Hundreds Welcome Chancellor Dandridge

Ari Melber, a lawyer and co-host of MSNBC’s “The Cycle,” will be the keynote speaker at the Philadelphia Bar Association’s Tuesday, March 10 Quarterly Meeting and Luncheon.

Ari Melber is March 10 Speaker

Melber also writes about law and politics for MSNBC.com and other publications. Melber anchors and writes an MSNBC series on inequities in the criminal justice system, “Presumed Guilty,” and he is a guest host for MSNBC shows such as “The Last Word with Lawrence O’Donnell,” “The Rachel Maddow Show” and “All In with Chris Hayes.”

Melber also is a correspondent for The Nation magazine, the oldest political weekly in America, a contributor to Reuters, and his writing has been published by many major media outlets.

Also at the event, the Association will present the Justice Sonia Sotomayor Diversity Award. 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.

Immediate-Past Chancellor William P. Fedullo will be honored at the event. He will be presented with a gold box, a 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.”

Additionally, The Justinian Society and the Louis D. Brandeis Law Society Foundation will present the Lifetime Achievement Award in Memory of Marvin P. Fedullo.

P. Fedullo continued on page 10

In Our Community

Committee Chairs

Renew Membership

Supreme Court

In This Issue

LawPay Credit Card Processing

Philadelphia Bar Association
Annual Gold Sponsor

Congratulations and good luck to our own
MARIA E. BERMUDEZ, ESQ.
on a successful and productive year as Chair of the Young Lawyers Division of the Philadelphia Bar Association.
YOU CAN’T COMPETE TODAY

WITH TECHNOLOGY FROM YESTERDAY.

Just as old ideas don’t fly for small businesses, neither does old technology. That’s why Comcast Business is built for business, offering the high-performance connectivity small businesses need to flourish.

- Up to 5x faster than DSL.
- Backed by 24/7/365 service.
- A single-source provider for all your voice and data services.

COMCAST BUSINESS
BUILT FOR BUSINESS®

COMCASTBUSINESS.COM
800-501-6000
Time to Do Something

LAST MONTH, I ASKED YOU TO GIVE MORE OF YOUR LEAST EXPENSIVE YET MOST PRECIOUS COMMODITY, YOUR TIME. THROUGHOUT THE past month, I have spent time with many leaders of this Association, so hopefully you have heard my clarion call to “do something” as it relates to better helping our community-at-large.

The call is not an edict from on high, but rather a clear message that we as members of the Association and legal community, given our education and resources, simply must do more to give back to our community, which so desperately needs our support right now.

Following up on my column from last month, I want to share a bit with you about our recent Bar Leaders Retreat. I had the pleasure of spending two days with members of the Board of Governors as well as Section and Committee representatives to discuss and pave our path toward achieving this year’s initiatives.

Each day had a unique topic, the first focusing on community needs. The leaders of several community organizations participated on a panel where they shared their missions and discussed specific needs in our community and how lawyers can do more to help. Each of those panelists was asked to contribute to our new community column, so you too will be hearing from them directly.

Additionally, all of the Section representatives came prepared with potential community projects for their respective members. The intention was for the ideas to be organically germinated, as this is a team effort. Projects ranged from feeding the homeless to supporting schools to knitting projects and much more.

Through breakout sessions, all participants were able to contribute to the suggested project ideas and help develop achievable plans and goals.

The second day was focused on diversity and inclusion, which I will write more about in future columns. Thanks to Susan Letterman White and Werten Bellamy for their work in facilitating the Retreat and thanks to everyone who participated. The enthusiasm was remarkable and I cannot wait to watch these plans come to fruition.

With that being said, each Section is creating or expanding a community outreach subcommittee and is appointing leaders who will help carry the torch from the Retreat to the Section’s membership to community members in need. I strongly encourage our members not to limit themselves to supporting just the Section(s) that they are a part of.

Have your watches handy, because if you see me in a meeting or in passing and ask me, “What time is it?” please note my response is going to be, “Time to do something!”

If you are interested in learning more about our “Boots on the Ground Community Initiative,” please contact your Section chair(s) or Meredith Avakian-Hardaway at the Philadelphia Bar Association at 215-238-6342 or mza@philabar.org.

By Albert S. Dandridge III

The Philadelphia Bar Association (ISSN 1098-5320) is published monthly and available by subscription for $45 per year by the Philadelphia Bar Association, 1101 Market St., 11th floor, Philadelphia, PA 19107-2955. Periodicals postage paid at Philadelphia, PA POSTMASTER: Send address changes to Philadelphia Bar Reporter, 1101 Market St., 11th floor, Philadelphia, PA 19107-2955. Telephone: (215) 238-6300. Association Web site: philadelphiabar.org. Newspaper e-mail address: reporter@philabar.org. The editorial and other views expressed in the Philadelphia Bar Reporter are not necessarily those of the Association, its officers or its members. Advertising rates and information are available from Dan Chaplin at American Lawyer Media, 1617 JFK Boulevard, Philadelphia, PA, 19103. Telephone: (215) 557-2359 or e-mail dchapl@alm.com. Page 1 picture photo by Edward Savaria, Jr./PCVB
Working to Bring Women into Power Positions

Women comprise only 15 percent of equity partners in law firms — and fewer than 2 percent are women of color — according to the American Bar Association. Why it matters and how law firms can change this trend was the focus of a recent program of the Large Firm Management Committee and Women in Law Firms Initiatives.

Panelists Julia D. Corelli of Pepper Hamilton, LLP; Judy L. Leone of Dechert LLP; Caitlin Piccarello Strauss of Hamilton, LLP; Judy L. Leone of Buchanan Ingersoll & Rooney PC discussed which law firm initiatives seem to be working and where additional work and effort are necessary to ensure female attorneys develop confidence and “grit” to achieve power positions. The program was moderated by former Chancellor Kathleen D. Wilkinson.

One thing that works is when firms provide their female associates with a venue for accessing strong female role models. Corelli and Leone explained that by having an affinity group, such as a women’s initiative comprised of associates and partners, firms provide an internal support system for their women associates. This way they can see successful women within their firms and envision themselves as successful attorneys in the future.

Another option is to focus on training young associates from the beginning. By having programs where partners teach associates how to develop skillsets, position themselves for retention, or to develop business, associates are more likely to gain the confidence they need to prevail in the profession.

When it comes to compensation, a law firm’s women’s initiative can play a big role in bridging the gender gap. The panel emphasized how important it is to have female representation on the highest level to watch for gender bias. Women’s initiatives help female associates develop perseverance through early intervention. One way is through sharing experiences — describing how you made it through a tough situation may help a young associate get through a similar situation. Also, assist associates during self-evaluations by making sure they are not underselling themselves.

One way to start an initiative is to partner with your firm’s diversity committee. Another is to start from scratch with a welcome event. Long and Strauss offered a few examples of their initiatives, which included events hosted at the ballet, Barnes Foundation and Philadelphia Flower Show.

Law firms cannot hold themselves out as being diverse if their gender gaps are significant. Clients expect women to fill more prominent roles in their cases — and as being diverse if their gender gaps are significant. Clients expect women to fill more prominent roles in their cases — and firms need to work with their female associates to make that happen. The panelists also advised attendees to watch Amy Cuddy’s TED talk on power postures and “fake it till you become it.”

By Lauren A. Strebel
Renew Your Phila. Bar Association Membership

As a member of the Philadelphia Bar Association – the oldest association of lawyers in the United States – you’ll connect with colleagues and members of the judiciary, grow your practice and thrive in your profession.

Advantages of Philadelphia Bar Association membership include:

- **Potential Referral Sources.** Network with attorneys in more than 50 practice areas at hundreds of annual events that fit any schedule. Attend daily Section or Committee breakfast or lunch programs, panel presentations, evening receptions and special events and meet other lawyers who can help open the door to business development opportunities.

- **A “Voice” in Strengthening Your Profession.** Help enhance your area of practice by participating in meetings with government and administrative agency officials, key court personnel and elected officials to discuss proposed changes in the law or rules of practice. Work side-by-side with judges on critical issues to improve the administration of justice.

- **Leadership Opportunities.** Join the leadership ranks of our Section executive committees, chair one of more than 100 standing Committees, lead a community service project or charitable event, or run for elected office as a line officer.

- **Byline Opportunities.** Enhance your marketing plan by having your articles or commentary published in The Philadelphia Lawyer magazine or the Philadelphia Bar Reporter newspaper, reaching 13,000 lawyers each month.

- **Community Service Opportunities.** Whether you are interested in giving your time, talent or treasure, there are many ways for you to serve our community. From supporting charitable organizations to leading volunteer events, there are a plethora of opportunities for you to take advantage of.

Additional benefits include: Insurance brokerage services through USI Affinity; discounts on hundreds of Association events, and CLE courses offered through PBI; award-winning print and digital publications; a legislative program to champion your interests to lawmakers in City Hall, Harrisburg and Washington; professional guidance on ethics issues; fee dispute services; access to the Office of Diversity, which serves as a resource for local affinity bar associations, law firms, corporate law departments and law schools; Bar Classifieds and Lawyer Profiles; list serve access; discounted tickets to cultural institutions; and much more.

We remain committed to supporting public interest organizations through our charitable arm, the Philadelphia Bar Foundation. Your annual dues statement suggests an additional contribution to be made to the Foundation.

Our reputation and emphasis on professional and community service for 213 years is based on our commitment to excellence. It is through this Association that we uphold the time-honored tradition and proud reputation of the “Philadelphia Lawyer.” Renew your membership by March 31 and save $15. Contact Member Services Manager Andrea Morris, at 215-238-6313 for more information.

Author’s Organic Approach to Law Concentrates on Relationships, Happiness

**By Luke W. Sampson**

No matter the income, today’s practice of law carries a notoriety that is far from the noontime martinis and Bentley-driven glamour portrayed on television. For many attorneys, the typical day begins and ends with a text, tweet or email, staring at one screen or another, carrying the weight of their clients’ problems or fending off an opposing counsel whose style of advocacy oozes with toxicity. But for Miami attorney Brian L. Tannebaum, who built his practice 20 years ago from what he calls “an organic approach,” the practice of law has been not only successful, but fulfilling.

In contrast to his own experience, Tannebaum has become greatly disturbed by what is commonly stated as “necessary” for a happy, successful practice of law. So he wrote “The Practice: Brutal Truths About Lawyers and Lawyering.” Tannebaum flew to Philadelphia recently to discuss the message of his book at a Young Lawyers Division program.

Tannebaum senses a misplaced reliance on technology and volume-based clientele as essential to the practice of law. “Technology and the desire to get more and more is causing us to just go crazy; we’re constantly trying to push this ball up the mountain,” explaining how many lawyers end up saying “This isn’t what I wanted to do. I didn’t go to law school to pay bills and die.”

“When I started 20 years ago, professionalism was different, we didn’t expect responses in 10 minutes; we didn’t send emails at 4:30 p.m. demanding discovery and at 9:30 a.m. email the lawyer saying ‘why haven’t I heard from you!’ Actually, we didn’t use email. Everything was faxed. There was no texting – it just didn’t exist.” While he is far from “anti-tech,” Tannebaum explained, “I haven’t updated my website in 10 years; perhaps it is really affecting my practice, but I can’t tell. I built my practice by meeting people.”

Rather than focusing on the Internet, Tannebaum urges an “organic” approach to building one’s practice – relationships. “Few people talk about referral sources … getting out there and meeting people, thanking people who do things for you,” he said.

Acknowledging the variety of ways to build a profitable law practice, Tannebaum sees the “race for more clients” as a slippery slope. In his experience, Tannebaum saw that the “quality” of clients was paramount in his practice – not quantity. “Being successful in the practice of law [hasn’t been] getting cases, it’s declining them. Do you really want more and more clients? Maybe you want quality. This notion is not frequently discussed today.” Admittedly a luxury, Tannebaum maintains that the key is “knowing that you’re really in control of what the practice is all about; making money, being happy, remembering why you went into this to begin with. So many of us are on a treadmill, it’s time to stop and think about what the end game is here and whether we’re really happy doing what we’re doing.”

In conclusion, Tannebaum maintained that relationships are, and continue to be, the cornerstone of his success – not just with current or potential clients, but colleagues. “Don’t forget the opposing counsel you mess with today, may some day later be responsible for something having to do with you. And yes, he will absolutely remember.”

Luke W. Sampson (LSampson@RBSouthern.com) is an associate with Boussnick & Associates, LLC.
Tel Aviv Law School Dean Explains Israeli Law

By Nicole Gerson

Unlike the American court system, there is only one court system in Israel, under the auspices of the Supreme Court, Ron Harris, Tel Aviv University Law School dean and professor explained at a recent program hosted by the Philadelphia Bar Association and the Louis D. Brandeis Law Society.

Dean Harris discussed judicial review, judicial selection, corporate law comparison and Tel Aviv University. He said Israeli law is based upon British law and there is no written constitution. In 1992, the Israeli parliament (Knesset) passed the Basic Law: Human Dignity and Liberty. This began the constitutional revolution, giving the Supreme Court the right to overturn any law that contradicted the Basic Law. Just three years later, in 1995, the Supreme Court overturned Israeli law, in Bank Mizrahi v. The Minister of Finance, which Dean Harris compared to Marbury v. Madison. The Israeli Supreme Court has overturned the legislature at least a dozen times. The Supreme Court uses a proportionality test to determine if a law violates the Basic Law. In other words, the law must be proportionate to the need, so that is does not over-violate a person’s rights. Professor Dean compared this to the strict scrutiny test.

Most recently, the Israeli Supreme Court struck down laws permitting first a three-year detention, then a one-year detention, of Africans who came to Israel illegally. The purpose of the law was to give Israel time to determine if the Africans were seeking asylum (refugee status) or were migrant workers. The last case was decided by looking at other relevant countries’ detention policies, and the court implied that a six-month detention would be permissible.

Dean Harris said a nine-member committee selects judges. The committee is made up of the minister of justice, another minister, the president justice of the Supreme Court, two other Supreme Court justices, two Knesset members (usually one from the coalition party, and one from the opposition party), and two attorneys. A majority appoints most judges, but a super-majority of seven must appoint Supreme Court justices. The president justice is determined by seniority, based upon the number of years on the Supreme Court. Mandatory retirement age is 70. There is currently only one Israeli-Arab on the Supreme Court. Other Israeli-Arabs serve as judges and on the selection committee.

The process has changed from being one of only professional considerations to one that also includes political considerations. Frequently, judges are appointed in blocks to satisfy different constituencies. In addition, membership to the committee is highly sought after by politicians, justices and lawyers, since the committee determines the high court, and the high court has the power to strike down laws.

The dean said if a company is incorporated in Israel, or is only listed on the stock exchange in Israel, then obviously, Israeli law is applied. However, many Israeli companies have dual listings in NASDAQ or the NYSE, as well as the Tel Aviv Stock Exchange. In addition, many Israeli companies are incorporating in Delaware. The state actively seeks Israeli companies to incorporate in Delaware to provide them both access to the American stock exchange and the advantage of Delaware’s corporate laws.

Recently, TEVA Pharmaceuticals tried to use a loophole in both American and Israeli law to stop disclosing executive compensation. Both the U.S. and Israel require the disclosure of executive compensation, but loopholes exist for foreign companies. Two Tel Aviv University Law professors challenged TEVA with a class action suit. The suit was settled, and TEVA agreed to disclose executive compensation. In addition, Israel’s law in that regard was amended to close such loopholes in the future.

Dean Harris said Tel Aviv University has nine faculties – medicine, life sciences, arts, humanities, law, social sciences, exact sciences and engineering. There are 125 departments and 130 research institutes. The university has about 30,000 students, and the law school has about 1,500 students. Law school in Israel is not a three-year program like in the U.S. – it includes undergraduate and graduate...
Resolving Conflicts Outside the Court System

By Eric Rosenfeld

Good Shepherd Mediation Program (GSMP) is Philadelphia’s only community mediation center. GSMP was founded more than 30 years ago with a mind toward resolving conflicts outside of the court system. Under the leadership of Executive Director Cheryl Cutrona, GSMP attracts dozens of attorney volunteer mediators for the hundreds of conflicts it mediates annually. Most of us think of pro bono work as free court appearances or brief writing rather than mediation. I urge you to contribute to our legal community by becoming a volunteer mediator with GSMP.

After completing mediation training and apprenticing through GSMP, volunteer mediators assist on all aspects of a case: intake, mediation and follow-up. Since 2012, I have served as a volunteer mediator, mediating or co-mediating custody disputes at Philadelphia Family Court, and divorce disputes and victim-offender conferences at GSMP. I am proud to be involved in a program that boasts a voluntary mediation success rate of more than 90 percent in some categories.

One case I co-mediated involved a couple divorcing after 10 years of marriage. Divorce is hard enough without factoring in the emotional and financial costs of the process. Mediation seeks to minimize the tolls in both categories. This couple had two children. They owned a house that was under water. There were no complicated or valuable assets to consider. But it was difficult on both parties. During the first session, they expressed a lot of hurt and frustration. At several points, one spouse was ready to walk out. We reminded them that mediation is voluntary and that stopping is an acceptable decision. We reiterated that our role as mediators is to give a voice in the outcome of their matter by avoiding the need for a third-party decision that may not satisfy either party.

Ultimately, the parties decided to return for two additional sessions. One sticking point was who would get the original family pictures. It became clear that most of these “originals” were prints of digital files. It would be easy enough to print more “originals” but the prints represented more than mere paper. What helped resolve this impasse was that the upset party was able to explain this feeling to the other party. It did not change what ultimately happened (both parties obtained digital copies of the pictures), nevertheless, mediation provided a forum to cathartically clarify the issue blocking the agreement on this and related issues. Similar examples reminded me that mediators must encourage parties to arrive at decisions by whatever methods move them toward resolution.

One enduring aspect of this mediation is that it was concluded over two to three sessions. The parties were required to collect data and complete other “homework” in between sessions. This reduced unnecessary face-to-face time during what can no doubt become vexing encounters. At the end of the process, the parties achieved an agreement they designed and implemented on their own. Neither felt that someone had decided for him or her. Self determination is the heart of mediation, and something that mediators must understand: mediation presumes that parties are capable of representing their own interests. GSMP’s training program taught me how to assess the suitability of mediation for prospective parties to ensure that mediation is appropriate. Extensive domestic violence screening is completed in caucus prior to the beginning of custody and divorce mediation.

Mediation and courtroom-based legal advocacy share some common traits. But what separates mediation is that the process rises to the fore. Parties are elevated to the status of decision-makers. With this agency comes power. As mediators, we must support and facilitate the parties’ choices, allowing them to enact a resolution based upon their terms.

For more information about Good Shepherd Mediation Program, call 215-843-5413 or visit phillymediators.org.

Eric Rosenfeld (ericrosenfeld@gmail.com) is an attorney at The Welcoming Center for New Pennsylvanians.
The value of building professional relationships is something every attorney, especially every young attorney, should be acutely aware of. Yet, many attorneys, particularly those who are young, are neither knowledgeable about nor motivated to invest in long-term professional relationships. Is it because they don’t know how? Perhaps young attorneys are overwhelmed with the pressure of billable hours or their workloads, which is understandably time consuming based on the learning curve. Or maybe they don’t see the benefits?

Having just returned from the Bar Leaders Retreat, I thought it especially important to discuss this issue as we start a new year. During the Retreat, it was made very clear that Chancellor Al Dandridge, the Bar Cabinet, and Board of Governors, including Section and Committee chairs, have a vested interest in Philadelphia’s young lawyers and want to support us in our professional endeavors. After all, we are Philadelphia’s future, right?

For some attorneys, networking comes naturally. They can show up, make casual but intentional conversation and exchange business cards. For other attorneys, it is not as easy. There is social anxiety, feelings of intimidation and fear of rejection. I am here to tell you that the Philadelphia Bar Association has a place for everyone, and the Bar is committed to fostering the development of young attorneys.

Here are some practical tips from senior attorneys, along with some observations that I have witnessed to be effective in building sustainable, professional relationships:

• **Show up.** In order to “network-it” you have to be present. This means going to events regularly. Folks may not remember your face or practice area the first or second time they meet you, but eventually they will.

• **Follow up.** It is not enough to just show up at an event, make casual conversation and exchange cards. You need to follow up afterwards. Send a letter, card or email confirming the meeting and schedule lunch, coffee or a cocktail to further discuss where you are in your career and how you can potentially help one another. There are many articles and books dedicated to this concept, including “Never Eat Alone” by Keith Ferrazzi.

• **Use Your Built-In Network.** Many of us young attorneys who work for firms or organizations and have supervising attorneys/partners. It is in your firm’s interest for you to grow professionally and your partners will help you. Ask to join when they are going to professional association meetings or even when they are entertaining clients. Even if they turn you down, which is highly unlikely, they will know you are serious about your professional growth.

This is just the start. Building and maintaining professional relationships is not an art or skill. It is an intentional action. It is an investment in yourself and one that every young lawyer should take seriously. There are many reasons why developing professional relationships is so important. It is no secret in Pennsylvania that attorneys develop referral relationships with other attorneys with a potential economic advantage. More importantly, when you are referring work within your network, you are offering an important service to your client. You are referring them to someone outside your practice area that you know will take care of them. Establishing a referral base can take years, but if you do it right, there is no question that you can build a strong business and positive reputation.

There is also a very practical advantage. As young lawyers, we may be intelligent, but we lack experience. It is such a confidence boost to be able to pick up the phone and bounce ideas off someone more experienced. Even better, can you imagine the feeling when you learn your opposing counsel is someone you volunteered with last month to serve dinner to those in need? These are real, tangible examples of the benefits of building professional relationships and Bar involvement.

Networking and building professional relationships are valuable investments, often time consuming and financially burdensome. But, it’s worth it! Meeting and communicating with others will help you to grow professionally, build sustainable relationships and develop a true sense of purpose in your career. I recently had a conversation with a colleague about my Bar involvement, and she thought it was great, but a huge sacrifice. This was my response: “I can see how it looks that way, but these are my friends. I like to spend time with them, I learn a lot from them and we love to volunteer together. It’s not work for me.” I want that for every young lawyer in Philadelphia.

Maria E. Bermudez (mbermudez@paulwokkinjury.com), an associate with Martin LLC, is chair of the Young Lawyers Division.

**YLD Update**

**Building Professional Network Worth the Time**

*By Maria E. Bermudez*

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

By Steven E. Bizar

The month of February is unlikely to be named as anyone’s favorite month of the year, especially here in Philadelphia. It is typically one of the snowiest and coldest months, and is far removed from the figurative warmth of the holiday season and the literal warmth of spring. Maybe that is why it is also the month in which charitable giving is at its lowest ebb. According to the most recent annual statistics from the Blackbaud Idea Lab, only about 6 percent of U.S. charitable giving in 2013 happened in February. Comparatively, December 2013 saw nearly three times that amount donated to various charities.

Between the endless talk about the “season of giving” and the tax implications of donating before the end of the calendar year, these numbers make a certain amount of logical sense. But I’d contend that there are a number of more compelling reasons to donate to the Philadelphia Bar Foundation cause during the month of February. That is why I am calling on Philadelphia Bar supporters to make this month one of the Bar Foundation’s most successful in 2015. Here are some of the reasons I believe we should all consider donating now.

First, ensuring access to justice to those living in poverty and facing injustice is something that requires consistent financial support. The lack of access is a national crisis that will require years of effort to solve, not once-a-year donations. To put the local problem in perspective, Pennsylvania has less than 1.5 civil legal aid attorneys available for every 10,000 people in poverty. Even with year-round support, that is a significant deficit and one of which we should remain cognizant.

Second, as evidenced by the statistics, February is the time when donations are most necessary. For many nonprofit and pro bono organizations, cash flow is an ongoing challenge. According to the Nonprofit Finance Fund’s 2014 State of the Nonprofit Sector Survey, more than half of nonprofits have only three months or less of cash on hand. The organizations that the Bar Foundation supports need donations throughout the year to maintain the critical services that they provide. As we are all well aware, the need for representation and legal services does not adhere to any specific timeline or calendar; it is constant.

February’s gloomy weather can wear on a person’s psyche. The good news is that giving to the Bar Foundation you will be giving an emotional boost to someone else who could really use one. Consider that the donation you give will help someone – perhaps an entire family – that is facing tremendous hardship brought on by a legal crisis. Imagine having to choose between mounting a legal defense and paying rent or a heating bill. It is a choice the Bar Foundation and its grantee organizations believe no one should have to make.

Also, giving during the month of February sets a tone for the remainder of the year. Many people set New Year’s resolutions to give more back to the community. Too often those resolutions do not survive to March. Research shows that a third of people who make New Year’s resolutions do not even keep them past January. Donating in February will help you to make charitable giving a habit. Whether or not giving back is a resolution of yours, donating in the month of February will set the tone for the year ahead.

Finally, February yields numerous opportunities to give in the spirit of Black History Month, Presidents Day and Valentine’s Day, utilizing the Bar Foundation’s various tribute/memorial gift options. By making a donation in honor of an exceptional African-American attorney, a past/current president, or a loved one in the Philadelphia legal community, your welcome donation may carry with it an added message of inclusion or appreciation.

I admit, there is never a bad time to donate to the Bar Foundation. The efforts that each of you makes each year are valued and appreciated, no matter the month. I also realize that you may be among those who donated generously in December. I would suggest to you that even a small contribution during February, when many choose not to donate at all, would make a significant impact.

Steven E. Bizar (steve.bizar@bjcpc), executive shareholder at Buchanan Ingersoll & Rooney PC, is president of the Philadelphia Bar Foundation.

February’s gloomy weather can wear on a person’s psyche. The good news is that giving to the Bar Foundation might provide you with an emotional boost. Countless studies show that charitable giving makes us happier.
Supreme Court Admission with Bar Colleagues May 18

The Philadelphia Bar Association will move up to 50 of our members for admission to the Bar of the United States Supreme Court on Monday, May 18. The admission ceremony will be held on 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 download the forms for admission please visit www.supremecourt.gov/bar/baradmissions.aspx for 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 which 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. Per 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 Monday, March 23. If you have any questions regarding this event, contact Dawn Petit at 215-238-6367 or dpetit@philabar.org.

Quarterly Meeting continued from page 1

Comisky and Judge G. Fred DiBona to an outstanding member of the bench or bar who acts as a superb mentor and advisor to clients, the Bar, the judicial system and/or the community; makes a difference in the lives of others irrespective of race, ethnicity, religion, disability, gender or sexual orientation; demonstrates a willingness to do what is right although sometimes unpopular; demonstrates legal acumen or scholarship; and exhibits great humility.

From 2009 to 2013, Melber practiced law at a major New York firm, specializing in First Amendment, reporter’s privilege and copyright litigation. Melber received a J.D. from Cornell Law School, where he was an editor of the Cornell Journal of Law and Public Policy, and he is a member of the New York Bar.

Melber contributed chapters to the books “America Now,” (St. Martins, 2009) and “At Issue: Affirmative Action,” (Cengage, 2009), and he authored the 74-page special report about Organizing in the Digital Age” (techPresident, 2010), a project to inject citizen questions into White House press conferences, which Columbia Journalism Review dubbed “an idea whose time has come,” and he has participated in several online coalitions advocating transparency and open government.

Tickets to the event, which begins at 12 p.m. at the Hyatt at The Bellevue, Broad and Walnut streets, are $65 for members; $55 for YLD members, public interest and government members; $25 for law student members; and $75 for non-members. Tickets can also be purchased at philadelphiabar.org.

PhillyBar Association Quarterly Meeting and Luncheon
Tuesday, March 10, 2015 at 12 p.m. at the Hyatt at The Bellevue, Broad and Walnut streets

- Featuring keynote remarks by Ari Melber of MSNBC
- Presentation of gold box to Immediate-Past Chancellor William P. Fedullo
- Presentation of Justice Sonia Sotomayor Diversity Award
- Presentation of Lifetime Achievement Award in Memory of Marvin Comisky and Judge G. Fred DiBona by Justinian Society/Brandeis Law Society Foundation

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

Name: __________________________

Firm/Employer: __________________________

Address: __________________________

Phone: __________________________ Fax: __________________________

E-Mail: __________________________

Return to: Philadelphia Bar Association 1101 Market St., 11th floor Philadelphia, PA 19107-2955

Credit Cardholder: __________________________

Card number: __________________________

Expiration date: __________________________

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

Signature: __________________________

Jeremy C. Rosenbaum (from left) and Rebecca G. Levin present the Cheryl Ingram Advocate for Justice Award to Montgomery County Register of Wills D. Bruce Hanes on Jan. 20. The presentation was made at a reception of the LGBT Rights, Civil Rights and Immigration Law Committees at The Field House. Hanes was recognized for his decision to issue marriage licenses to same-sex couples before the ban on marriage was lifted.
IN OUR COMMUNITY: CITY YEAR PHILADELPHIA

Law School Idea Helps Keep Kids in High School

By Laurie Backall

The idea for City Year was born inside a dorm room at Harvard Law School in 1988. Roommates Michael Brown and Alan Khazei were inspired by the idealism of young high school and college graduates and formulated a plan to channel that idealism into productive ways to improve the community. They believed young people were an untapped resource for addressing our country’s challenges.

City Year, the organization they founded, is an education-focused nonprofit that partners with teachers and schools to help young people succeed. The organization places 17- to 24-year-old AmeriCorps members in high-need classrooms in high-poverty communities across America where they serve as tutors, mentors and role models to students, helping them stay in school and on track to graduate.

Michael and Alan shared a vision that one day the most frequently asked question of a young person in America would be, “Where did you do your year of service?” Today, their idealism has been matched by overwhelming enthusiasm from young people who want a chance to serve their country. Nearly 20,000 young people have given a year of full-time service with City Year since its founding, and this year more than 2,800 City Year AmeriCorps members are serving students in schools in 26 cities across America, along with affiliates in the United Kingdom and South Africa.

Nationally, 81 percent of students graduate from high school on track and on time. While that number has been steadily increasing for the last two decades, it has been lagging behind in Philadelphia. Here, 64 percent of students graduate from high school with their peers. This disparity, where students in high-poverty urban schools underperform their peers in more affluent areas, is echoed in communities across the United States. City Year’s AmeriCorps members are working to turn around these numbers – and the social injustice that accompanies them.

Every child can learn, and education can help children reach their full potential, regardless of where they grow up. The reality in high-poverty urban schools is that 50 percent of the students don’t show up for school every day, have behavior challenges, or aren’t at grade level in math or English. They need extra support. This results in a gap between what students in high-poverty schools need and what their schools are designed to provide.

City Year partners with these schools to help bridge that gap. The organization focuses on supporting students in three key areas, which research has shown can predict which students are at risk of dropping out of school. They are attendance, behavior and course performance in math and English. Students who fall behind in one of these areas by the time they reach the sixth grade have only a 25 percent chance of graduating high school on time. City Year AmeriCorps members are helping students realize significant gains.

This year in Philadelphia, 255 City Year AmeriCorps members are serving in 19 schools and reaching more than 13,000 students every day. Preliminary results for the year are impressive, with nearly three in four students who worked with corps members demonstrating improved attendance in the first half of the school year. Last year, 70 percent of students tutored by corps members improved their literacy assessment scores and 65 percent improved their math scores.

Get Involved

To get involved with City Year, contact Laurie Backall at City Year Philadelphia at backall@cityyear.org.

“Corey exemplifies what a commitment to pro bono looks like in the Philadelphia Mortgage Foreclosure Diversion program,” said Ourania Papademetriou, VIP managing attorney. “He has consistently gone above and beyond for his VIP clients and works creatively toward a resolution for each one. Corey has been a tireless advocate for some of our neediest homeowners, who are lucky to have Corey on their side.”

VIP applauds his commitment to helping VIP provide quality legal assistance to those in need.

Chancellor Helps Paralegals Begin New Year

Chancellor Albert S. Dandridge III installs the officers of the Board of Directors of the Philadelphia Association of Paralegals at the group’s Quarterly Luncheon on Jan. 13.

Philadelphia VIP Honors Corey Miller as Top Volunteer

Philadelphia VIP proudly recognizes Corey M. Miller for providing legal services to low-income families in Philadelphia.

Corey is an associate attorney at KMS Law Office, specializing in estate planning and administration. He was introduced to Philadelphia VIP as a Brandeis Fellow in 2013. The Brandeis Fellowship, a program of the Louis D. Brandeis Law Society, provides recent law school graduates the opportunity work on civil matters pro bono through Philadelphia VIP. Corey was paired with a volunteer attorney/mentor who assisted him in taking homeownership cases. Since then, he has assisted five VIP clients to stay in their homes. Corey serves as a volunteer through VIP’s Mortgage Foreclosure Diversion Program.

As an active Mortgage Foreclosure volunteer, Corey helps negotiate with banks and lenders to figure out loan modifications and payment plans so that his clients are able to avoid foreclosure. Corey recognizes volunteering with VIP as a way to both expand his legal knowledge and serve his community. He says, “Volunteering allows you to practice problem-solving skills on behalf of a homeowner in need. Not only do homeowners leave in a much better bargaining position, they take pride in saying “I have a lawyer.”

He recommends volunteering with the Mortgage Foreclosure Diversion program as well as other VIP programs, especially for younger attorneys looking for experience. “It’s the perfect opportunity to get yourself out there and practice law,” he explains. “No matter what you’re looking to do, VIP will help facilitate it.”

“Corey exemplifies what a commitment to pro bono looks like in the Philadelphia Mortgage Foreclosure Diversion program,” said Ourania Papademetriou, VIP managing attorney. “He has consistently gone above and beyond for his VIP clients and works creatively toward a resolution for each one. Corey has been a tireless advocate for some of our neediest homeowners, who are lucky to have Corey on their side.”

VIP applauds his commitment to helping VIP provide quality legal assistance to those in need.
HEALTH CARE REFORM UPDATE FROM USI AFFINITY

Flexibility for Employers in Building Benefit Plans

By Brian McLaughlin

New Department of Labor (DOL) proposed rules would give employees who otherwise may not be able to get generous employer-based benefits access to high-level benefits and would give businesses, including small businesses, new flexibility to meet the unique needs of their workforce. Limited wraparound coverage can be provided to help employees who have qualifying individual coverage.

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

“Limited wraparound coverage” is limited benefits provided through a group health plan that wrap around either “eligible individual health insurance.” “Eligible individual health insurance” is individual health insurance coverage that is not a grandfathered health plan, not a transitional individual health insurance market plan, and does not consist solely of excepted benefits that include certain dental and vision plans, health FSAs and HRAs. To qualify as excepted benefits, the limited benefits must meet all of the following requirements:

Cover additional benefits. The limited wraparound coverage provides meaningful benefits beyond coverage of cost sharing under either the eligible individual health insurance. The wraparound coverage must not provide benefits only under a coordination-of-benefits provision and must not merely be an account-based reimbursement arrangement.

Limited in amount. The annual cost of coverage per employee (and any covered dependents) under the limited wraparound coverage does not exceed the indexed maximum annual salary reduction contributions toward health FSAs ($2,550 for 2015). For this purpose, the cost of coverage includes both employer and employee contributions toward coverage and is determined in the same manner as the applicable premium is calculated under a COBRA continuation provision.

No discrimination. The limited wraparound coverage does not impose any preexisting condition exclusion; does not discriminate against individuals in eligibility, benefits or premiums based on any health factor of an individual; and does not, nor does any other group health plan coverage offered by the plan sponsor, discriminate in favor of highly compensated individuals.

Plan eligibility. Individuals eligible for the wraparound coverage cannot be enrolled in excepted benefit coverage that is a health FSA.

Reporting. The plan sponsor of a group health plan offering wraparound coverage must report to the Department of Health and Human Services (HHS), in a form and manner specified in guidance, information HHS reasonably requires.

Wraparound benefits offered in conjunction with eligible individual health insurance must satisfy all of the following requirements:

• Eligibility for the wraparound coverage is limited to employees who are not full-time employees (FTEs) and their dependents, including retirees and their dependents.

• For each year for which wraparound coverage is offered, the employer that is the sponsor of the plan offering wraparound coverage, or the employer participating in a plan offering wraparound coverage, offers to its FTEs coverage that is substantially similar to coverage that the employer would need to offer to its FTEs in order not to be subject to a potential assessable payment under the employer penalty, if such provisions were applicable; provides minimum value; and is reasonably expected to be affordable.
Designing Personalized Trust in Delaware

By Carol Claytor

One feature available for a Delaware trust is the settlor’s ability to personalize the trust to satisfy the settlor’s preference in managing assets or making other decisions pertaining to the trust. In this month’s interview, I sat down with Heather Flanagan, senior wealth planner for PNC Wealth Management, to discuss the flexibility that is associated with establishing a family trust in Delaware.

Can a settlor name specialized advisors with a Delaware trust?

Delaware’s direction trust statute gives the settlor the power to name separate and specialized advisors to direct the trust on particular matters. A directed trust is one in which some of the duties traditionally held solely by one trustee are instead unbundled and held by designated advisors. The remaining duties are handled by the Delaware trustee, sometimes called an “administrative trustee.”

Is the trustee then exposed to additional liability associated with those separately named advisors?

Traditionally, a trustee performs all the fiduciary functions of a trust, including exercising investment management powers and distribution responsibilities, along with administrative functions like preparing fiduciary accountings and trust tax returns. When a trustee delegates any of these duties to a third party serving as a delegated agent, the trustee may retain exposure to potential liability for the actions of the delegated agent. In contrast, Delaware’s direction trust statute provides clear authority for the settlor to direct the unbundling of fiduciary functions, the ability to designates advisors to perform the named functions, and applies standards for liability associated with the advisor and the trustee.

Are there other advantages to establishing the situs of the trust in Delaware?

By setting up a direction trust with a Delaware corporate trustee, the settlor can take comfort from the stability of a corporate, state-regulated and adequately capitalized Delaware institution to serve as administrative trustee. Establishing the situs of the trust in Delaware allows the settlor to take advantage of all of Delaware’s progressive trust laws, while also being able to choose separate investment advisors to make investment decisions, as well as one or more responsible advisors familiar with the family to make distribution decisions.

May the settlor name himself or herself the investment advisor?

Many settlers like to name themselves as the investment advisor of their trust and have the ability to direct the trustee to set up accounts at several investment management firms, hold special assets like closely held entities and also hold alternative investments like hedge funds or a highly concentrated stock position. Naming a distribution advisor can also be very attractive for settlors who want to make sure that someone who knows the beneficiaries is overseeing distributions and making sure that distributions are only made at appropriate times and in appropriate amounts, rather than leaving these decisions to a corporate trustee.

Should the advisor be a resident of Delaware?

When considering the designation of an advisor to a Delaware trust, the settlor should use caution if the advisor is not a Delaware resident. The state of the advisor’s residence may potentially assert jurisdiction over the Delaware trust and apply its own state law, with possible adverse consequences. For example, if there is a California resident advisor named in the trust, California may assert a tax nexus with regard to distributions of assets held in the trust. California may assert a tax nexus to California a settlor’s residence may potentially assert jurisdiction over the Delaware trust.

Several other states will tax a trust or assert legal jurisdiction over a trust based on the residence of a fiduciary, a beneficiary or the settlor named in the trust or the location of the assets associated with the trust. The legal and tax advisors of the settlor should refer to the laws of each state where a fiduciary, the settlor and the beneficiaries are resident to be aware of any nexus issues.

How might a settlor customize the management of a Delaware trust?

There are creative opportunities for a settlor to customize the management of a Delaware direction trust, depending on the circumstances. For example, a settlor name one direction investment advisor to oversee all marketable securities in the trust and another advisor to oversee closely held assets within the trust. Advisor roles can also be carried out by named committees if the settlor would like to have several people making investment or distribution decisions. When drafted properly, a Delaware direction trust can offer the settlor more opportunity for control, flexibility and customization to accomplish the family’s financial and estate planning goals. Those interested in drafting a Delaware direction trust may want to engage Delaware counsel.

Carol Claytor can be reached at carol.claytor@pnc.com or 215-585-5679.

The material presented in this article is of a general nature and does not constitute the provision by PNC of investment, legal, tax, or accounting advice to any person, or a recommendation to buy or sell any security or adopt any investment strategy. Opinions expressed herein are subject to change without notice. The information was obtained from sources deemed reliable. Such information is not guaranteed as to its accuracy. You should seek the advice of an investment professional to tailor a financial plan to your particular needs. For more information, please contact PNC at 1-888-760-6216.

The PNC Financial Services Group, Inc. (“PNC”) uses the marketing names PNC Wealth Management® and Hawthorn, PNC Family Wealth® to provide investment, wealth management, and fiduciary services through its subsidiary, PNC Bank, National Association (“PNC Bank”), which is a Member FDIC, and to provide specific fiduciary and agency services through its subsidiary, PNC Delaware Trust Company. PNC also uses the marketing names PNC Institutional Asset ManagementSM, PNC Retirement SolutionsSM, Hawthorn, PNC Family Wealth®, and “Hawthorn®” are registered trademarks and “PNC Institutional Asset Management,” “PNC Retirement Solutions,” and “PNC Institutional Advisory Solutions” are service marks of The PNC Financial Services Group, Inc.


Chancellor Albert S. Dandridge III holds a young resident of Caton Village, a shelter for women and children in transition, at a Dr. Martin Luther King Jr. day of service on Jan. 19. Dandridge was joined by colleagues from Schnader Harrison Segal & Lewis LLP. Service to the community is one of Dandridge’s top priorities for 2015.
Bar Association Committee Chairs for 2015

ADVANCING CIVICS
EDUCATION
Hon. Gene E. Brinkley
Philadelphia Court of Common Pleas, Trial Division – Criminal
1404 Criminal Justice Center
Philadelphia, PA 19107
(215) 683-7109
Genece.Brinkley@courts.phila.gov

Nicky Watson
niquesq@msn.com

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

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

CARL A. SOLOANO
SCHNAEDER HARRISON SEGAL & LEWIS LLP
1600 MARKET ST., SUITE 3600
PHILADELPHIA, PA 19103
(215) 751-2202
CSOLANO@SCHNAEDER.COM

CHARITY RUN
Eric S. Marzuf
Kasowitz, Benson, Hendrick & Po- kiotlow
1635 Market St., 12th Floor
Philadelphia, PA 19103
(215) 567-2001, ext. 130
esmarzuf@cbrcp.com

Manny D. Pokiotlow
Kasowitz, Benson, Hendrick & Pokiotlow
1635 Market St., 12th Floor
Philadelphia, PA 19103
(215) 567-2010, ext 126
mpokiotlow@cbrcp.com

CHARTER & BYLAWS
Rudolph Garcia
Buchanan Ingersoll & Rooney PC
Two Liberty Place
50 S. 16th St., Suite 3200
Philaadelphia, PA 19102
(215) 665-3843
rudolph.garcia@blrcp.com

CIVIL GIDEON AND ACCESS TO JUSTICE TASK FORCE
Catherine C. Carr
Community Legal Services of Philadelphia
1424 Chestnut St.
Philadelphia, PA 19102
(215) 981-3700
ccarr@cllpha.org

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

DIVERSITY IN THE PROFESSION
Kevin V. Mincey
Mincey & Fitzpatrick, LLC
1500 John F. Kennedy Blvd., Suite 1525
Philadelphia, PA 19102
(215) 587-0006
kevin@minceyandfitz.com

ELECTION PROCEDURES
Alexander B. Giacobetti
Law Offices of Alexander B. Giacobetti
Two Penn Center, Suite 1205
1500 John F. Kennedy Blvd.
Philadelphia, PA 19102
(215) 563-6800
agiacobetti@ablglaw.net

EMPLOYEE BENEFITS
Nancy L. Wasch
Law Office of Nancy Wasch LLC
749 Spring Valley Road
Drexelstow, PA 19891
(215) 340-1413
nanwasch@nanwaschlaw.com

John J. Brinkley
Philadelphia Bar Foundation
(215) 683-7099
Genece.Brinkley@courts.phila.gov

Nicky Watson
niquesq@msn.com

BAR ACADEMY
Hon. A. Michael Snyder, Chair
Dispute Resolution Institute
Two Logan Square
18th and Arch streets, Suite 660
Philadelphia, PA 19103
(215) 656-4574
msnyder@adrtri.com

Nikki Johnson-Huston, Vice Chair
Law Office of Nikki Johnson-Huston, LLC
1515 Market St., Suite 1200
Philadelphia, PA 19102
(267) 225-1805
Nikkil@philadylawiva.com

BAR-NEWS MEDIA
Gina Furia Rubel
Furia Rubel Communications, Inc.
2 Hidden Lane, Building 2
Doylestown, PA 18901
(215) 340-0480
ginahfuriarubelcom

BENCH-BAR CONFERENCE
Julia Swain
Fox Rothschild LLP
2000 Market St., 20th Floor
Philadelphia, PA 19103
(215) 299-2794
jswain@forothschidll.com

BRENNAN AWARD
Rachel E. Branson
SunGard Data Systems Inc.
680 E. Swedesford Rd.
Wayne, PA 19087
(610) 582-5595
Rachel.Branson@sunward.com

Moxy M. Tack-Hooper
ACLU – PA
P.O. Box 40008
Philadelphia, PA 19106
(215) 592-1513
mtack-hooper@acupa.org

CORPORATE IN-HOUSE COUNSEL
Sophia Lee
Sunoco, Inc.
1735 Market St., Suite L1
Philadelphia, PA 19103
(215) 977-3624
sle@suncocinc.com

Brennan J. Torregrossa
GlassSmithKline
5 Crescent Drive
Philadelphia, PA 19112
(215) 751-4181
Brennan.J.torregrossa@gsk.com

DELIVERY OF LEGAL SERVICES
Karen C. Buck
Senior Law Center
Two Penn Center
1500 John F. Kennedy Blvd., Suite 1501
Philadelphia, PA 19102
(215) 701-3201
kbuck@seniorlawcenter.org

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

FEDERAL COURTS
Bruce P. Merenstein
Schnader Harrison Segal & Lewis LLP
1600 Market St., Suite 3600
Philadelphia, PA 19103
(215) 751-2249
bmerenstein@schnader.com

Michael A. Morse, Vice Chair
Pietragallo Gordon Alfano Bosick & Raspanti, LLP
1735 Market St., Suite LL
Philadelphia, PA 19103
(215) 776-5100
morse@pgbaccel.com

John B. Kienzle
Pepper Hamilton LLP
3000 Two Logan Square
18th and Arch streets
Philadelphia, PA 19103
(215) 981-4304
kienzlaj@pepperlaw.com

Matthew J. Whitehorn
Dilworth Paxson LLP
1500 Market St., Suite 3500E
Philadelphia, PA 19102
(215) 575-7166
mwhitehorn@dilworthlaw.com

ENVIRONMENTAL AND ENERGY LAW COMMITTEE
Charles Epplingo, III
White and Williams LLP
One Liberty Place
1650 Market St., Suite 1800
Philadelphia, PA 19103
(215) 864-6302
eppolitotc@whiteandwilliams.com

Marc E. Davies
Marc Davies, P.C.
414 Crescent Road
Wynnewood, PA 19095
(215) 876-7656
mrdavieslaw.com

Joanna A. Waldron
Land Air Water Legal Solutions LLC
1000 Westlakes Drive, Suite 150
Berwyn, PA 19312
(610) 898-3835
jwaldron@landairwater.com

Bryan P. Franey
Vice Chair
Manko, Gold, Katcher & Fox, LLP
401 City Ave., Suite 901
Bala Cynwyd, PA 19004
(484) 430-5700
bfraney@mankogold.com

Sarah B. Silver
Vice Chair
Langsam Stevens Silver & Hollander LLP
1818 Market St., Suite 3400
Philadelphia, PA 19103
(215) 732-3522
sbsilver@lssh-law.com

Kenneth J. Warren
Vice Chair
Warren Environmental Counsel LLP
975 Mill Road
Millbridge Manor House Suite A
Bryn Mawr, PA 19010
(484) 383-4830
kwarren@warrenenvcounsel.com

Matthew J. Whitehorn
Dilworth Paxson LLP
1500 Market St., Suite 3500E
Philadelphia, PA 19102
(215) 575-7166
mwhitehorn@dilworthlaw.com

ENVIRONMENTAL AND ENERGY LAW COMMITTEE
Charles Epplingo, III
White and Williams LLP
One Liberty Place
1650 Market St., Suite 1800
Philadelphia, PA 19103
(215) 864-6302
eppolitotc@whiteandwilliams.com

Marc E. Davies
Marc Davies, P.C.
414 Crescent Road
Wynnewood, PA 19095
(215) 876-7656
mrdavieslaw.com

Joanna A. Waldron
Land Air Water Legal Solutions LLC
1000 Westlakes Drive, Suite 150
Berwyn, PA 19312
(610) 898-3835
jwaldron@landairwater.com

Bryan P. Franey
Vice Chair
Manko, Gold, Katcher & Fox, LLP
401 City Ave., Suite 901
Bala Cynwyd, PA 19004
(484) 430-5700
bfraney@mankogold.com

Sarah B. Silver
Vice Chair
Langsam Stevens Silver & Hollander LLP
1818 Market St., Suite 3400
Philadelphia, PA 19103
(215) 732-3522
sbsilver@lssh-law.com

Kenneth J. Warren
Vice Chair
Warren Environmental Counsel LLP
975 Mill Road
Millbridge Manor House Suite A
Bryn Mawr, PA 19010
(484) 383-4830
kwarren@warrenenvcounsel.com

FEDERAL COURTS
Bruce P. Merenstein
Schnader Harrison Segal & Lewis LLP
1600 Market St., Suite 3600
Philadelphia, PA 19103
(215) 751-2249
bmerenstein@schnader.com

Michael A. Morse, Vice Chair
Pietragallo Gordon Alfano Bosick & Raspanti, LLP
1735 Market St., Suite LL
Philadelphia, PA 19103
(215) 776-5100
morse@pgbaccel.com

continued on page 15...
Committees
continued from page 15
1600 Market St., Suite 3600
Philadelphia, PA 19103
(215) 751-2300
dshupe@schnader.com

MUNICIPAL COURT
Robert J. Willwerth
Cohen & Willwerth, P.C.
660 Second Street Pike
Southampton, PA 18966
(215) 887-8100
bob@cohenwillwerth.com

Kristine A. Phillips
Willig, Williams & Davidson
1845 Walnut St., 24th Floor
Philadelphia, PA 19103
(215) 656-3659
kphillips@wwdlaw.com

PENSION
Jonathan A. Clark
Pepper Hamilton LLP
3000 Two Logan Square
18th and Arch streets
Philadelphia, PA 19103
(215) 981-4436
clarkja@pepperlaw.com

David F. Jones
Dechert LLP
Cira Centre, 2929 Arch St.
Philadelphia, PA 19104
(215) 994-2822
david.jones@dechert.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
Rachel E. Branson
SunGard Data Systems Inc.
680 E. Swedesford Rd.
Wayne, PA 19087
(484) 582-5595
Rachel.Branson@sungard.com

PROFESSIONAL GUIDANCE
Hope Ann Comisky
Pepper Hamilton LLP
3000 Two Logan Square
18th and Arch streets
Philadelphia, PA 19103
(215) 981-4847
comiskyh@pepperlaw.com

Steven D. Johnson
sjohnson40411@comcast.net

PROFESSIONAL RESPONSIBILITY
Hon. Denis P. Cohen
Philadelphia Court of Common Pleas,
Trial Division – Criminal
538 City Hall
Philadelphia, PA 19107
(215) 686-7340
denis.cohen@courts.phila.gov

W. Bourne Ruthrauff
Bennett Bricklin & Salzberg LLC
1601 Market St., 16th Floor
Philadelphia, PA 19103
(215) 567-2883
ruthrauff@bbw-law.com

SENIOR LAWYERS PROFESSIONAL
AND PUBLIC SERVICE
TBD

SOCIAL SECURITY DISABILITY
Maria E. Bermudez
Martin LLC
1818 Market St., 35th Floor
Philadelphia, PA 19103
(215) 268-7646
mbermudez@panworkinjury.com

David Chermod
Chermod & Fishman, LLC
11450 Bustleton Ave.
Philadelphia, PA 19116
(215) 464-7200
dave@ssihelp.us

SOLO, SMALL & MID-SIZE FIRM
MANAGEMENT
Regina M. Foley
Raynes McCarty
1845 Walnut St., 20th Floor
Philadelphia, PA 19103
(215) 255-4438
rmfoley@raynesmc.com

WOMEN IN THE
PROFESSION
Ourania Papademetriou
Philadelphia VIP, Inc.
1500 Walnut St., Suite 400
Philadelphia, PA 19102
(215) 523-9550
op@phillyvip.org

Amber M. Racine
Raynes McCarty
1845 Walnut St., 20th Floor
Philadelphia, PA 19103
(215) 255-4433
amracine@raynesmc.com

WOMEN’S RIGHTS
Sayde J. Ladov
Dolchin, Slorin & Todd, P.C.
Two Liberty Place, 35th Floor
50 S. 16th St.
Philadelphia, PA 19102
(215) 665-3511
sladov@dolchin.com

Teresa M. Rodriguez
PA Human Relations Commission
Philadelphia Regional Office
110 N. 8th St., Suite 501
Philadelphia, PA 19107
(215) 965-7744
trodriuez.esq@gmail.com

Niki T. Ingram
Marshall Dennehey Warner Coleman & Goggin, P.C.
2000 Market St., Suite 2300
Philadelphia, PA 19103
(215) 575-2704
ntingram@mdwcg.com

Positions Available: For law firms or companies with vacancies that need to be filled.

Positions Desired: For attorneys looking for a specific job situation, whether full-time, part-time, contract or any other type of work.

Rent/Own Space: Real estate listings where you can advertise available office space.

Vendor Services: Where court reporters, expert witnesses and other non-lawyer professionals can offer their services to Philadelphia Bar Association members.

Get Connected With Bar Classifieds

A Member Benefit of the Philadelphia Bar Association
classifieds.philadelphiabar.org

Don’t Miss
Bar Classifieds Flash
the eBlast of new jobs for Bar members
CALENDAR OF EVENTS

Note: While the following listings have been verified prior to press time, any scheduled event may be subject to change by the committee or section chairs. Lunches are $9 for members and $12 for non-members, unless otherwise indicated. Register online for most events at philadelphiabar.org. Unless otherwise specified, all checks for luncheons and programs should be made payable to the Philadelphia Bar Association and mailed to Bar Headquarters, 1101 Market St., 11th Floor, Philadelphia, PA 19107-2955.

Monday, Feb. 2
Family Law Section: meeting. 12 p.m., 11th Floor Conference Center. Lunch: $9.

Tuesday, Feb. 3
Committee on the Legal Rights of Persons with Disabilities: meeting. 9 a.m., 10th Floor Board Room.
Women’s Rights Committee: meeting. 12, 11th Floor Committee Room South. Lunch: $9.
Philadelphia Bar Reporter Editorial Board: meeting. 12:30 p.m., 10th Floor Cabinet Room.

Wednesday, Feb. 4
Delivery of Legal Services Committee: meeting. 8:30 a.m., 10th Floor Board Room.
Criminal Justice Section Executive Committee: meeting. 12:30 p.m., 11th Floor Committee Room South.
Family Law Section ADR Committee: meeting. 4 p.m., 10th Floor Board Room.

Thursday, Feb. 5
Delivery of Legal Services Committee Management Subcommittee: meeting. 8:30 a.m., 10th Floor Board Room.

Government and Public Service Lawyers Committee: meeting. 3:30 p.m., 10th Floor Board Room.

Monday, Feb. 9
Public Interest Section Executive Committee: meeting. 12, 10th Floor Board Room.

Wednesday, Feb. 11
XYZs of Real Estate: 12 p.m., 11th Floor Conference Center. Lunch: $9.

Intelectual Property Committee: meeting. 12, 11th Floor Committee Room South.

Thursday, Feb. 12
Legislative Liaison Committee: meeting. 12, 10th Floor Board Room.

Friday, Feb. 13
Workers’ Compensation Section Executive Committee: meeting. 10:30 a.m., 11th Floor Committee Room South.

Workers’ Compensation Section: meeting. 12, 11th Floor Conference Center. Lunch: $9.

The Philadelphia Lawyer magazine Editorial Board: meeting. 12:30 p.m., 11th Floor Committee Room.

Monday, Feb. 16
Presidents Day: Bar Association offices closed.

Tuesday, Feb. 17
Cabinet: meeting. 12 p.m., 10th Floor Board Room.

Real Property Section Executive Committee: meeting. 12 p.m., Ballard Spahr LLP, 1735 Market St., 51st Floor.

Employee Benefits Committee: meeting. 12:30 p.m., 11th Floor Committee Room South. Lunch: $9.

Wednesday, Feb. 18
Young Lawyers Division Cabinet: meeting. 12, 11th Floor Committee Room South.

Federal Courts Committee: meeting. 12, 11th Floor Conference Center. Lunch: $9.

Legalline: 5 p.m., 11th Floor LRIS offices.

Thursday, Feb. 19
Family Law Section Executive Committee: meeting. 12, 11th Floor Committee Room South.

Criminal Justice Section: meeting. 12 p.m., 11th Floor Conference Center.

Send Bar Association-related calendar items 30 days in advance to Je Lyons, Senior Managing Editor, Philadelphia Bar Reporter, Philadelphia Bar Association, 1101 Market St., Philadelphia, PA 19107-2955. Fax: (215) 238-1159. Email: jlyons@philabar.org.

Health Care continued from page 12

(applying the safe harbor rules). If a plan or issuer providing limited wraparound coverage takes reasonable steps to ensure that employers disclose to the plan or issuer necessary information regarding their coverage offered and affordability information, the plan or issuer is permitted to rely on reasonable representations by employers regarding this information, unless the plan or issuer has specific knowledge to the contrary.

• Other group health plan coverage, not limited to excepted benefits, is offered to the individuals eligible for the wraparound coverage. Only individuals eligible for the other group health plan coverage are eligible for the wraparound coverage.

While this is still a gray and developing situation, it is clear that employers are beginning to find alternatives to offering traditional group medical insurance and the IRS and DOL are keeping a close eye on how employers are handling the transition. This will not be the last time we address this issue in 2015.

Brian McLaughlin (Brian.McLaughlin@usaфиниnси.com) is vice president of USI Affinity Benefit Solutions Group. For more information about insurance, visit the Philadelphia Bar Association Insurance Exchange at www.usiфиниnси.com/PhiladelphiaBar. For lawyers’ professional liability and other business coverage, you can continue to visit the regular Philadelphia Bar Association Insurance Program website at www.mybarinsurance.com/PhiladelphiaBar.

If you’d like to talk to someone about insurance and benefits options for Philadelphia Bar Association members, call USI Affinity Benefit Specialist at 1-855-874-0267.

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.

Israeli Law continued from page 6

degrees. The law school started in 1969, and has more than 40 tenured professors, many of whom were educated at top U.S. universities. The first year law school class has 23 Israeli Arabs in a class of 280. The school is invested in helping the Israeli Arab students overcome their disadvantages to not only do well in school, but to also get good job placements. These disadvantages include Hebrew as their second language; being about two to six years younger than the Jewish students, based upon military service; and often living farther from home than the Jewish students.

Dean Harris joked that living in dorms at the age of 18 is not always good for studying. Tel Aviv University School of Law has joint LLM programs with UC Berkeley (commercial law) and Northwestern (public law). In addition, there are exchange students including, locally, Temple and Penn. The Philadelphia Bar Association is helping with the joint Tel Aviv and Northwestern public law program.

Nicole Germon (nicolegermon@gmail.com) is an attorney in Philadelphia.
Love Court Reporting, Inc. is a full service company with U.S. and World Wide coverage. Our ultimate goal is to give our customers the best product available at the most competitive price.
Jenimae Almquist, an associate with Messa & Associates, has been appointed to the Board of Directors of the Rendell Center for Civics and Civic Engagement, an organization with the mission of promoting an informed and responsible citizenry that actively engages in democratic practices.

Deborah R. Willig, managing partner of Willig, Williams & Davidson and a former Chancellor of the Philadelphia Bar Association, has been selected by Gov. Tom Wolf to serve on the Committee on Labor and Industry, a transition review team.

Barbara E. Little, an associate with Obermayer Rebmann Maxwell & Hippel LLP, recently presented at Foxmoor Continuing Education’s “Federal Fiduciary Claims & Qui Tam Enforcement for the American Conference Institute on Jan. 21 in New York City.

Jenai St. Hill, an associate at Reed Smith LLP, has been named to the board of directors of Public Interest Law Center of Philadelphia.

Theodore "Ted" Simon, principal in the Law Offices of Theodore Simon, presented “Creative Trial Techniques: Motions to Suppress and Their Multiple Uses” at the annual conference of the National Organization for the Reform of Marijuana Laws (NORML), at the group’s annual seminar in Key West, Fla.

Edward M. (Ned) Dunham Jr., of counsel to Kleinbard Bell & Brecker LLP, has been named by Mayor Michael Nutter to serve on the Building Safety Oversight Board.

Marc S. Raspanti, a name partner in Pietragallo Gordon Alfano Bosick & Raspanti, LLP, spoke at the 2nd Advanced Forum on False Claims & Qui Tam Laws, presented by the American Conference Institute on Jan. 21 in New York City.

David A. Nasatir, a partner in Obermayer Rebmann Maxwell & Hippel LLP, has been selected as co-chair of the Montgomery County Democratic Judicial Screening Committee.

Gabriela Raful, an associate at Galfand Berger, LLP, has been selected as co-chair of the Berks Bar Association Minority Lawyers Section.

Christopher Scott D’Angelo, a partner in Montgomery McCracken Walker & Rhoads LLP, recently served as moderator and speaker for the 2014 International Corporate Counsel College, organized and presented by the International Association of Defense Counsel.

Sheryl L. Axelrod, principal in The Axelrod Firm, PC, has been recognized as a “Woman Worth Watching” by Profiles in Diversity Journal for her work on the nonprofit group she co-founded, the Fearless Women Network.

Sophia Lee of Sunoco, Inc. presents The Barristers’ Association of Philadelphia’s Hon. William F. Hall Award to Wesley R. Payne IV, a partner at White and Williams LLP and treasurer of the Philadelphia Bar Association, at the Barristers’ Dr. Martin Luther King Jr. Annual Memorial Breakfast on Jan. 19 at the Pennsylvania Convention Center. The award honors an attorney who has made a significant contribution in the areas of social justice, peace, education, civil rights or public health. Lee and Payne are co-presidents of the Philadelphia Diversity Law Group. At the event, Chancellor Albert S. Dandridge III announced the establishment of a Barristers scholarship in memory of Brandi Brice, a former chair of the Philadelphia Bar Association’s Board of Governors.


Steven K. Mignogna, a partner in Archer & Greiner P.C., served as a faculty member at the 49th Annual Heckerling Institute on Estate Planning on Jan. 12-16 in Orlando, Fla.

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

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

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