATIONS
The Executive Director will be thoroughly committed to the Association’s mission and core values. All candidates should have proven leadership and relationship experience.

Concrete demonstrable experience and other qualifications include:
- Bachelors or higher level degree.
- Experience or familiarity with the law and the legal profession.
- Superior management and administrative skills, to supervise the budget process, the accounting and management departments, public relations, and the entire Association staff.
- Strong written and verbal communication skills.
- A persuasive and passionate communicator with excellent interpersonal and multi-disciplinary project skills.
- Literacy and proficiency in computers and other technological innovations to operate in an evolving and dynamic bar association environment.
- Strong knowledge and good comfort level in participating in and observing government operations at the state and local levels.
- A commitment to diversity.

PERSONAL CHARACTERISTICS
- Personal integrity – unquestioned reliability; honesty in dealing with others.
- Sound judgment – established ability to make good judgments about situations, circumstances, and people; the ability to sort out conflicting or competing interests and to make good decisions.
- Personal modesty – ability to do the job without needing personal gratification through public acclaim, fame, or attributes of “success.”
- Ability to get along well – with various personalities, particularly lawyers, judges, and elected officials.
- Self-discipline – able to set agendas, goals, timetables and then follow through to see that things happen.
- Sense of humor and social skills – able to get along in social settings with lawyers and judges and elected officials and members at large in many different activities.
- Motivational – to members of the bar, staff, officers, members of the Board of Governors and section and committee chairs.
- Diverse perspective – Ability to engage a wide-range of stakeholders and cultures; and effectively collaborate with diverse groups of people.
Executive Director
continued from page 1

nity we serve, and who can invigorate, motivate and lead us forward. Replacing someone as talented as Ken Shear is not an easy task, but we’re confident that we will find that exceptional individual who is up to the challenge of serving as our next executive director.”

Executive Director Ken Shear announced in September that he would be retiring after 37 years in charge of the nation’s oldest association of lawyers. It is anticipated that Shear will step down at the end of December 2013. “The national search will include announcement of the position with the American Bar Association’s Division for Bar Services, American Society of Association Executives, the Association of Corporate Counsel, the Minority Corporate Counsel Association, The Philadelphia Inquirer, The New York Times and other outlets. “We’re doing a national search to throw the widest net that we can in order to find the best candidate. There’s no reason to limit ourselves geographically,” Feldman explained.

The search committee was formed in a way that reflects the diversity of the Bar Association, Feldman noted. At the same time, “the committee has a reasonably compact size so that it’s nimble enough to do the work that it needs to do in the time frame we have established.”

The committee is closed by direction of the Chancellors and no new members are presently needed for the search. The committee includes Chancellor Kathleen D. Wilkinson, Chancellor-Elect William P. Fedullo, Vice Chancellor Albert S. Dandridge III, Immediate-Past Chancellor John E. Savoie, Board Chair Marc J. Zucker, Brandi J. Brice, Melanie J. Taylor, Young Lawyers Division Chair Anees A. Mehta, former Chancellor Abraham C. Reich, former Chancellor Francis P. Devine III, former Chancellor Lawrence John E. Savoth, Board Chair Marc J. Feldman. “We believe we’ll have adequate time to conduct a careful review and make an informed recommendation. The person we select, once approved by the Board of Governors, will probably occupy the position by the end of the year.”

The search is expected to occur by the end of the year.”

“We want to encourage anyone interested in this uniquely challenging opportunity to put their hat in the ring. It’s an exciting time for the Philadelphia Bar Association,” Feldman said.

I strongly recommend that you take a look at LCD. You will be happy that you did. More importantly, you will significantly provide an immediate benefit to the person’s quality of life. And isn’t that what pro bono is all about?

LCD just celebrated is 25th year of providing free legal services to low-income people with disabilities and deaf and hard of hearing in the five-county Philadelphia region. In 2012, LCD was the recipient of the Inglis Foundation Award for Continuing Excellence for enhancing the quality of life for people with physical disabilities.

To volunteer, contact Esther Miller, LCD managing attorney, at emiller@lcdphila.org or 215-587-3357.

Pro Bono
continued from page 6

still might be driving around southwest Philadelphia.

Once at the home, we met Susan, her daughter, and Susan’s grandson. I reviewed each document with Susan and we signed them in her bedroom. It quickly became apparent how these two simple documents were going to greatly improve her life. Catherine and I both left with a sense of accomplishment for having helped this person.

My experience volunteering for LCD was great. LCD does a ton of legwork for these cases, which makes representing clients all that much easier. If you are looking for an opportunity to take on some pro bono cases this year, mark A. Wachlin (mwachlin@dilworthlaw.com) is a partner with Dilworth Paxson LLP.

Hilburn-Holmes
continued from page 6

locally.

“Taking the helm at the Foundation as it embarks on fulfilling its recently adopted five-year Strategic Plan is an exciting challenge, particularly as the Bar Foundation looks forward to celebrating its 50th Anniversary in 2014,” Hilburn-Holmes said. “The five-year Strategic Plan the Board approved last year is a clear road map for us to follow, but there are many worthwhile challenges ahead.”

“We have much to be proud of. And gathering those stories and sharing them with the greater Philadelphia community will be fascinating and fun,” she said.
Committee Gets Tips on Doing Business in Germany

By J. Michael Considine Jr.

When doing business with German companies, lose the bullet-point presentations but bring details and specifics, members of the International Business Initiative Committee were recently told.

Speakers for the program included Ralf Dietmar Wiedemann, Honorary Consul of Germany in Philadelphia; Ralf Weiser, a native German working for Aaren USA Corp., a Coatesville subsidiary of a German corporation; and Rob Gilfillan, of Cenero, LLC, a Malvern Videoconferencing and Audiovisual firm that does business in Germany.

The Consul can assist with notarization of documents required in Germany and help companies with German business. Germany Trade and Invest is a trade organization affiliated with the German embassies and consulates that has offices around the world to help with questions about business with Germany.

Weiser recommends reading “Kiss, Bow, or Shake Hands (The Bestselling Guide to Doing Business in More than 60 Countries”). He said personal contact is important. In-person contact is best; phone calls second; e-mails less vital. E-mails may not be acknowledged.

Gilfillan says his business adapts to company and country cultures. German companies ask for more features and work incrementally. If a company does a good job, a German customer will often increase its business based on a ROI that may come after them. Corruption is not high. Germany’s ratio of export to gross domestic product is highest in the world and many companies are export-minded. In Europe so many countries are nearby and having markets outside Germany is necessary to survive. Opportunities for investment in Germany are highest for companies involved in innovation and high technology. Germany competes not always on the lowest price but a reputation for quality and good service.

Germany has stricter product liability law so some German companies limit exposure to the U.S. due to strict liability. Civil law is non-precedential and focuses on the body of civil law. Contracts are usually shorter and purchase agreements incorporate the law of the civil code. Employees usually have employment contracts where the scope of work and hours are usually stated.

Germany is known for high-quality products. Most jobs require a three-year apprenticeship. Termination of workers requires a plan and is not as easy as in the U.S. When a recession hits, German companies minimize layoffs by reducing work schedules but retaining workers who are given some financial assistance by the government. Experienced workers are more loyal to the company and are ready and trained when demand for products increase. German companies respond more quickly to increases in demand for their products. Unions have influence and can be on the Board of Directors, yet the Workers’ Counsel can have more influence than unions. Workers usually do not get paid more for overtime but receive credit for time off. Employees get four weeks of vacation. Management and workers strive to have a better relationship and cooperate more than in the U.S. They strive to get along out of a concern for what’s best for the country, the company, the individual and the environment. People and unions invest more for the future. They feel they have a moral obligation toward those who come after them. Corruption is not high.

Germany’s ratio of export to gross domestic product is highest in the world and many companies are export-minded.

Paralegal Board

Chancellor Kathleen D. Wilkinson joins the newly sworn Board of Directors of The Philadelphia Association of Paralegals at the group’s quarterly luncheon on Jan. 8 at Radisson Plaza Warwick Hotel. Pictured with Wilkinson (from left) are Babette Pace, assistant secretary; Judy Stouffer, president; Nancy Merritt, secretary and assistant treasurer; Vivian Luckiewicz, first vice president; Victor Paniecezko, board member; Lyndora Patterson Tiller, second vice president; Christina Flynn, immediate past-president; and Karen Daemer, treasurer. Board member Jo-Ann Williams is not pictured.
FREE WEBINAR
Law Practice Blueprint: 11 Core Systems For Total Estate Planning Success

Sponsored by the American Academy of Estate Planning Attorneys.

Register Here
www.aaepa.com/LawFirmBlueprint
Wednesday, February 13th
5:00 PM Eastern/2:00 PM Pacific

Presented by
Robert Armstrong and Sanford M Fisch,
Co-authors of The E-Myth Attorney and Founders of the American Academy of Estate Planning Attorneys

Don’t start 2013 frustrated, overworked, underpaid and trying to figure out what to do next.

If your law practice is not where you expect it to be—financially or structurally—then join attorneys Robert Armstrong and Sanford M. Fisch, co-authors of The E-Myth Attorney and founders of the American Academy of Estate Planning Attorneys for a free webinar outlining proven strategies to find and plug money leaks, take back your time and dominate your market—fast—in 2013.

Whether you are an experienced estate planning attorney, newly solo, or transitioning from another practice area, you are likely missing at least one (…if not all) of the 11 Core Systems necessary to create dependable and predictable income streams, automated work-flow (i.e. less personal time and overhead) and more flexibility in your practice.

There’s no better time than the New Year to review your current systems and processes. This webinar will help you audit what you already have in place, as well as identify missing systems that are necessary for future scalability and growth.

Don’t miss this free webinar on Wednesday, February 13th where you will discover:

- What’s really happening in your practice and how it’s contributing to your current state of affairs (we’ll walk you through our simple attorney audit to help you discover where you are now, where you want to go and why you aren’t there yet in a matter of minutes).
- The number one thing that comes between every attorney and the next level of success they have their eye on. No matter how drastic the problem, we’ll show you how the solution is stunningly simple.
- The easiest way to maximize your income while working minimal hours.
- 11 Essential Systems to the Practice of your Dreams this year (…most attorneys only have one, maybe two in place. Find out where you are really missing the mark with your productivity and revenue, and learn how to create a more flexible, family-friendly schedule).

Register Here Now: www.aaepa.com/LawFirmBlueprint
Talula's Garden on Washington Square is a bijou of a botanical culinary respite, a verdant outdoor garden of gastronomical enjoyment. But this is wintertime, and as many “swallows” as you wish to envision, summer is not near. The dead of winter forces you inside. Enter without hesitation.

Spotlighted highest on the forward two-story wall near the ceiling is the semi-phrase “life and beauty….” Quite a diadem for a meal’s predestination. Wooden blonde tables and white leather banquettes surround the persimmon interior of the massive dining areas, festooned with gold-patterned drapes. Chair covers mimic the drapes’ motif. Dark thickly wooded ceilings and room-frames abound. Huge, magnificently gaudy chandeliers hung about and around in vainglorious demeanor.

Chefs have appeared and disappeared under the resplendent lighting as frequently as moths hounded by mothballs. Owner Aimee Olexy, in partnership with Steven Starr, has modernized the former Washington Square restaurant and introduced young, imaginative chefs to their environs. Executive chef Sean Mc-Paul is a garrulous proponent of precision and herbal harmonies.

You will neither smell nor encounter hardy any guns of garlic and/or butter under his command. Instead, he creates wondrous mouth-watering repasts with well-meaning holistic-intensive ingredients including (but not limited in any way to) charred fennel, cardamom, truffles, mustard greens, kale pesto, orange zest, chervil, mint and a plethora of purées. Nearby farms deliver the goods. There is, of course, Olexy’s persisting passion for supernumerary cheeses, at a specially provisioned “bar” reserved for them. Waitpersons have become professors of interpellations and explanations with regard to every curiosity-arousing curd.

Just for the color alone, you cannot disregard the “Beginning” Warm Beet Soup ($10). The heated broth is ruby red, effervescent in a shallow white bowl. The liquid covers a concoction melded of smoked sunburst trout, celery crisps, horseradish and fruity pears. The celery and pears appear to surface to grasp and gasp for breath, and seem to swirl in the tidal horseradish waves. Your tongue travels from Moscow to St. Petersburg within seconds as you fish with it, garnering the smokiness of the Volga’s trout. Brandy bitter-sweetness pervades every soup spoon’s richness. These beets make you groan as boisterously as a Bolshevik at a party-commune.

Nor should you avoid (due to price) the Nantucket Bay Scallops ($16) as a “Beginning.” Gorgeous nuggets of Nantucket’s nourishments are paraded amongst “Pasta alla Chitarra,” parsley, saffron and fennel-scented broth. The scallops glisten like pearls relaxing on a thick golden mattress of linguini; reminding you of your own liquidity. Hearty and thick with saffron, if you lift the bowlful to your ear, you can hear the ocean splashing below the Sankaty Lighthouse in ‘Sconset. Brilliantly bouncy on your palate, and succumbing to the languishing linguini’s lather, you melt as the scallops disappear down your throat.

Most flavorful in a deeply divine way, is Exotic Mushroom Pâté en Croute.
New Year Brings New Regulations from IRS

By Brian McLaughlin

With the turn of the calendar to 2013 the regulations are coming out of Washington fast and furious. As you can expect the more answers we get the more questions we have. The IRS has just proposed regulations on a variety of issues surrounding the employer penalty provisions under Health Care Reform. While the new rules leave a number of questions unanswered, they do provide greater clarity on how the penalty provisions will work and offer some transitional and administrative relief, as well as a few surprises. These proposed rules can be relied on until final guidance is issued and any more restrictive rules will only be applied prospectively.

Key highlights of the new guidance include:

Substantially All” Means 95 Percent: The requirement to offer some level of coverage (“minimum essential coverage”) to substantially all full-time employees and their dependents in order to avoid the “$2,000 times all full-time employees” penalty will require an offer of such coverage to at least 95 percent of all full-time employees and their dependents. Just for plan years beginning in 2014, transitional relief will allow an employer to limit the coverage offer to employee-only coverage, as long as it is taking steps during that plan year to expand the offer of coverage to dependents for future plan years.

Dependent Does Not Include Spouse: For purposes of the requirement to offer coverage to dependents as a condition of avoiding the penalty, the regulations define “dependent” as the employee’s children up to age 26, and not the spouse.

No Controlled Group Aggregation for Penalty Assessment: The regulations clarify that while commonly owned employers will be aggregated for purposes of determining whether they are subject to the penalty rules (the 50 full-time employee test), the actual penalty assessment will be done on an employer by employer basis, based on whether the individual employer provides the required coverage or not. The regulations provide a methodology for allocating to individual employees the “first 30 employee” reduction in the “$2,000 times all” penalty calculation.

Limited Transitional Relief for Non-calendar Year Plans: Because the penalty provisions go into effect on Jan. 1, 2014 and are not based on plan years, many fiscal year plans would be at risk as of Jan. 1, 2014, unless they made changes during or at the beginning of the 2013 plan year. The transitional relief under the new guidance generally covers fiscal year plans in place on Dec. 27, 2012. It offers relief with respect to (i) employees who would be eligible for coverage in 2014, based on eligibility rules in effect on Dec. 27, 2012; and (ii) employees not previously offered coverage but who will be offered coverage beginning in the 2014 plan year - but, for this latter group, only where the plan already covered at least 25 percent of full-time employees at some time between Oct. 31, 2012 and Dec. 27, 2012, or offered coverage to at least 33 1/3 percent of full-time employees during the most recent open enrollment before Dec. 27, 2012. The relief from penalty assessments beginning Jan. 1, 2014 will only apply if the affected employees are offered affordable minimum value coverage as of the plan year beginning in 2014.

Section 125 Will Allow Mid-Year Changes for Fiscal Year Plans: The guidance contemplates expansion of the section 125 change in status rules to allow employees in non-calendar year plans to change pre-tax elections in order to drop coverage under the plan to enroll in a state exchange or to join the employer plan to avoid the Individual Mandate penalty. Employers will have to amend their cafeteria plans if they wish to adopt these changes and the amendment must be made by Dec. 31, 2014, retroactive to the beginning of the 2013 plan year.

Additional 9.5 percent W-2 Safe Harbor Methodologies: The affordability safe harbor rules have been expanded to include a fail safe based on the Federal Poverty Level, a determination based on monthly rates of pay and adjustments for partial years of coverage.

Significant Clarification of the Rules for Determining Full-Time Employee Status: These include employee-friendly definitions of hours to be counted and standards for applying the measurement periods, special protections for teachers and certain other full-time workers that may not work a full calendar year and good faith reliance rules for seasonal worker scenarios.

Transitional Rules for 2013 Look Back: Employers intending to use a 12-month look-back period for determining full-time employee status will be allowed to use a shortened 2013 look back period of at least six months beginning no later than July 1, 2013 for determining 2014 eligibility. This relief is being offered in order to give employers sufficient time to assess the various options afforded them under the new guidance.

Special Rules for Multiemployer Plan Coverage: Transitional relief is being provided through 2014 to employers that contribute to multiemployer plans to cover situations where employer contributions are made on other than an hourly rate basis. Further clarification will be needed to determine the value of this relief for employers whose contributions are calculated solely based on hours.

The new rules are lengthy and complex. We will be providing more detailed analysis of certain provisions in future articles.

Brian McLaughlin (Brian McLaughlin@usiaffinity.com) is vice president of USI Affinity’s Benefit Solutions Group. For more information about insurance and benefit options for Philadelphia Bar members, visit http://www.mybarinsurance.com/philadelphia. For more than 75 years, the divisions of USI Affinity have developed, marketed and administered insurance and financial programs that offer affinity clients and their members unique advantages in coverage, price and service. As the endorsed broker of the Philadelphia Bar Association and more than 30 other state and local bar associations, and with more than 30,000 attorneys insured, USI Affinity has the experience and know how to navigate the marketplace and design the most comprehensive and innovative insurance and benefits packages to fit a firm’s individual needs.

ATTORNEY DISCIPLINARY / ETHICS MATTERS

STATEWIDE PENNSYLVANIA MATTERS
NO CHARGE FOR INITIAL CONSULTATION

Representation, consultation and expert testimony in disciplinary matters and matters involving ethical issues, bar admissions and the Rules of Professional Conduct

James C. Schwartzman, Esq.

- Former Chairman, Disciplinary Board of the Supreme Court of Pennsylvania
- Former Federal Prosecutor
- Former Chairman, Continuing Legal Education Board of the Supreme Court of Pennsylvania
- Vice Chair, Pennsylvania Interest on Lawyers Trust Account Board
- Selected by his peers as one of the top 100 Super Lawyers in Pennsylvania and the top 100 Super Lawyers in Philadelphia
- Named by his peers to Best Lawyers in America in the areas of legal malpractice and professional responsibility

1818 Market Street, 29th Floor, Philadelphia, PA 19103
(215) 751-2863

YLD Update

continued from page 9

are particularly interested in a substantive field of law, you can find out if there is a major convention dedicated to that field. This will enable you to meet other practicing attorneys in the practice area to build your reputation among them.

For me this really began the process of reshaping how I sought out my CLEs. A few years ago I determined that I wanted to be more involved in litigation, so I went so far as to pursue an LLM in trial advocacy and since then my practice has evolved to include more litigation.

The newer you are to the practice of law, the more you should try CLEs in different areas of law until you find your niche. But make no mistake, it is up to you to find that niche.

As attorneys, our primary value to clients is our knowledge of the law. And the law is continually changing. So if you aren’t continually learning and following these changes, you are a diminishing asset. Stay focused and keep learning.

The Philadelphia Bar Association offers numerous CLEs throughout the year, whether through the YLD or the individual sections. Pick out one or two seminars you’d like to attend and see if it makes a difference at the end of the year.

Anusha A. Mota (anusha@volpekoenig.com), an associate with Volpe and Koenig, P.C., is chair of the Young Lawyers Division.
Committee Leaders for 2013 Announced

ADVANCING CIVICS EDUCATION
Honorable John Milton Younge
Philadelphia Court of Common Pleas
Trial Division
485 City Hall
Philadelphia, PA 19107
(215) 686-7363
john.younge@courts.phila.gov

Jenimae Almquist
Messa & Associates, P.C.
123 S. 22nd St.
Philadelphia, PA 19103
(215) 568-3500
jalmquist@messalaw.com

APPELLATE COURTS
Kimberly A. Boyer-Cohen
Marshall, Dennehey, Warner, Coleman & Goggin, P.C.
2000 Market St., Suite 2300
Philadelphia, PA 19103
(215) 575-2707
kabo@mdwrg.com

CAR A. Solano
Schnader Harrison Segal & Lewis LLP
1600 Market St., Suite 3600
Philadelphia, PA 19103
(215) 751-2202
csolano@schnader.com

BENCH-BAR CONFERENCE
Maria Feeley, Co-Chair
Pepper Hamilton LLP
3000 Two Logan Square
18th & Arch Streets
Philadelphia, PA 19103
(215) 981-4129
feeleymj@pepperlaw.com

Julia Swain, Co-Chair
Fox Rothschild LLP
2000 Market St., 20th Floor
Philadelphia, PA 19103
(215) 299-2794
jswain@foxrothschild.com

John Encarnacion, Vice Chair
White and Williams LLP
One Liberty Place
1650 Market St., Suite 1100
Philadelphia, PA 19103
(215) 864-6354
encarnacionj@whiteandwilliams.com

Scott W. Reid, Vice Chair
Cozen O’Connor
1900 Market St.
Philadelphia, PA 19103
(215) 605-2152
st Reid@cozen.com

Mindee J. Reuben, Vice Chair
Weinstein Kitchenoff & Asher LLC
1845 Walnut Street, Suite 1100
Philadelphia, PA 19103
(215) 545-7200
reubenw@wka-law.com

Molly Peckman
Dechert LLP
2929 Arch St.
Philadelphia, PA 19104
(215) 994-2302
molly.peckman@dechert.com

Scott F. Cooper
Blank Rome LLP
One Logan Square
130 N. 18th St.
Philadelphia, PA 19103
(215) 569-5487
scott.cooper@blankrome.com

Megan N. Harper
Wilson, Elser, Moskowitz, Edelman & Dicker, LLP
Independence Square West
The Curtis Center, Suite 1130 East
Philadelphia, PA 19106
(215) 606-3593
megan.harper@wilsonelser.com

CHARTER & BYLAWS
Bruce A. Franzel
Owenberg & Franzel, P.C.
3800 Horizon Boulevard, Suite 101
Trevose, PA 19053
(215) 563-8400
bfranzel@comcast.net

Lisa Washington
Atlas Energy, L.P.
1845 Walnut St., Suite 1000
Philadelphia, PA 19103
(215) 717-3387
lwashington@atlasenergy.com

CIVIL GIDEON AND ACCESS TO JUSTICE TASK FORCE
Catherine C. Carr
Community Legal Services of Philadelphia
1424 Chestnut St.
Philadelphia, PA 19102
(215) 981-3712
ccarr@clsphila.org

Joseph A. Sullivan
Pepper Hamilton LLP
3000 Two Logan Square
18th and Arch Streets
Philadelphia, PA 19103
(215) 981-4304
sullivanja@pepperlaw.com

CITY POLICY
David L. Hyman
Kleinbard Bell & Brecker LLP
One Liberty Place, 46th Floor
1650 Market St.
Philadelphia, PA 19103
(215) 496-7224
dhyman@kleinbard.com

Denise J. Smyler
The Smyler Firm
109 S. 22nd St.
Philadelphia, PA 19103
(215) 568-6090
djsmyler@msn.com

CIVIL RIGHTS
May Mon Post
Deasey, Mahoney, Valenti & North, Ltd.
1601 Market St., Suite 3400
Philadelphia, PA 19103
(215) 587-9400
mpost@dmvnlaw.com

CORPORATE IN-HOUSE COUNSEL
Michael G. Balent
PNC Bank, N.A.
Legal Department
1600 Market St., 28th Floor
Philadelphia, PA 19103
(215) 585-5029
michael.balent@pnc.com

Sophia Lee
Sunoco, Inc.
1735 Market St., Suite I L
Philadelphia, PA 19103
(215) 977-3624
slee@sunocoinc.com

CIVIL RIGHTS
Lisa Washington
Atlas Energy, L.P.
1845 Walnut St., Suite 1000
Philadelphia, PA 19103
(215) 717-3387
lwashington@atlasenergy.com

DELIVERY OF LEGAL SERVICES
Karen C. Buck
Senior.LAW Center
100 S. Broad St., Suite 1810
Philadelphia, PA 19110
(215) 988-1244
kbuck@seniorlawcenter.org

Joseph A. Sullivan
Pepper Hamilton LLP
3000 Two Logan Square
18th and Arch Streets
Philadelphia, PA 19103
(215) 981-4304
sullivanja@pepperlaw.com

DIVERSITY IN THE PROFESSION
Kevin V. Mincey
Moody, Shields, Mincey & Fitzpatrick
1613 Spruce Street
Philadelphia, PA 19103
(215) 735-2400
kmincey@moodyshields.com

Hon. Norma L. Shapiro
United States District Court for the Eastern District of Pennsylvania
601 Market St.
Suit 10614
Philadelphia, PA 19106
(215) 597-9141
Chambers_of_Judge_Norma_L_Shaprio@paed.uscourts.gov

ELECTION PROCEDURES
Alexander B. Gicobetti
Law Offices of Alexander B. Gicobetti
Two Penn Center, Suite 1205
1500 John F. Kennedy Boulevard
Philadelphia, PA 19102
(215) 587-9400
mpost@dmvnlaw.com

Philadelphia Bar Reporter February 2013
philadelphiabar.org
Bar Leaders
continued from page 16

Philadelphia, PA 19102
(215) 563-6800
agiacobetti@abglaw.net

EMPLOYEE BENEFITS
Nancy L. Wasch
Archer & Greiner, P.C.
One Liberty Place, 32nd Floor
1650 Market St.
Philadelphia, PA 19103
(215) 246-3106
nwasch@archerlaw.com

Matthew I. Whitehorn
Dilworth Paxson LLP
1500 Market Street, Suite 3500E
Philadelphia, PA 19102
(215) 606-3906
mwhitehorn@dilworthlaw.com

Joshua Bachrach, Vice Chair
Wilson, Elser, Moskowitz, Edelman & Dicker LLP
Independence Square West
The Curtis Center, Suite 1130 East
Philadelphia, PA 19106
(215) 606-3906
jbachrach@wilsonelser.com

ENVIRONMENTAL AND ENERGY LAW COMMITTEE
Joanna A. Waldron, Vice Chair
Langsam, Stevens, Silver and Hollaender LLP
1616 Walnut St., Suite 1700
Philadelphia, PA 19103
215-732-3255
jwaldron@lssh-law.com

FEDERAL COURTS
Ann Thornton Field
Cozen O’Connor
1900 Market St.
Philadelphia, PA 19103
(215) 665-2752
afield@cozen.com

Danielle Banks, Vice Chair
Stradley Ronon Stevens & Young, LLP
2005 Market St., Suite 2600
Philadelphia, PA 19103
(215) 564-8116
dbanks@stradley.com

FEE DISPUTES
Arthur N. Brandolph
Schnader Harrison Segal & Lewis LLP
1600 Market St., Suite 3600
Philadelphia, PA 19103
(215) 751-2048
abrandolph@schnader.com

Linda F. Rosen
8470 Limekiln Pike #709
Wyndotte, PA 19095

John Encarnacion
White and Williams LLP
One Liberty Place
1650 Market St., Suite 1800
Philadelphia, PA 19103
(215) 864-6354
encarnacionj@whiteandwilliams.com

GOVERNMENT AND PUBLIC SERVICE LAWYERS
TBD

IMMIGRATION LAW
Wendy Castor Hess
Goldblum & Hess
101 Greenwood Ave., Suite 380
Jenkintown, PA 19046
(215) 885-3600
wendy@goldblumhess.com

INSURANCE PROGRAMS
Carl (Hank) Delacato, Jr.
Gibbons P.C.
1700 Two Logan Square
18th & Arch Streets
Philadelphia, PA 19103
(215) 446-6255
cdelacato@gibbonslaw.com

INTELLECTUAL PROPERTY
John J. O’Malley
Volpe and Koenig PC
United Plaza
30 S. 17th St.
Philadelphia, PA 19103
(215) 568-6400
jomalley@vklaw.com

Christina D. Frangiosa
Panthich Schwarz Belisario & Nadel LLP
One Commerce Square
2005 Market St., Suite 2200
Philadelphia, PA 19103
(215) 965-1320
cfrangiosa@panitchlaw.com

INTERNATIONAL LAW
Jeremy D. Heep
Pepper Hamilton LLP
3000 Two Logan Square
18th & Arch Streets
Philadelphia, PA 19103
(215) 981-4972
heepj@pepperlaw.com

J. Michael Considine Jr.
12 E. Barnard St., Suite 100
West Chester, PA 19382
(601) 431-3288
adventure7@gmail.com

Danielle Jounneau, Vice Chair
Buchanan Ingersoll & Rooney PC
Two Liberty Place
50 S. 16th St., Suite 3200
Philadelphia, PA 19102
(215) 665-4016
danielle.jounneau@bspc.com

JUSTICE SONIA SOTOMAYOR DIVERSITY AWARD
Tsivnen Law
Law & Zaskow, L.L.C.
One Penn Center, Suite 650
1617 John F. Kennedy Boulevard
Philadelphia, PA 19103
(215) 751-0500
tmlaw50@verizon.net

Heather J. Austin
Wilson, Elser, Moskowitz, Edelman & Dicker LLP
Independence Square West
The Curtis Center, Suite 1130 East
Philadelphia, PA 19106
(215) 606-3904
heather.austin@wilsonelser.com

LARGE FIRM MANAGEMENT
Benjamin R. Barnett
Dechert LLP
Cira Centre
2929 Arch St.
Philadelphia, PA 19104
(215) 994-2887
barnett@dechert.com

LAW FIRM PRO BONO
Kathy E. Ochrosch
Blank Rome LLP
One Logan Square
101 Greenwood Ave., Suite 380
Jenkintown, PA 19046
(215) 340-0480
danielle.jouenne@bipc.com

FEBRUARY 2013    PHILADELPHIA BAR REPORTER
Bar Leaders
continued from page 17

(215) 557-7112
jrayada@aol.com

Mary Vilter
Self-Determination Housing Project of Pennsylvania, Inc.
717 E. Lancaster Ave.
Downingtown, PA 19335
(601) 873-9595
maryv@sdhdp.org

Legislative Liaison
Wendy Beetlestone
Hangley Aronchick Segal Pudlin & Schiller
One Logan Square
18th and Cherry Streets, 27th Floor
Philadelphia, PA 19103
(215) 496-7033
wbeetlestone@hangley.com

Jeffrey M. Lindy
The Law Offices of Jeffrey M. Lindy
1800 John F. Kennedy Boulevard, Suite 1500
Philadelphia, PA 19103
(215) 575-0702
jlindy@lindylaw.com

LGBT Rights
Michael L. Viola
Philadelphia VIP
1500 Walnut St., Suite 400
Philadelphia, PA 19102
(215) 523-9554
mviola@philylvip.org

Rebecca G. Levin
Jerem & Palmer, P.C.
5401 Wissahickon Ave.
Philadelphia, PA 19144
(215) 843-6015
rlevin@iplaw.com

Membership Task Force
TBD

Mid-SIZE Law Firm Management
Manny D. Pokotilow
Caesar, Rivise, Bernstein, Cohen & Pokotilow, Ltd.
1635 Market St., 11th Floor
Philadelphia, PA 19103
(215) 567-2010, ext. 126
mpokotilow@crbcp.com
Co-Chair TBD

Military Affairs Committee
Daniel J. Geotite
Woodcock Washburn LLP
2929 Arch St.
Cira Centre, 12th Floor
Philadelphia, PA 19104
(215) 564-8974
dgeotite@woodcock.com

Jeffrey S. Moller
Blank Rome LLP
One Logan Square
130 N. 18th St.
Philadelphia, PA 19103
(215) 569-5792
moller@blankrome.com

Richard E. Coo
Drinker Biddle & Reath LLP
One Logan Square
Suite 2000
Philadelphia, PA 19103
(215) 988-3393
richard.coe@db.com

Joseph M. Kelleher
Drinker Biddle & Reath LLP
One Logan Square, Ste. 2000
Philadelphia, PA 19103
(215) 988-2863
Joseph.Kelleher@dbr.com

Municipal Court
Kenneth A. Murphy
Drinker Biddle & Reath LLP
One Logan Square, Suite 2000
Philadelphia, PA 19103
(215) 988-2837

kenneth.murphy@dbr.com

Pension
David F. Jones
Dechert LLP
Cira Centre
2929 Arch St.
Philadelphia, PA 19104
(215) 994-2822
david.jones@dechert.com

Jonathan A. Clark
Pepper Hamilton LLP
3000 Two Logan Square
18th & Arch Streets
Philadelphia, PA 19103
(215) 981-4836
clarkej@pepperlaw.com

Brian J. Dougherty, Vice Chair
Morgan, Lewis & Bockius LLP
1701 Market St.
Philadelphia, PA 19103
(215) 963-4812
bdougherty@morganlewis.com

PNC Achievement Award
TBD

Professional Guidance
Brian P. Flaherty
Cozen O’Connor
1900 Market St.
Philadelphia, PA 19103
(215) 665-4647
bflaherty@cozen.com

Professional Responsibility
Honorable Denis P. Cohen
Philadelphia Court of Common Pleas
Trial Division
538 City Hall
Philadelphia, PA 19107
(215) 686-7340
denis.cohen@courts.phila.gov

Stella M. Tsai
Archer & Greiner, P.C.
One Liberty Place
Philadelphia, PA 19106
(215) 279-9348
stsai@archerlaw.com

RAising the Bar
TBD

Senior Lawyers Professional and Public Service
Barbara R. Vetri
220 W. Rittenhouse Square, 24th Floor
Philadelphia, PA 19103
(215) 545-4151
barbaravetri@gmail.com

Allan H. Gordon, Vice Chair
Kobly, Gordon, Robin, Shone & Bezar
2000 Market St., 28th Floor
Philadelphia, PA 19103

(215) 851-9700
agordon@koblygordon.com

Social Security Disability
Jeffrey S. Lichtman
The Disability Law Office of Jeffrey S. Lichtman, LLC
1521 Locust St., 9th Floor
Philadelphia, PA 19102
(215) 731-1150
jeff@cantwork.net

Sanjuanita Gonzalez
Cohen, Fluhir, Gonzalez and Pinillos, P.C.
1608 Walnut St., Suite 1108
Philadelphia, PA 19103
(215) 854-0060
sgonzalez@cfg-law.com

Rebecca Vallas, Vice Chair
Community Legal Services of Philadelphia
1424 Chestnut St.
Philadelphia, PA 19102
(215) 981-3797
rvallas@clsphila.org

Solo Small Firm Management
TBD

Task Force on Equal Access to the Courts for Limited English-Proficient Persons
TBD

Women in the Profession
Regina M. Foley
Raynes McCarthy
1845 Walnut St., 20th Floor
Philadelphia, PA 19103
(215) 255-4438
rmfoley@raynesmccarty.com

Lauren P. McKenna
Fox Rothschild LLP
2000 Market St., 20th Floor
Philadelphia, PA 19103
(215) 299-2754
lmckenna@foxrothschild.com

Women’s Rights
Maria Feeley, Chair
Pepper Hamilton LLP
3000 Two Logan Square
18th & Arch Streets
Philadelphia, PA 19103
(215) 496-7033
mfeeley@pepperlaw.com

Teresa M. Rodriguez, Vice Chair
Haggerty, Goldberg, Schleifer & Kuper, PC.
1835 Market St., Suite 2700
Philadelphia, PA 19103
(267) 250-6660
trrodriquez@hgpklawyers.com

Philadelphia Bar Reporter February 2013 philadelphiabar.org
By Jackie B. Lessman

Financial Planning for Unmarried Couples

In this month’s interview, I sat down with Jacqueyn Boyer, J.D., L.L.M., senior wealth planner for PNC Wealth Management. Jaki spearheads a specialized practice group at PNC Wealth Management for unmarried couples. We discussed the financial challenges many of these couples face as well as possible solutions.

What are some of the biggest financial challenges an unmarried couple might face?

Unmarried couples, whether same-sex or opposite-sex, face potential hurdles when it comes to estate planning, big-ticket purchases, healthcare decision-making and more. That’s because unmarried couples, under federal and most state laws, are considered strangers. Often, unmarried couples confront these issues when an emergency happens such as when one of them is hospitalized for a serious illness or injury. That’s often when they realize that they’ve left many of these issues unresolved.

What are some things an unmarried couple should consider doing to prepare for the distribution of their wealth?

Unfortunately, unmarried partners can’t benefit from spousal exemptions and are unlikely to receive recognition during the probate process. One option is for both individuals to have wills that name their partner as a beneficiary. Alternatively, they could consider establishing revocable living trusts, which offer a defense against possible legal challenges brought by family members or others.

Do unmarried couples receive any of the same tax benefits as married partners?

There are many federal tax benefits for married spouses that are not available to unmarried partners. Even opening a joint checking account can present a tax challenge to an unmarried couple. If one partner contributes more than the other to their joint checking account, the couple risk unintentionally exceeding the annual gift tax exclusion on withdrawals that are not consistent with the contribution ratio per partner and could owe gift tax if they chose not to use their lifetime gift tax exclusion amount (currently $5.25 million for tax year 2013). At the very least, the couple should file an annual gift tax return for any qualifying gifts exceeding the annual gift tax exclusion. Likewise, placing both names on a home’s title could trigger that same gift tax issue as an unequally funded joint bank account. These and many other financial challenges can be addressed in a comprehensive wealth plan that should consider sophisticated tax strategies to help protect both partners.

How can an unmarried couple protect themselves when it comes to their investment or retirement accounts?

For unmarried couples, investment and retirement funds are legally separate and can be negatively affected by dissolution of the relationship or death. Couples may benefit from speaking to a family law attorney and a wealth planner about a cohabitation agreement that spells out expectations regarding each partner’s rights, benefits and obligations in relation to one another. When considering a wealth planner, the couple should consider looking for a professional with whom they feel comfortable discussing their financial goals, challenges and concerns. If they do nothing else, unmarried couples should consider making sure they have the core planning documents in place: wills, healthcare powers of attorney and financial powers of attorney.

What are some of the must-have planning documents for unmarried couples?

Unmarried couples should have most of the same core documents that married couples do in order to make sure that their wishes are carried out exactly as they intend. These documents include wills, financial and health care powers of attorney and living wills. In addition, these couples should consider hospital visitation directives as well as a directive for disposition of remains naming the unmarried partner as primary agent. If one of them becomes incapacitated, hospitals turn to the patient’s next of kin for critical decisions. Unless each person files a healthcare directive naming his or her partner as the decision maker, the patient’s relatives are not required to include the partner in these decisions. They should also list their partners as approved hospital visitors.

When was the last time A Case Fell in your lap?

We have thousands of case referrals in these areas of law:

- Bankruptcy & Debt
- Business related
- Corporate Law
- Criminal Law
- Divorce Related
- DUI/DWI
- Employment Related
- Family Planning
- Family Related
- Government/Municipal
- Immigration
- Insurance Related
- Intellectual Property
- Litigation Business
- Litigation/Other Business
- Malpractice
- Personal Injury
- Product Liability
- Real Estate
- Sexual Harassment
- Social Security
- Tax Related
- Traffic Related
- Torts
- Wills, Trusts & Probate
- Workers Compensation
- Wrongful Death

Legal Qwest

For more information, visit pnc.com/wealthmanagement

The material presented in this article is of a general nature and does not constitute the provision by PNC of investment, legal, tax or accounting advice to any person, or a recommendation to buy or sell any security or adopt any investment strategy. Opinions expressed herein are subject to change without notice. The information was obtained from sources deemed reliable. Such information is not guaranteed as to its accuracy. You should seek the advice of an investment professional to tailor a financial plan to your particular needs. For more information, please contact Jackie B. Lessman at 215-585-5831.

© 2013 The PNC Financial Services Group, Inc. All rights reserved.
The Bar Foundation engages a balanced investment portfolio that represents a part of the Foundation’s assets, which is monitored to ensure that the Foundation’s investments are to be invested wisely and constantly monitored. Again, the Bar Foundation is fund needs to be invested wisely and constantly monitored. As of year end, we distributed more than $49 million in grants to programs, policies, and public service organizations.

We welcome each of you to participate in this process, come to a Grants Committee meeting or a Board of Trustees meeting and listen to the amazing tales of success and need from the grantee organizations.

**Deborah R. Gross** (debbie@bernardlngtn.com), an attorney with the Law Offices of Bernard M. Gross, P.C., is president of the Philadelphia Bar Foundation.

**Sotomayor Diversity Nominees Sought**

Nominations are now being accepted for the Justice Sonia Sotomayor Diversity Award to be presented at the Association’s March 11 Quarterly Meeting and Luncheon.

This award is to publicly acknowledge, recognize and honor an individual or entity that has demonstrated a strong commitment, and has made a substantial contribution, to diversity and promoting full and equal participation and inclusion in the legal profession. Nominations for the award are accepted from any member of the Philadelphia Bar Association.

Previous recipients of the diversity award include Justice Sotomayor, the Liacouras Committee, former Chancellor Andre L. Dennis and Nolan Atkinson.

The award shall be granted to an attorney, jurist, law firm, law department, legal services organization or law school in Philadelphia, or an individual or entity that has made a substantial impact upon the Philadelphia legal community. Nominations should demonstrate a sustained and continuous contribution, or a single outstanding contribution, to diversity and full and equal participation and inclusion in the legal profession in furtherance of the Philadelphia Bar Association’s Statement of Diversity Principles. Nominations of individuals should be based upon their personal contributions to diversity, and nominations of entities should be based upon programmatic activity.

Nominations are due by 5 p.m., Friday, Feb. 8 and should be sent to Naomi K. McLaurin, Esq., Director of Diversity, Philadelphia Bar Association, 1101 Market St., 11th Floor, Philadelphia, PA.

Nomination materials can be downloaded by visiting philadelphiabar.org.

**Quarterly continued from page 1**

supports the UPS Board of Directors. McClure also leads UPS worldwide public affairs and government relations efforts advocating increased global trade, stronger business competitiveness and improved economic growth worldwide, among many other public policies.

A native of Kansas City, Kan., McClure received a bachelor’s degree in marketing and economics from Washington University in St. Louis, Mo., and a juris doctorate degree from Emory University School of Law in Atlanta. McClure began her legal career in private practice focusing on labor and employment-related civil litigation. Prior to joining UPS, McClure practiced with the Troutman Sanders law firm in Atlanta.

In addition to her corporate responsibilities, McClure is a member of various bar associations and serves on the board of trustees of the UPS Foundation, which distributed more than $49 million in grants in 2010. She is also a trustee of the Annie E. Casey Foundation, which grants funds to programs that improve outcomes for children at risk. McClure serves on the boards of the Leadership Council on Legal Diversity, the Atlanta Legal Aid Society, and the Emory University Board of Trustees.

Tickets for the Quarterly Meeting and Luncheon are $55 for Bar members and can be purchased at philadelphiabar.org.
Feasts to Famine
continued from page 14
($14). It is accompanied by Speck, forcefully flavored smoked bacon, a fried chicken wing, a balsamic sunny-side-up quail egg and (believe it or not) extra pickled mushrooms and shaved salsify, your eyes gleam as if_l_to advise that “scrumptious” is too weak a definition.

The “Mains” are less adventurous, but just as detailed with spices in design. The “Wine Braised Beef Brisker” ($29), for instance, is mahogany darkened from baking overnight, collateralized by mounds of whipped turnips, glazed large carrots and salisfied (oyster-flavored roots). The meal is drowning in “jus” that is described as “Autumn Spiced.” The turnips are faintly buttery (an exception to the rule here), and when scooped into the Autumnal sauce with the salisfy, your eyes gleam as flavors of land and sea entwine. Carrots then continuously gratify. The meat itself is as tender as a judge’s tush after a three-hour closing argument. This is not a brisket you need to worry about “cutting across the grain.” It fairly squeals when prodded by your knife, and spreads open with a juicy welcome.

Farro Risotto ($26) is ordinally succulent, each riso engorged with bits of velvetized roasted acorn and honeycup squash, small flags of wilted escarole, baked salted walnuts and kale pesto in a black-olive-caramel vinaigrette. One needs hardly to say more, except to advise that “scrumptious” is too weak a word for a dollip’s definition.

Please note that wine is served with a caress from a jorum decanter into your wine glass, a stroke of extra elegance, displayed by a wait staff of eagerly helpful, unobtrusive and clearly dedicated young men and women.

Please order cheeses for dessert, and surprise yourself with a simultaneous side dish of Roasted Mushrooms Galore ($8). You will not fault me.

SUMMA SEDES CIPIT DUOS

Sherry D. Bockol (sbockol@msn.com), a sole practitioner, is an advisory editor of the Philadelphia Bar Reporter. Read his reviews online at bockol.com.
George R. Burrell, a partner with Kleinbard Bell & Brecker LLP, received the Honorable William F. Hall Award at The Barristers’ Association of Philadelphia’s Annual Memorial Breakfast on Jan. 21.

Bridget Dorfman, an associate with Manleo, Gold, Katcher & Fox, LLP, discussed green and sustainable careers with high school students participating in the YMCA’s Black Achievers Program on Jan. 5 at Drexel University’s LeBow Engineering Center for Automation Technology.

David L. Hyman, managing partner of Kleinbard Bell & Brecker LLP, received Operation Understanding’s George M. Ross Award for Distinguished Leadership and Service on Jan. 10.

Leonard A. Busby, a partner with Montgomery, McCracken, Walker & Rhoads LLP, was a faculty member and speaker for the recent Pennsylvania Bar Institute seminar “Confessions of Judgment and Deficiency Judgments in Pennsylvania.”

Robert Lapowsky, a shareholder with Stevens & Lee, has been named a Fellow of the American College of Bankruptcy.

David N. Hofstein, president of Hofstein Weiner & Meyer, P.C., has been elected president of the Pennsylvania Chapter of the American Academy of Matrimonial Lawyers. He also has been appointed national chair of the Continuing Legal Education Committee for the American Academy of Matrimonial Lawyers.

Dr. Martin Luther King Jr. Annual Memorial Breakfast on Jan. 21.

Winfred M. Branton, an attorney with Land Air Water Legal Solutions LLC, has been elected vice president of the Board of Directors of the Pennsylvania Resources Council.

Melissa Chandy, a senior associate with Pond Lehocky, has resumed her role as a contributing writer for the Pennsylvania Association for Justice’s publication PAJ News.

Douglas J. Bucklin, Ph.D., an associate with Volpe and Kernig, P.C., presented “Intellectual Property and Science” to students at St. Joseph’s University on Dec. 6. The program was hosted by St. Joseph’s University Molloy Chemical Society.

Marc S. Raspani, a partner with Pietragallo Gordon Alfano Bosick & Raspani, LLP, was a presenter at PACDL’s 2012 White Collar Practice seminar on Nov. 9 at the Ritz-Carlton Philadelphia.

Merritt A. Cole, a partner with White and Williams LLP, has been appointed to serve on the Planning Committee for the American Bar Association’s 2013 Business Bar Leaders Conference.

Irwin W. Aronson, a partner with Willig, Williams & Davidson, has been appointed to the Pennsylvania Interest on Lawyers Trust Account Board by the Supreme Court of Pennsylvania.

Matthew H. Haweystick, a shareholder of Conrad O’Brien PC, will serve as co-chair of the American Bar Association’s Criminal Justice Section of the White Collar Crime Committee, Public Corruption and Extortion Sub Committee.

People

NEW WAYS TO CONNECT TO US!

Winfred M. Branton, an attorney with Land Air Water Legal Solutions LLC, has been elected vice president of the Board of Directors of the Pennsylvania Resources Council.

Melissa Chandy, a senior associate with Pond Lehocky, has resumed her role as a contributing writer for the Pennsylvania Association for Justice’s publication PAJ News.

Douglas J. Bucklin, Ph.D., an associate with Volpe and Kernig, P.C., presented “Intellectual Property and Science” to students at St. Joseph’s University on Dec. 6. The program was hosted by St. Joseph’s University Molloy Chemical Society.

Marc S. Raspani, a partner with Pietragallo Gordon Alfano Bosick & Raspani, LLP, was a presenter at PACDL’s 2012 White Collar Practice seminar on Nov. 9 at the Ritz-Carlton Philadelphia.

Merritt A. Cole, a partner with White and Williams LLP, has been appointed to serve on the Planning Committee for the American Bar Association’s 2013 Business Bar Leaders Conference.

Irwin W. Aronson, a partner with Willig, Williams & Davidson, has been appointed to the Pennsylvania Interest on Lawyers Trust Account Board by the Supreme Court of Pennsylvania.

Matthew H. Haweystick, a shareholder of Conrad O’Brien PC, will serve as co-chair of the American Bar Association’s Criminal Justice Section of the White Collar Crime Committee, Public Corruption and Extortion Sub Committee.
This trusted resource has been the #1 choice for attorneys, legal staff and businesses for over a century and is available in three formats: print, online and mobile, to use when you’re “on-the-go.”

The 2013 Legal Directory has over 17,000 attorney listings and 1,600 law firm listings. It is conveniently indexed so you can effortlessly find what you’re looking for in the Philadelphia, Montgomery, Delaware, Chester & Bucks County areas. Each listing is complete with name, full address, phone, fax and email.

Print & online bundle: Retail $79.95

Sections include:
- Alphabetical listings of attorneys and law firms
- Index of attorneys/law firms by city/county, as well as index of attorneys by area of concentration
- Corporate Counsel listing
- Judges Index
- Federal, Pennsylvania and County Government Listings
- Associations, Organizations and Law Schools
- Philadelphia Bar Association
- Key Contacts
- Products, Services and Experts

Order Your Copy Today!

Visit www.lawcatalog.com/id
Call 215-557-2453
Mail the attached coupon
Scan the QR code with your Smartphone

 YES! Please send me the 2013 Legal Directory today!

Payment Method: Charge my: □ VISA □ MC □ AMEX □ Bill me later

Name: Company/Firm
Card #: Exp.: Signature
Address: City, State, Zip
Phone: Fax
E-mail*: (required to confirm order)

*By providing your email address, you agree to receive information and special offers from The Legal Intelligencer and/or other divisions of ALM. Your order will be automatically renewed unless specified otherwise. If you are not completely satisfied after 30 days, simply return your product for a full refund excluding shipping & handling. See all of TLI book products at www.lawcatalog.com/pa.
Philadelphia’s Employment Lawyers

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

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

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

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