Shapiro, Ladov to be Honored Dec. 10

By Jeff Lyons

U.S. DISTRICT COURT SENIOR JUDGE NORMA L. SHAPIRO will be presented with the Justice William J. Brennan Jr. Distinguished Jurist Award and former Chancellor Sayde J. Ladov will receive the PNC Achievement Award at the Philadelphia Bar Association’s Annual Meeting Luncheon on Tuesday, Dec. 10.

Chancellor-Elect William P. Fedullo, of counsel to Rosen, Schafer & DiMeo LLP, will outline his plans for 2014 at the event, which begins at 12 p.m. at the Hyatt at The Bellevue, Broad and Walnut streets.

The Brennan Award recognizes a jurist who adheres to the highest ideals of judicial service and Judge Shapiro is the first federal woman judge to receive the honor. Judge Shapiro, a former Chair of the Board of Governors, was the first woman to be appointed to the federal district court in the Third Circuit when she began serving in 1978. She was just one of eight woman judges in the United States in 1978, and only the 12th woman judge in the history of the United States. She was also the first woman partner at Dechert LLP while she was in private practice.

“Judge Shapiro has served with distinction on the Eastern District of Pennsylvania for over 35 years, and she has made a profound and lasting contribution to the administration of justice in Philadelphia and the surrounding area,” wrote Roberta D. Liebenberg, one of several people who nominated Judge Shapiro.

Ladov, a partner at Dolchin, Slotkin & Todd, P.C., served as Chancellor in 2008, just the fifth woman to serve in that office. The PNC Achievement Award (formerly known as the Fidelity Award) honors significant accomplishments in improving the administration of justice.

continued on page 15

Shear Thanks for Retiring Exec. Director

Philadelphia Bar Association Executive Director Ken Shear was celebrated at a retirement dinner in his honor on Oct. 24 at The Rittenhouse Hotel. Shear was presented with a gold snuff box at the event, which is given to the immediate-past Chancellor every year for their service to the Association. Shear is the first non-Chancellor to receive the box, which is a replica of the box presented to Andrew Hamilton for his pro bono representation of John Peter Zenger. Joining Shear on stage after the presentation were (from left) former Chancellors Lawrence J. Beaser, Deborah R. Willig, John E. Savoth, Andrew A. Chirls, Chancellor-Elect William P. Fedullo, Former Chancellor Mark A. Aronchick, Current Chancellor Kathleen D. Wilkinson, Former Chancellors Allan H. Gordon and Francis P. Devine III, Vice Chancellor Albert S. Sandridge III and Former Chancellors Alan M. Feldman, Bennett G. Picker, Abraham C. Reich and Edward F. Chacker. Shear is retiring after 37 years as executive director.

Bar Judicial Commission Releases Results, Poll

Chancellor Kathleen D. Wilkinson has announced the results of the Association’s investigation into the qualifications of candidates for the Philadelphia Court of Common Pleas and Municipal Court in the Nov. 5 general election. The investigation was conducted by the Association’s Commission on Judicial Selection and Retention.

In addition, the Commission released the results of a poll of all Philadelphia lawyers conducted for the Bar Association earlier this year by Votenet. The poll invited respondents to rate specific aspects of the judicial performance of each of the existing judges seeking retention for additional terms. Under the bylaws of the Association, the poll is not binding upon the Commission’s deliberations, although it must be published with the Commission’s findings.

“We invite people to learn about these candidate ratings by visiting our website continued on page 21

Photo by Jeff Lyons
THE POWER OF LOVE

WHY CHOOSE LOVE COURT REPORTING?

• #1 in Customer Service Satisfaction
• Voted “Best of 2011, 2012 & 2013”
• Service, Technology, Support
• Personalized, Professional Service
• Three Quality checks of Transcript
• Receive Transcript on time

• Reporter arrives on time
• Nationwide Coverage
• Experienced, Certified & Registered Reporters
• 24/7 Accessibility
• One call takes care of ALL your court reporting services

Member of the National Court Reporters Association

Member of the Pennsylvania Court Reporters Association

SERVING PENNSYLVANIA, NEW JERSEY & DELAWARE WITH NATIONWIDE COVERAGE

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
Leadership Advice a Legal Treasure Trove for Practitioners

By Kathleen Wilkinson

Leadsip is a term we hear frequently in the legal profession, but it also has various definitions. The qualities that make up a good leader can vary depending on the firm, organization, team, manager or work environment.

"Great" leaders are aware of their own style and make the effort to learn how their style actually comes across to their team, according to communications experts. They learn to flex their leadership style to individual team members so that they communicate and behave in ways that motivate and inspire.

So how do you grow and develop your own leadership skills in order to be successful?

This year, a new Chancellor’s Leadership Institute that provides ongoing substantive programming aimed at assisting and developing leadership skills and tools for women attorneys, attorneys of diverse backgrounds and young lawyers so they can succeed in their careers. The Institute harnesses the wisdom and experience of some of our region’s top legal minds and business leaders. Best of all, the programs are open to all members and ordinarily are free for Bar members.

In a year in which I made leadership a key focus, I also heard from other leaders of our profession and community through our other signature programs, including Chancellor’s Forums, Quarterly Meetings, the Bench-Bar & Annual Conference, Naturalization Ceremonies and more.

On Nov. 25 at noon we’ll hear from ABA Immediate Past President Laurel Bellows on how she became the leader of the country’s largest bar association and learn some leadership tips. We will also hear about eliminating gender bias in the legal profession. Laurel Bellows will be joined by Roberta Liebenberg, chair of the ABA Blue Ribbon Task Force on Gender Equity (register at philadelphiabar.org).

Next month we will hold our 12th Chancellor’s Leadership Institute program, welcoming Jami Wintz McKeon, who will be the first woman chair of Morgan Lewis. I hope you’ll join us on Dec. 5 at noon at Bar headquarters for what promises to be one of our most popular programs of the year (register at philadelphiabar.org).

This year we have had literally dozens of leaders of all backgrounds speak with us, providing a wide range of advice for attorneys looking to sharpen the leadership skills needed to advance in the profession.

Their advice was a veritable "treasure trove" of information. Here are just a few of the insights some of our distinguished guest speakers provided:

• District Attorney R. Seth Williams, who kicked off our Institute, explained that for every success he has had 10 failures. Along the way, Williams learned the value of volunteering in order to learn what you like – as well as what you don’t like.
• Judith von Seldeneck talked about how she started a business finding professional jobs for women and minorities. At the time, she said, people thought it was just a hobby. Diversified Search is now one of the top executive search firms in the United States. Von Seldeneck conceded that she often "checks in" with herself in the mirror – asking herself whether she’s happy with how things are going.
• Judge Renee Cardwell Hughes, who joined a panel of other trailblazing women lawyers in government and business, stressed the importance of maintaining your self-value and noted that her participation in the Bar Association exploded her network of professional contacts, which contributed to her recruitment as chief executive officer of the American Red Cross of Southeastern Pennsylvania.
• Kay Kyungsun Yu, who joined a panel of young diverse attorneys, discovered early the harsh realities of U.S. immigration laws during her own family’s struggles, which led her to pursue a law degree to help others navigate the system. Her advice: "Go out and get really good at what you do."
• Rachel Gallegos, the president of the Hispanic Bar Association of Pennsylvania who spoke on a panel of women attorneys, suggested to watch how others have navigated their careers over the years, and learn the inner workings of legal agencies and organizations.
• Deborah Epstein Henry, founder and president of Law & Reorder and Flex-Time Lawyers LLC, joined a discussion on finding common ground among generations in the workplace. She advised "CYA": check your assumptions, and not make assumptions based on stereotypes.

Leadershipportraits of leaders of all backgrounds speak with us, providing a wide range of advice for attorneys looking to sharpen the leadership skills needed to advance in the profession.

Their advice was a veritable “treasure trove” of information. Here are just a few of the insights some of our distinguished guest speakers provided:

• District Attorney R. Seth Williams, who kicked off our Institute, explained that for every success he has had 10 failures. Along the way, Williams learned the value of volunteering in order to learn what you like – as well as what you don’t like.
• Judith von Seldeneck talked about how she started a business finding professional jobs for women and minorities. At the time, she said, people thought it was just a hobby. Diversified Search is now one of the top executive search firms in the United States. Von Seldeneck conceded that she often “checks in” with herself in the mirror – asking herself whether she’s happy with how things are going.
• Judge Renee Cardwell Hughes, who joined a panel of other trailblazing women lawyers in government and business, stressed the importance of maintaining your self-value and noted that her participation in the Bar Association exploded her network of professional contacts, which contributed to her recruitment as chief executive officer of the American Red Cross of Southeastern Pennsylvania.
• Kay Kyungsun Yu, who joined a panel of young diverse attorneys, discovered early the harsh realities of U.S. immigration laws during her own family’s struggles, which led her to pursue a law degree to help others navigate the system. Her advice: “Go out and get really good at what you do.”
• Rachel Gallegos, the president of the Hispanic Bar Association of Pennsylvania who spoke on a panel of women attorneys, suggested to watch how others have navigated their careers over the years, and learn the inner workings of legal agencies and organizations.
• Deborah Epstein Henry, founder and president of Law & Reorder and Flex-Time Lawyers LLC, joined a discussion on finding common ground among generations in the workplace. She advised “CYA”: check your assumptions, and not make assumptions based on stereotypes.

Leadership Advice a Legal Treasure Trove for Practitioners
Hite Discusses Stabilizing District

By Amanda Dougherty

On the eve of his one-year anniversary as superintendent of the Philadelphia School District, Dr. William R. Hite Jr. addressed “where we are, how we got there, and how we’re going to move forward.” The School District’s financial straits featured prominently in his Sept. 30 remarks sponsored by the City Policy Committee, Education Law Committee and Government and Public Service Lawyers Committee.

As of late September, the district faced a $304 million deficit. Out of the district’s $2.3 billion budget, 13 percent – upwards of $280 million for this year – is debt service. Dr. Hite describes this as “unheard of for public entities.” Moreover, the district’s current budget structure requires it to pay approximately $790 million in charter school payments prior to addressing debt service, and only then does it pay salary and benefits to current and retired teachers. Hence, as of late September, many schools had already been forced to close, around five thousand teachers and school employees had been let go, and the SRC was in continuing negotiations with teachers and other labor partners for salary concessions. In fact, when asked during the Q&A portion of the address, Dr. Hite conceded that even more school closures should be expected.

Still, notwithstanding the continued prospect for cuts, Dr. Hite emphasized the need to attract and retain talented teachers. He advocated a primarily merit-based system for Philadelphia Schools, rather than the tenure system that currently exists, which has in some cases forced out talented teachers due to a “last-in, first-out” policy. Dr. Hite pointed to the Julia R. Masterman School, which despite all the School District’s failings is an institution that still boasts the status of the highest-performing high school in Pennsylvania. Masterman, though, has a merit-based, demonstration-based selection system that is currently prohibited by many of the School District’s current contractual agreements.

Dr. Hite indicated that at the heart of the strategy for stabilizing the district is the challenge to stop “living beyond our means” and create a sustainable infrastructure. This incorporates a commitment to shared sacrifice in the form of salary concessions and school closures, while simultaneously thinking creatively to improve even in the face of this financial crisis. For instance, what better way to fill the void of guidance counselors currently than to “utilize the expertise that exists around Philadelphia,” such as that of attorneys and other professionals, to help Philadelphia students navigate a path to achieve their career goals? Dr. Hite gave a nod to the law firm Morgan, Lewis & Bockius, LLP, which contributed thousands of pro bono hours to assist with testing integrity review. The strategy also includes finding a way to make smart investments where needed, from upgrading from the current MS-DOS era inventory and recordkeeping, to compensating teachers based on their contribution to the students, rather than their tenure with the school.

This will give students equal access to quality resources, which we must do. As Dr. Hite said, “where we provide students high expectations and access to opportunity, they never let us down.”

Amanda Dougherty (Amanda.Dougherty@phila.gov) is an assistant city solicitor with the City of Philadelphia Law Department.
Panel Examines Changes, Future of Profession

By Benjamin F. Johns

Recent changes in technology, the economy and the legal profession have influenced the behavior of everyone from prospective law school applicants, to managing partners of law firms and decision-makers at corporate legal departments. The Oct. 9 Chancellor’s Forum on the future of the legal profession discussed several of these developments, with input from representatives of key stakeholders in the profession.

Panelists included Heather Frattone, Associate Dean for Career Planning at Penn Law School; Anthony A. Licata, Chief Operations Officer at Dechert LLP; and Karyn Polak, Chief Counsel of the Asset Management Group at PNC. The discussion was moderated by Deborah Epstein Henry, author of “Law & Reorder” and founder of Flex-Time Lawyers LLC. Some of the recent developments she addressed were globalization, an increase in the delegation of work to other firms, and the commoditization and standardization of work by lawyers. There has also been an increased use of temporary lawyers, staff attorneys and outside vendors. Some large firms have taken advantage of these changes by, for example, opening satellite offices in regions like Ohio and West Virginia where they can send work to staff attorneys.

Henry also discussed several varieties of new, non-traditional attorney positions. One such category was a secondment lawyer, which is an attorney who is essentially borrowed from a firm to work on site at a client for an extended period of time (often for an entire year). In addition to charging the client reduced fees, such arrangements also have the benefit of continuity. Technology has also made virtual law firms and telecommuting more common.

Many of the recent law school figures cited by Henry were dire. She cited a statistic that only 55 percent of 2011 law school graduates have full-time jobs nine months after graduation. Approximately 90 percent of students take out loans to help finance their legal education. In 2011, the average debt for a graduate of a private law school was $125,000. Perhaps relatedly, there has been a 38 percent drop in the number of law school applications from 2010 to 2012. The size of law firm associate classes are also decreasing, in large part because clients refuse to pay for what is viewed as junior lawyer training. One response to this trend is an apprenticeship model like the one used by Drinker Biddle & Reath LLP, where new lawyers initially “shadow” a senior lawyer for a period of time, at a reduced salary.

Henry noted that the lack of a work/life balance was the top reason for women to leave law firms, and was among the top three reasons for men. She cited a survey where eight of 10 lawyers said they would be willing to trade money for more free time. Nevertheless, only 6 percent of lawyers at firms actually work part time and about 70 percent of those part-timers are women.

At the law school level, Frattone explained that prospective employers have indicated that new graduates need to have more business and managerial skills. Penn has responded to this need by adding cross-discipline business courses with the Wharton School to ensure that the law students are financially literate and have a grasp on fundamental business skills. The school has also added several law clinics in non-traditional areas, such as intellectual property and legislation.

From big law’s perspective, Licata made the point that clients are not in the business of being sued; they are organizations with business issues in need of a legal solution. As such, it is critical that lawyers think about their client’s overall business operations, and not just their legal problems. He said that his firm has adapted to changes in the economy by embracing alternative billing models. He also noted that clients concerns about paying for the “training” of first year associates cannot be solved by simply not using them, as they can perform certain tasks that would otherwise be done by more senior lawyers with higher billing rates.

PNC’s Polak agreed that it is critically important for lawyers to understand their client’s business. She said it is a given that all outside counsel will provide sound legal advice. The real ways for firms to differentiate themselves are by being efficient and principled, partnering well with the client, and assigning the right person for the right task. This sometimes will require outside counsel to acknowledge that they do not have expertise in a particular practice area. She also noted that legal departments are increasingly insisting upon arrangements whereby their outside counsel have more “skin in the game” by sharing more of the litigation risk with the client.

Benjamin F. Johns (bfj@chimicles.com), an associate with Chimicles & Tikellis LLP, is an associate editor of the Philadelphia Bar Reporter.
Lead By Example to Improve Civility

By Julia Swain

Civility in the legal profession continues to be an aspiration rather than a reality. Former Chancellor Sayde J. Ladov discussed civility among the bench, bar and litigants with the Family Law Section on Oct. 15. Section Chair Michael Bertin joined Ladov as a panelist.

The high level of respect conferred upon judges is not always reflected back upon lawyers and litigants in the courtroom. At times, judicial comments may be simply insensitive, while on some rare occasions, statements can be intentionally derogatory. Ladov encouraged practitioners to recognize the difference and also to be mindful that judges are people too. Everyone is entitled to have a bad day. Early in her career as a district attorney, while examining a witness on a Friday afternoon the judge said to Ladov, “honey, are you almost finished.” Although such a term could be deemed derogatory or sexist, Ladov did not let it interfere with her task of direct examination. Statements can be simply insensitive, while on some rare occasions, statements can be intentionally derogatory. Ladov encouraged practitioners to recognize the difference and also to be mindful that judges are people too.

Early in her career as a district attorney, while examining a witness on a Friday afternoon the judge said to Ladov, “honey, are you almost finished.” Although such a term could be deemed derogatory or sexist, Ladov did not let it interfere with her task of direct examination and simply responded, “sweetheart, I’ll be done when I’m done.” While many may not have Ladov’s quick wit, the lesson was to navigate around improprieties.

Judicial Code of Conduct, reporting such behavior may become necessary.

The Code of Civility contained in the Pennsylvania Rules of Civil Procedure sets forth two articles to guide judges and lawyers in their respective duties to each other. As pertaining to lawyers, Ladov recommends following the Golden Rule – treat others as you want to be treated; or in Ladov’s words “be a mensch.” Despite the simplicity of such a paradigm, there are still lawyers who engage in yelling, finger pointing, 5 p.m. motion filings and “rustygrams.” Fighting for the sake of from the litigation. In extreme circumstances however, when judicial statements or acts run afoul of the Commonwealth’s Judicial Code of Conduct, reporting such behavior may become necessary.

The Code of Civility contained in the Pennsylvania Rules of Civil Procedure sets forth two articles to guide judges and lawyers in their respective duties to each other. As pertaining to lawyers, Ladov recommends following the Golden Rule – treat others as you want to be treated; or in Ladov’s words “be a mensch.” Despite the simplicity of such a paradigm, there are still lawyers who engage in yelling, finger pointing, 5 p.m. motion filings and “rustygrams.” Fighting for the sake of continued on page 20

Criminal Justice Section

Diversionary Programs Cut Court Prosecutions

By Angie Halim

Philadelphia’s Municipal Court diversionary programs were put into place within the past several years to provide treatment or to reduce the volume of non-violent misdemeanor prosecutions in Municipal Court. Representatives from the Municipal Court, the Defender’s Association and the District Attorney’s Office provided an update on these problem-solving courts at a recent meeting of the Criminal Justice Section.

The Accelerated Misdemeanor Program (AMP) was put into place in October 2011 and disposes of approximately 3,000 cases per year. Following an arrest for a non-violent misdemeanor offense, the District Attorney’s Office charging unit reviews cases for placement into the AMP program. If referred into the program, a defendant will receive a summons to appear in the district where he or she was arrested. AMP is divided into two tiers. Those individuals who are first-time offenders or who have minimal prior contacts with the system will receive an offer at the first listing of either 12 or 18 hours community service along with an obligation to pay court costs and fines. If a defendant completes all conditions of the program, when he appears at his next listing five weeks later, the case will be withdrawn and he has the option of applying for expungement with no opposition from the District Attorney’s Office. For the most part, the charging unit will not recommend AMP for DUI arrests, domestic violence arrests, or any other violent offenses.

AMP Tier II is more "disposition oriented" and the program is designed to provide treatment to deal with any underlying issues and to avoid probation or jail time. Social services will meet with Tier II defendants to provide treatment recommendations. Assuming that defendants pay the court costs and comply with the recommendations of social services, then the case will result in a no contest plea or some other negotiated disposition that does not involve probation or jail time.

The Small Amount of Marijuana program (SAM) is a pretrial diversion program designed to streamline cases where individuals have been arrested with 30 grams or less of marijuana. Each year, the SAM program disposes about 3,000 cases. Like AMP, the charging unit in the District Attorney’s Office flags cases appropriate for inclusion in the program. Individuals receive a summons where a commission will give them two options – complete the SAM program or proceed to trial and face the potential consequences. The SAM program requires defendants to pay a $200 fee and attend one presentation at the Criminal Justice Center. Upon successful completion, the District Attorney’s Office will automatically withdraw the case and expunge the arrest record within six months.

Project Dawn is more of a comprehensive treatment program that started with a pilot program in 2010. Women who have been repeatedly arrested – or charged and convicted – of prostitution-related offenses who qualify for the program are provided extensive treatment and group therapy to address underlying issues that contribute to lifestyle choices involving prostitution. Often, women in the program have been subjected to sexual abuse or trauma at a young age and need treatment to address those issues. If admitted, a defendant enters a plea of nolo contendere with conditions of completing all components of the program. Upon completion, the plea is withdrawn and the case is discharged. Individuals who are not successful will be sentenced.

In contrast to other problem-solving courts, Project Dawn takes the “worst of the worst” and is a comprehensive treatment program that requires significant commitment on the part of its participants. The program is much more involved than others, requires a minimum of a one-year commitment, and requires acquiescence to officials vetting her home, friends, family, cell phones, jobs, etc.

Angie Halim (angie@halimlawfirm.com), principal in the Law Offices of Angie Halim, LLC, is an associate editor of the Philadelphia Bar Reporter.
Keep Ethics in Mind for Nonprofit Board Service

By Lauren A. Strebel

Take this hypothetical: Lawyer A finishes up a day at the offices of XYZ Law Firm and heads to a local nonprofit board meeting. This is Lawyer A’s first board meeting where she will serve in her new capacity as a director. Halfway through the meeting, a fellow director poses a legal question to the board, and all heads turn to Lawyer A. Can Lawyer A simply answer the question as a board member without regard to her ethical duties as a lawyer?

You cannot turn off your lawyer responsibilities once you leave your office. That was the primary lesson that Michael L. Ternin, senior counsel at Fox Rothschild, LLP, tried to instill in his audience at the YLD’s Oct. 2 Live, Lunch and Learn CLE Program. The program, titled “The Professional Ethics and Duties of a Lawyer Serving on a Board of Directors” addressed lawyers’ professional duties and the potential conflicts that may arise when they serve on nonprofit boards.

Directors on nonprofit boards stand in as fiduciaries of the organization, just as directors of their corporate counterparts. This requires directors to perform their duties in good faith, in a manner reasonably believed to be in the best interest of the organization, and with such care as a person of ordinary prudence would use under similar circumstances. Should something go wrong, directors have a “good faith” defense that may save them from any liability. “But the problem is that lawyers are always held to a higher standard” cautioned Ternin. Ultimately, Lawyer A cannot rely on the defense to the same extent a non-lawyer director could.

Lawyer A should think about the implications of her response before answering the question. As a director, she is required to act in the best interest of the organization, which may elicit one response. However, as a lawyer, she has to be careful about her answer because what she says may be perceived as legal advice. If relied upon, it could get Lawyer A in trouble with the ethics board or a malpractice case.

What should Lawyer A do? She should use a disclaimer to prevent any confusion about which hat she is wearing. Lawyer A should make clear whether what she says is “her opinion as a director” or her “legal opinion.” Further, Lawyer A should make clear at the beginning of her role as a director whether or not she agrees to also be the organization’s lawyer. It is possible to serve in both capacities, but it has to be done in a manner that leaves no ambiguity as to what role the lawyer-director is acting in.

Lawyer-directors also have to be careful about what kind of advice they give their fellow board members. Should a board member discuss with Lawyer A a personal legal matter that involves the organization, confidentiality rules may prevent Lawyer A from disclosing it to the board. This concurrent conflict can prevent Lawyer A from acting in her role as a board member. Lawyer A can avoid a situation like this by being upfront about her role and who she represents.

How can you prepare for these types of situations? Refresh yourself on Rules 1.6, 1.7, 1.13 and 1.18.

Lauren A. Strebel (lauren.a.strebel@gmail.com) is a third-year law student at Drexel University Earle Mack School of Law.

Lauren A. Strebel

November CLE Calendar

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

Live & Simulcast Seminars

Nov. 1 • The CyberSphere’s Guide to the Internet

Nov. 4 • Maximum Impact

Nov. 5 • Pretrial Practice Series: Session 3 - Preparing for Trial

Nov. 5 • Current Trends in Stormwater Management

Nov. 6 • Navigating the Rising Tide of Retaliation Claims

Nov. 6 • Traumatic Brain Injury

Nov. 7 • Over the Top Settlements

Nov. 7 • Philadelphia County Domestic Relations Practice

Nov. 8 • Selecting & Influencing Your Jury

Nov. 11 • A Day on Electronic Discovery

Nov. 11 • Wage & Hour Law Symposium

Nov. 12 • The Best Retirement and Estate Plans for Attorneys

Nov. 12 • Taking & Defending Depositions

Nov. 13-14 • 20th Annual Estate Law Institute (PA Convention Center)

Nov. 15 • Annual Business Lawyers’ Institute

Nov. 15 • Elder Law Update

Nov. 15 • Medical School for Lawyers: Into the Anatomy Lab

Nov. 18 • School Law

Nov. 19 • Pennsylvania Election Law: Campaign Finance & Lobbying Disclosure

Nov. 19 • Boundary Law in Pennsylvania

Nov. 20 • What PA Lawyers Need To Know About NJ Family Law Practice

Nov. 20 • Spoliation and Preservation of Evidence

Nov. 20 • Adobe Acrobat X for Lawyers & Legal Professionals

Nov. 21 • Gain the Edge! Negotiation Strategies

Nov. 22 • Understanding the Basics of Health Law

Nov. 22 • Lincoln on Professionalism

Nov. 25 • Anatomy of a Software License

Nov. 26 • Writing Appellate Brief

Simulcasts from PLI

Nov. 1 • Arbitrator Counseling & Compliance

Nov. 7-8 • Negotiating Commercial Leases

Nov. 11-12 • Patent Litigation

Nov. 18 • Think Like a Lawyer, Talk Like a Greek: Get Fluent in Technology

Nov. 19 • Hedge Fund and Private Equity Enforcement & Regulatory Developments

Video Seminars

Nov. 4 • Violence in the Workplace - What Employers Need to Know & Do About It

Nov. 6 • Dram Shop Liability

Nov. 18 • Hot Topics in Oil and Gas Law

Nov. 20 • Second Annual Supreme Court Roundup

Nov. 22 • What Pennsylvania Lawyers Need to Know about New Jersey Employment Law

Nov. 25 • The Basics of Litigation Involving State and Local Government

Nov. 26 • The Gun Control Debate

Distance Education – Live Webcasts

Live Webcasts

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

Nov. 4 • Maximum Impact: Expanding Your Practice across Cultural Divides

Nov. 5 • Pretrial Practice Series: Session 5 - Preparing for Trial

Nov. 6 • Traumatic Brain Injury

Nov. 7 • Elder Law Update

Nov. 11 • A Day on Electronic Discovery with the Country’s Leading Experts

Nov. 15 • Boundary Law in Pennsylvania

Nov. 16 • Working with Titles in Oil and Gas Law

Nov. 18 • School Law

Nov. 20 • Pennsylvania Election Law: Campaign Finance & Lobbying Disclosure

Nov. 21 • Over the Top Settlements: How to Develop, Present and Settle for Maximum Value

Nov. 25 • Anatomy of a Software License

Nov. 26 • Writing Appellate Brief

Online CLE

Delivered over the Web at your convenience. We call this 24/7 CLE. When you need the information (or the credits), log on to our Online Campus and find a course that meets your needs: a recording of a seminar, with the materials in convenient searchable PDF format. Start it today, watch some tomorrow and more in the coming weeks. Finish it within three months, and get credit when you do.

Podcast Spotlight

Visit philadelphiabar.org for a podcast from this Bar Association event.

Use your QR code reader to link directly to this resource.

By Lauren A. Strebel

November 2013 Philadelphia Bar Reporter 7
The Weighty Issue of Work-Life Balance

I bought a 35-pound kettlebell and it had a minor effect on my work/life balance, I woke up about 30 minutes earlier and went through a routine before work. A few months later, I bought a 45-pound kettlebell and it had no effect on my work/life balance (beyond continuing to wake up about 30 minutes earlier and going through my routine.

My wife and I brought home an 8-pound baby girl a few weeks ago and all of a sudden my schedule is completely upside down. I’m drinking caffeine, staying up late, going to bed early, eating while walking…in short, doing all of the things my mother told me not to do when I was a child.

After only a few weeks, I can by no means profess to be an expert on anything, but I do know that given the opportunity, I’d like to spend as much time at home with my family as possible and at the same time I’d like to at least maintain my current workload.

And so it seems like a good time for me to evaluate my scheduling and see what is working and what is not. It’s important when striking the proper work-life balance to consider fairness. You need to be fair to your family and need to be fair to your client and employer, and hope they are fair with you.

Striking the proper balance is important for a number of reasons. First of all, if you fail to do so, you’ll find yourself worn out and stressed. This can lead to a diminished work product at the office, grumpiness at home, and in fact, physical illness. Failing to establish the proper balance will likely cause problems on both fronts.

So from my own soul searching as well as research, here are some ideas I am going to use for managing my schedule.

First, use an electronic calendar – for everything. There was a time when folks carried around leather-bound schedulers as a status symbol. As you moved up in the ranks, you might buy a nice scheduler. Well, these are good, but Outlook, Google Calendars, and a number of other electronic calendars should be part of your daily routine. Enter work appointments, deadlines and meetings in your calendar. But also enter in doctor’s appointments, haircuts, and any dinner reservations with friends etc. It will save you the time of having to deal with conflicts of scheduling a work function and personal function at the same time.

Learn to say no or “could we perhaps schedule it another day? I have a conflict.” Now that you have your calendar, if you are diligent about entering information, you should be able to look in real time whether you have a conflict. As attorneys it is understood that we are juggling 1,000 different clients and responsibilities at one time. And most folks will understand if you give them advance notice.

Schedule time for exercise. This is the one thing I’ve probably been the most inconsistent about. I can tell I feel better when I’m regularly lifting, yet once my schedule gets out of whack, it’s the first thing I drop. But your health is vitally important, and you’ll find you have more energy for important things when you’ve maintained a fitness regime.

I think some of the best advice may come from Arthur Grayson, the fictional founder of Grayson Moorhead Securities, who said “Clients will rely on us for our expertise. If a client knows more about the work-life balance than you do, copy him. Do what he does.

Have a great fall, and please look for donation points for our upcoming Harvest for the Homeless!

Aneesh A. Mehta (amehta@vklaw.com), an associate with Volpe and Koenig, P.C., is chair of the Young Lawyers Division.
Bellows, Liebenberg, McKeon to Speak at Chancellor’s Forum, Institute Program

American Bar Association Immediate-Past President Laurel Bellows will discuss how she became the leader of the country’s largest bar association, offer leadership advice and talk about solutions for eliminating gender bias in the legal profession, at a Chancellor’s Forum on Monday, Nov. 25 at noon at Bar headquarters, 1101 Market St., in the 11th floor Conference Center. Joining Bellows will be Roberta D. Liebenberg, chair of the ABA Blue Ribbon Task Force on Gender Equity. The Task Force has produced several publications addressing pay equity.

On Thursday, Dec. 5, the Association will hold a Chancellor’s Leadership Institute program welcoming Jami Wintz McKeon, who will be the first woman chair of Morgan Lewis. The event will be held at noon at Bar headquarters, 1101 Market St., in the 11th floor Conference Center.

Chancellor’s Leadership Institute programs provide ongoing substantive programming aimed at assisting and developing leadership skills and tools for women attorneys, attorneys of diverse backgrounds and young lawyers so they can succeed in their careers. The Institute harnesses the wisdom and experience of some of our region’s top legal minds and business leaders.

There is no cost to attend these programs. Lunch is available for purchase to those who register in advance. Registration is available at philadelphiabar.org.

Visit philadelphiabar.org to register for this Bar Association event.

One of many... The benefits of membership

“I used Jenkins for eminent domain research in preparation for a recent Board of View hearing. Jenkins is an indispensable resource for my law practice." Carol C. Carty, Esquire

See for yourself how a Jenkins membership can benefit your practice. Schedule an on-site, one-day free trial membership. We’re confident that you’ll want our discounted membership rate for the rest of 2013 plus all of 2014. *For new members only.*

Call or email us today! 215.574.1500; membership@jenkinslaw.org
I was contacted by a Duane Morris partner in April 2012 to help the Garden Justice Legal Initiative and The Village of Arts & Humanities (the Village) obtain tax exemptions for approximately 50 properties in Philadelphia. The assignment later included filing petitions for nunc pro tunc appeals for taxes that had been applied to the properties in the past, along with exemptions for the Norris Square Neighborhood Project (NSNP). Having previously handled tax appeals and exemption applications in Philadelphia, I was happy to help.

First and foremost, this assignment made me aware of the world of Philadelphia’s urban gardens and their value in the community. The Garden Justice Legal Initiative was launched by the Public Interest Law Center to provide pro bono legal support, advocacy and policy research to community gardens and urban farmers in Philadelphia’s diverse communities and historically disinvested neighborhoods. It ensures that communities can create urban gardens under the zoning code, and that such uses are supported through positive vacant land policies.

Both the Village and NSNP provide exceptional services to their communities through neighborhood parks and gardens they have developed and maintained over the years. The Village’s mission is to support the voices and aspirations of the community through opportunities for artistic and cultural self-expression. For more than 20 years, the Village has engaged in activities that promote social welfare and community health and wellness; reduce blight by restoring urban landscapes; and build youth leadership through community events and outreach, art and cultural programs, along with the creation of green space and urban gardens. Similar to the Village, the nonprofit NSNP seeks to advance the welfare of economically depressed areas with such community-building events as activities for youth, families and seniors; art and cultural programs; and gardening.

Obtaining tax exemptions for nonprofits in Philadelphia can be time-consuming and paper-intensive, particularly when it involves multiple properties and the need to track down past deeds. Over the course of several months, and with the assistance of PILCOP attorney Amy Laura Cahn and her intern Elizabeth Spellman; Melissa Kim, director of economic development; and Jennifer Pietrafitta-Brasch, formerly in my office, and Duane Morris paralegal Carol Jacoby, we were able to organize all of the deeds, articles of incorporation, by-laws, IRS letters of determination and supporting documents to timely file the individual exemption applications on all properties.

Nearly a year later, we are finally starting to see the desired positive results. We still anxiously await responses from the Office of Property Assessment.

Working on this challenging matter has been worthwhile and meaningful. The organizations simply did not have enough resources to stay on top of the paperwork associated with tax-exemption applications, in addition to their normal activities and programs. By offering a portion of my time, I helped clients navigate the tax-exemption application process and aid a principled cause. This assignment allowed me to incorporate a form of community service into my practice – an increasingly important goal as I grow older and seek to serve as a positive example for my own children.

Michael J. McCalley (MJMcCalley@duanemorris.com) is an associate in the Real Estate Practice Group of Duane Morris LLP.
Gormley Recounts Turmoil of Watergate

By Jim Nixon

Just over 40 years ago, President Richard Nixon fired Watergate Special Prosecutor Archibald Cox in what became known as the Saturday Night Massacre. This action unleashed a firestorm of public protest that eventually culminated in Nixon’s resignation from office.

Dean Ken Gormley of the Duquesne University School of Law addressed the audience at this year’s Bench-Bar on Archibald Cox’s life and role as a special prosecutor in the Watergate scandal. In 1997, Gormley published “Archibald Cox: Conscience of a Nation,” the authorized biography of Cox, who is considered to be one of the leading lawyers and public servants of the 20th Century. Gormley’s history with Cox dates back to his days as a student at Harvard Law, where Cox instructed him as a professor of Constitutional Law. Gormley spent seven years in the 1990s researching for Cox’s candidly noted that Cox was selected only after seven others declined the opportunity to serve. Gormley described Cox as a genuine man with unmatched integrity.

Following a brief video presentation on the Watergate scandal, Gormley described the period from when Cox assumed his role as special prosecutor through his fighting during the Saturday Night Massacre. Following his overwhelming landslide victory in 1972, President Nixon was feeling confident and presidential, despite the looming issue of Watergate. Nixon had just sent the military into the Middle East to engage in the Yom Kippur War and recently been rid of Spiro Agnew, his vice president, who resigned in disgrace. Archibald Cox, like the rest of the American public, learned that the Nixon White House had a secret taping system. Those tapes could have contained information regarding whether Nixon ordered the break-in of a Democratic Party office during the 1972 election, or the subsequent “cover-up” of the break-in, which was the primary issue of the Watergate scandal. Citing executive privilege and national security concerns, Nixon refused Cox’s request for the tapes. Richardson and Cox tried hard to reach a deal concerning the tapes, but to no avail, as Cox would not cave to Nixon’s demands regarding who would listen to and control the tapes.

Citing executive privilege and national security concerns, Nixon refused Cox’s request for the tapes. Richardson and Cox tried hard to reach a deal concerning the tapes, but to no avail, as Cox would not cave to Nixon’s demands regarding who would listen to and control the tapes.

Duquesne University School of Law Dean Ken Gormley addresses Bar members at the opening luncheon of the 2013 Bench-Bar & Annual Conference.

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

By Regina M. Parker

Most firms are getting better at bringing in diverse lawyers but are having a hard time keeping and advancing them, panelists told attendees at the Diversity in the Profession Committee’s Oct. 5 Bench-Bar CLE seminar “Best Practices for the Retention and Advancement of Women and Attorneys of Color in the Legal Profession: Overcoming the Challenges.”

The panel, moderated by former Chancellor Rudolph Garcia, included Sophia Lee, chief counsel of litigation at Sunoco, Inc., and former Chancellor Jane Leslie Dalton, of counsel at Duane Morris LLP.

It is important for legal professionals to address ways to improve inclusion and opportunities for women and attorneys of color. Unfortunately, lawyers are susceptible to unconscious biases that interfere with inclusion efforts. The panelists explained that studies have shown that women and attorneys of color lack access to meaningful work assignments, mentoring relationships, and business and professional development opportunities.

One of the challenges that we as human beings face is with recognizing and eliminating our own biases. This is key to effectively retaining and advancing women and minority attorneys in the legal profession.

Garcia explained that “stereotypes that people have affect how we perceive people, how we interact with people and ultimately how we evaluate people. It’s an insidious problem and generally I think people don’t realize that they’re doing it when they’re doing it so the question is first of all, how can we help our colleagues see their own biases.”

Lee compared biased behavior to micro-inequity. She quoted Mary P. Rowe, Ph.D., who defined micro-inequity as “the apparently small events which are often assembled and hard to prove events which are covert, often unintentional, frequently unrecognized by the perpetrator which occur wherever people are perceived to be different.” Lee urged people to identify their own biases by taking a web-based test at www.implicit.harvard.edu/implicit/research/. The test was developed by a Harvard research continued on page 21

Panel: Eliminate Bias in All Areas

By Mary-Kate Breslin

Creating a diverse and inclusive law practice begins with eliminating bias in business development, client relationship management and procurement. Panelists explored these best practices at the Bench-Bar & Annual Conference CLE program “Not Just Lip Service: Creating a Diverse and Inclusive Law Practice.”

Presented by the Law Practice Management Committee, the program featured former Chancellor Francis P. Devine III, Roberta Jacobs-Meadway, Roberta D. Liebenberg and Naomi K. McLaurin, the Association’s Director of Diversity.

Devine jumpstarted the discussion suggesting ways that white men should be included in diversity, and what roles they can serve. For instance, “…being a mentor is an enriching experience” said Devine. It “helps you and it helps your firm.” He strives to mentor more than one person at a time, and he looks for individuals who are different than he, who can “add spice” to his life.

“Hurt teaches lessons quickly,” said Devine. He shared a story about buying his first business suit. Upon wearing the suit in the office, a seasoned attorney asked him “you’re not going to wear that to court are you?” Devine’s feelings were hurt. Yet he learned a powerful lesson and while that attorney hurt his feelings, he cared enough about Devine to let him know that his suit was inappropriate.

A truly effective mentor is closer in age and experience to his mentee so that a difficult conversation topic – like an inappropriate suit – is less awkward and more meaningful. Mentoring can also take on a reverse flow of information in this age of rapid technology advancements. Older attorneys may need to seek out guidance from younger attorneys on how to navigate new technology.

Advancement and compensation issues facing diverse attorneys were also explored. “If you don’t know what the goal is, then you don’t know how to get there,” said Jacobs-Meadway as she addressed bias as it relates to client and business development. She stressed that expectations of young and new attorneys must be made transparent. “Most young attorneys do not understand law firm economics,” she said. It must be made clear what needs to be done to achieve advancement and promotion with a firm.

“Three main ingredients that factor into compensation are origination credit, billable hours and revenue collected,” said Liebenberg as she addressed the longstanding disparity in compensation between men and women in the legal profession. Not only are mentors essential to an attorney’s career development, sponsors are also valuable in securing appropriate compensation. Sponsors are the people in positions of power who control which cases younger attorneys handle, and who highlight the work product of those same younger attorneys at partner meetings. Liebenberg suggested that women and people of color seek out a sponsor in addition to a mentor.

Mary-Kate Breslin (marykatebreslin39@gmail.com), an assistant city solicitor with the Philadelphia Law Department, is an associate editor of the Philadelphia Bar Reporter.

Get Value from Online Presence

By Jeff Lyons

Every minute of every day, 100,000 tweets are posted, 571 websites are created, 3,600 photos are uploaded on Instagram, 48 hours of video are uploaded to YouTube, 685,000 items are shared on Facebook, 47,000 apps are downloaded, and 2 million Google queries are requested.

Attorneys need to acknowledge that there is value to having a presence on the Internet. Panelists at the Oct. 4 Bench-Bar CLE program “Websites, Blogging and Social Networking: The Rules of Engagement” told Bar members.

Panelists for the program presented by the Law Practice Management Committee included Brian P. Flaherty, Gina Furia Rubel and Royce W. Smith.

There has been a 365 percent increase in social media use since 2006. Rubel said there are 2.27 billion online and they write 152 million blogs. She said people spend three times as much time reading blogs than email. She added that 57 percent of companies are on Twitter, but just 5 percent of lawyers post on the microblogging site.

The most popular social networking site for professionals is LinkedIn, with 225 million members. “Everyone should have a presence on LinkedIn,” said Rubel.

Flaherty said social media users need to know who their audience is and to make sure the audience knows that you are an attorney. Other rules attorneys need to follow are to be truthful, be wary of using fancy jargon, know who your audience is and to make sure the audience knows you are an attorney.

Rubel and Royce W. Smith.
Funding Remains Courts’ Top Issue

By Jeff Lyons

The state judiciary is being asked to deal with flat funding again this year, Pennsylvania Supreme Court Chief Justice Ronald D. Castille said during the closing State of the Courts program at the Bench-Bar & Annual Conference on Oct. 5. “A lot of times they don’t realize we’re an equal branch of government,” Chief Justice Castille said. He said the judiciary’s portion of the state budget is one-half of one percent of the entire state budget.

“We are working to improve the delivery of justice. Right now there are 45 judicial seats that are unfilled at our request, because that’s the way we can save money. Eighty-five percent of our budget goes to benefits and salaries. We’ve saved $10 million over the last three years by not filling those seats,” he said. Senior judges are helping with the extra work, he added.

“We have difficulty getting our message across to the legislature because they frankly don’t understand what we do. If we decide a case that’s not favorable to them they want to hold our foot to the fire politically,” he said.

“Over the last six years, the state budget appropriation for us was $1.8 billion, while the courts collected $2.8 billion in fines, fees, costs and restitution. Last year we collected $469 million to give to the state,” the chief justice said.

Superior Court President Judge John T. Bender said his court is down two judges due to the appointment of Judge Correale Stevens to the Supreme Court and losing a senior judge. Each judge traditionally handles about 250 cases a year but that number is now closer to 300. “You can’t do the same work with fewer judges and expect to be current,” he said.

Superior Court handles appeals of criminal cases and President Judge Bender said there are far too many people incarcerated in Pennsylvania and the cost to taxpayers is “astronomical.” “And to be more specific, we have far too many African-Americans incarcerated in Pennsylvania and that’s a crime.”

Commonwealth Court President Judge Dan Pellegrini said the court’s filings for the last several years have been static. “And that’s remarkable, considering we are basically a civil court.” He attributed that to a decline in appeals in workers’ compensation cases. He said there are a lot of tax cases and forfeiture cases on the docket and election law cases “continue to occupy more and more of our time.” Electronic filing begins in Commonwealth Court in January and although optional at the beginning, President Judge Pellegrini hopes it becomes mandatory in the future.

Common Pleas Court President Judge Pamela Pryor Dembe said “the courts in Philadelphia are still open, while courts across the country are closing due to financial issues. We’re holding our own.”

She said the transition to electronic filing in the Criminal Division at the beginning of the year went very smoothly and all criminal records have been electronically scanned into the system.

She said the Mortgage Foreclosure Diver- sion Program has done wonderful things and has gotten different areas of the bar to work together. “The benefits of that are going to extend into the future.”

Municipal Court President Judge Marsha H. Neifield said the court is working on the transition of Traffic Court into a division of Municipal Court. She said Judge Gary Glazer is the administrative judge of the Traffic Division and the changes put into place are coming along slowly. “We want to make sure everybody who goes down there has an even playing field with proper and fair access to justice. We’re making changes slowly to make sure we’re not making any mistakes along the way.”

Pre-Trial Tips continued from page 11

like the judge to sign. It is also helpful to bring actual copies of case law or statutes that are especially important. Judge Djerassi agreed, and noted that judges will often take a recess to look a particularly control- ling case over, to be able to give the best decision from the bench.

Each judge stressed the importance of being sensitive to ex parte communications, and cautioned to be sure to copy opposing counsel when emailing or faxing letters to the judge. As for the use of faxes, Judge Fox noted that if a document is more than five pages, it is best to email instead.

Each judge emphasized a dislike of ask-}

Gormley

continued from page 11

Funding Remains Courts’ Top Issue

By Jeff Lyons

The state judiciary is being asked to deal with flat funding again this year, Pennsylvania Supreme Court Chief Justice Ronald D. Castille said during the closing State of the Courts program at the Bench-Bar & Annual Conference on Oct. 5. “A lot of times they don’t realize we’re an equal branch of government,” Chief Justice Castille said. He said the judiciary’s portion of the state budget is one-half of one percent of the entire state budget.

“We are working to improve the delivery of justice. Right now there are 45 judicial seats that are unfilled at our request, because that’s the way we can save money. Eighty-five percent of our budget goes to benefits and salaries. We’ve saved $10 million over the last three years by not filling those seats,” he said. Senior judges are helping with the extra work, he added.

“We have difficulty getting our message across to the legislature because they frankly don’t understand what we do. If we decide a case that’s not favorable to them they want to hold our foot to the fire politically,” he said.

“Over the last six years, the state budget appropriation for us was $1.8 billion, while the courts collected $2.8 billion in fines, fees, costs and restitution. Last year we collected $469 million to give to the state,” the chief justice said.

Superior Court President Judge John T. Bender said his court is down two judges due to the appointment of Judge Correale Stevens to the Supreme Court and losing a senior judge. Each judge traditionally handles about 250 cases a year but that number is now closer to 300. “You can’t do the same work with fewer judges and expect to be current,” he said.

Superior Court handles appeals of criminal cases and President Judge Bender said there are far too many people incarcerated in Pennsylvania and the cost to taxpayers is “astronomical.” “And to be more specific, we have far too many African-Americans incarcerated in Pennsylvania and that’s a crime.”

Commonwealth Court President Judge Dan Pellegrini said the court’s filings for the last several years have been static. “And that’s remarkable, considering we are basically a civil court.” He attributed that to a decline in appeals in workers’ compensation cases. He said there are a lot of tax cases and forfeiture cases on the docket and election law cases “continue to occupy more and more of our time.” Electronic filing begins in Commonwealth Court in January and although optional at the beginning, President Judge Pellegrini hopes it becomes mandatory in the future.

Common Pleas Court President Judge Pamela Pryor Dembe said “the courts in Philadelphia are still open, while courts across the country are closing due to financial issues. We’re holding our own.”

She said the transition to electronic filing in the Criminal Division at the beginning of the year went very smoothly and all criminal records have been electronically scanned into the system.

She said the Mortgage Foreclosure Diver- sion Program has done wonderful things and has gotten different areas of the bar to work together. “The benefits of that are going to extend into the future.”

Municipal Court President Judge Marsha H. Neifield said the court is working on the transition of Traffic Court into a division of Municipal Court. She said Judge Gary Glazer is the administrative judge of the Traffic Division and the changes put into place are coming along slowly. “We want to make sure everybody who goes down there has an even playing field with proper and fair access to justice. We’re making changes slowly to make sure we’re not making any mistakes along the way.”

Pre-Trial Tips continued from page 11

like the judge to sign. It is also helpful to bring actual copies of case law or statutes that are especially important. Judge Djerassi agreed, and noted that judges will often take a recess to look a particularly control- ling case over, to be able to give the best decision from the bench.

Each judge stressed the importance of being sensitive to ex parte communications, and cautioned to be sure to copy opposing counsel when emailing or faxing letters to the judge. As for the use of faxes, Judge Fox noted that if a document is more than five pages, it is best to email instead.

Each judge emphasized a dislike of ask-}
By Deborah R. Gross

I can't complement enough the joint efforts of our Delivery of Legal Services community. The executive directors of more than 30 organizations meet monthly to discuss the "hot topics" of the month and to find ways to help each other out. However, it is not often that the staff attorneys of these legal service providers get to meet each other, work with each other, and learn from and with one another. This is exactly what happened at the Gimbel Fund Trial Advocacy Training Program held Oct. 7-9 at Rutgers Law School in Camden, N.J. The attendees were ebullient with enthusiasm and praise not only for the opportunity to learn trial techniques, but also for the time they spent with other public interest legal services attorneys.

This is just one of the benefits that could materialize on a permanent basis with the Equal Justice Center. The Equal Justice Center has made major progress toward reality since my predecessor Wendy Beetlestone first wrote about it in April 2012. We now have:

- A proposed site location that has been identified by the City of Philadelphia and is included in the area for which the Philadelphia Planning Commission has exciting plans;
- A developer who has been working with architects, engineers and planners beyond the call of duty (Pennrose, WRT and AOS – we thank you!) to create tentative drawings based on the legal service providers’ space needs;
- A goal of lower than market rents for the legal service providers with an end game of ownership;
- A plan for financing, and;
- A team dedicated to seeing this succeed.

We have made presentations to the directors of the legal service providers, to numerous Philadelphia lawyers, the Philadelphia Bar Association Board of Governors, and the Philadelphia Bar Foundation Board of Trustees. The time has come to highlight the benefits of working together toward the success of the Equal Justice Center as it will provide the following:

- No fears of being kicked out of current space because of changes in the Philadelphia real estate market;
- Tax free since it will house nonprofits and be owned by a nonprofit;
- Common conference rooms, intake area, bathrooms and kitchens will mean lower costs because less space needed by each legal service provider and more dollars for personnel;
- No extra storage costs that some are paying to house servers, boxes, documents, etc.;
- Joint buying power for supplies, phone systems, intake software, legal research;
- Large top floor space available to house conferences, fundraisers and the opportunities for attorneys to work together;
- Ability to better serve clients who often have several overlapping problems and will more easily be able to be referred to other appropriate organizations for assistance.

Ask me, or any other trustee of the Foundation, more at the Andrew Hamilton Benefit on Saturday, Nov. 16 at WHYY at 7:30 pm. We would love to share our enthusiasm about the project with you.

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

Philadelphia Bar Foundation’s 35th Annual

andrew

hamilton

benefit

November 16
7 to 11
WHYY Studios
Independence Mall West
Buffet Dinner
Dancing
Cocktail Attire
Silent Auction

Visit www.PhilaBarFoundation.org or email LMacoretta@philabar.org for tickets.

Bar Foundation

Working Together is the Key for DLSC
3 Choices to Avoid Health Care Tax

By Brian McLaughlin

Beginning Jan. 1, 2014, taxpayers (with certain limited exemptions) will be assessed a tax for any months during which they or their dependents lack minimum essential health insurance coverage. An individual has three choices: (1) qualify for an exemption, (2) get minimum essential coverage (with or without government assistance if under the Exchange), or (3) pay the individual mandate.

Minimum essential coverage includes most major medical coverage such as all of the following: Employer-provided medical coverage; Medicare Part A, Medicaid, the CHIP program, and TRICARE; and a qualified health plan through the individual market under an Exchange (QHP). Policies offered in the Exchange will be provided by the major insurance carriers in the United States. The coverage options are: Bronze, which pays 60 percent of covered benefits (least expensive); Silver pays 70 percent of covered benefits; Gold pays 80 percent of covered benefits; and Platinum pays 90 percent of covered benefits (most expensive).

All individuals are subject to the tax except for individuals who are not lawfully present in the United States; individuals whose household income does not exceed the threshold for filing a federal income tax return; and individuals who cannot afford coverage – defined as individuals for whom a required contribution for coverage would cost more than 8 percent of their household income.

The taxpayer pays the tax on his or her behalf, as well as on the behalf of his or her tax dependents. The tax is paid in connection with the taxpayer’s Form 1040 filing. Married individuals who file a joint return for a taxable year are jointly liable for any tax. For each taxable year, the tax is: For 2014, the greater of $95 or 0.95 percent of the employee’s household income. In other words, for purposes of determining whether family members are eligible for premium tax credits, the cost of family coverage is not taken into account – all that matters is whether the cost of self-only coverage is affordable to the employee.

For example, if Jack is married to Jill and Jack’s employer’s plan requires Jack to contribute $5,300 for Jill’s coverage for 2014 (11.3 percent of their household income), because Jack’s required contribution for self-only coverage ($3,450) does not exceed 9.5 percent of household income, Jack’s employer’s plan is affordable for Jack and Jill.

In contrast to the affordability test for purposes of eligibility for premium tax credits, affordability for purposes of an exemption from the individual shared responsibility penalty does look at the cost of family coverage. Therefore, it is possible that an employee’s family members may not qualify for premium tax credits (since the cost of self-only is deemed to be affordable for the whole family), but they may nevertheless avoid the individual shared responsibility penalty if the lowest-cost family coverage is not affordable to them; the individual mandate does not apply to individuals who cannot afford coverage – defined as individuals for whom a required contribution for coverage would cost more than 8 percent of their household income.

To receive a cost-sharing reduction an individual must: be eligible for the premium tax credit; have household income between 100 percent and 250 percent of the federal poverty level; and be enrolled in a silver level of coverage in a QHP.

The term “cost-sharing” includes deductibles, co-insurance, copayments or similar charges, and any other expenditure required of an insured individual with respect to essential health benefits covered under the plan. Such term does not include premiums, balance billing amounts for non-network providers or spending for non-covered services.

Effective Jan. 1, 2014, certain individuals may receive government assistance to purchase a QHP. There are two forms of government assistance – a premium tax credit and a cost-sharing subsidy. A premium tax credit is a refundable government subsidy for some of the premium paid toward a QHP. A cost-sharing subsidy is a government subsidy for some of the cost-sharing (e.g., deductibles, co-insurance and copayments) toward a QHP.

To receive a premium tax credit, an individual must have household income between 100 percent and 400 percent of the federal poverty level; be enrolled in a QHP; be legally present in the United States and not incarcerated; not be eligible for other qualifying coverage, such as Medicare, Medicaid, or affordable-employer-sponsored coverage of a minimum value; and not be enrolled in an employer-sponsored plan, even if the plan does not meet the affordability and minimum value conditions.

It is important to note that individuals and their families are not eligible for government assistance when the employer offers affordable employee-only coverage of a minimum value. The amount of the premium tax credit is dependent on income.

An employer plan is affordable for family members if the cost of self-only coverage does not exceed 9.5 percent of the employee’s household income. In other words, for purposes of determining whether family members are eligible for premium tax credits, the cost of family coverage is not taken into account – all that matters is whether the cost of self-only coverage is affordable to the employee.

Annual Meeting continued from page 1

“Sayde has enjoyed an outstanding career helping those who need the law to make them whole, always knowing that this is the meaning of professionalism,” Pennsylvania Superior Court Judge Anne E. Lazarus wrote in her nomination letter. Ladyov convened the first diversity summit of the Philadelphia Bar Association. In addition, she has co-chaired the Bench-Bar Conference, has been a trustee of the Philadelphia Bar Foundation, and co-chaired and chaired the Andrew Hamilton Ball.

Institute. She was a Chancellor of the Tau Epsilon Phi Law Society and became a founder of the Brandeis Law Society.

PMC to Celebrate 25th Year Nov. 18

Pennsylvanians for Modern Courts will celebrate its 25th anniversary on Monday, Nov. 18 with keynote speaker Justice Sandra Day O’Connor and honors for Judge Arlin M. Adams.

Justice O’Connor will speak about judicial independence and help honor the extraordinary accomplishments of Judge Adams by presenting him with the Judicial Independence Lifetime Achievement Award. In addition to a distinguished legal and judicial career, Judge Adams is a powerful spokesman for the need for judicial independence.

PMC will also recognize the invaluable contributions of former Superior Court Judges Phyllis W. Beck and Edmund B. Spach Jr. to the fair courts movement. They are respected jurists and well-known champions of efforts to promote fair and impartial courts in Pennsylvania.

Event chairs are Robert C. Heim of Dechert, LLP; Dean JoAnne A. Epps of Temple University Beasley School of Law; and David L. Cohen from Comcast.

The event begins at 6 p.m. at the Crystal Tea Room in the Wanamaker Building, Market and Juniper streets. There will be a cocktail and hors d’oeuvres reception followed by a program. For more information, contact Lynn Marks or Suzanne Almeida at 215-569-1150 or info@pmconline.org.
Retirement planning often entails creating a portfolio that aims to meet individual cash flow needs while preserving capital and managing risk. These days it can be a tall order. In this month’s interview, I sat down with the Philadelphia Investment Director for PNC Wealth Management®, David F. Huting, CFA, to discuss how investors should be wary of the threats that may challenge the best laid retirement plans, and how they can seek to mitigate them.

What do you believe are the major threats to a successful retirement plan?

Right now we are seeing threats that include higher interest rates, a loss of purchasing power, rising healthcare costs, and changes in net worth. All of these variables could have a negative impact on the best-laid retirement plans. Fortunately, understanding these risks and implementing an appropriate asset allocation plan may help individuals overcome them and potentially achieve their retirement goals.

What actions might investors take to mitigate the risk of higher interest rates?

Following the financial crisis and subsequent Great Recession the United States has been in an extended period of low short-term interest rates. Now, as the economy continues to slowly strengthen, it appears as though the low-interest-rate party could be drawing to an end. As such, it is important to look at all asset classes’ potential reaction during times of higher rates when planning for retirement. We remind investors of the importance of fixed income to portfolios for preservation of capital, for income and for low correlations of returns to stock returns. However, it would be wise not to count on any price appreciation in bonds when projecting future returns.

With inflation comes loss of purchasing power. How can individuals mitigate this possible risk to their retirement nest egg?

Despite inflation remaining below the long-run average, investors preparing for retirement should be aware of the threat of declining purchasing power. Inflation chips away at purchasing power over time. Short-term interest rates are likely to remain low into 2015, creating a difficult environment for earning a positive real (inflation-adjusted) return from short-term bonds and cash at tolerable levels of risk. Within bonds, an allocation to non-Treasury fixed income, such as municipal bonds, corporate bonds or absolute-return-oriented fixed-income strategies, could be appropriate. A benefit of such an allocation is that it provides extra yield over and above Treasury bonds. There is also merit to adding alternative assets to portfolios, including Treasury Inflation-Protected Securities, as a method to retain purchasing power.

How big of a threat does the steadily rising cost of healthcare pose for future retirees?

The consequences of a reduction in purchasing power are magnified when applied specifically to healthcare spending. It must be considered that healthcare could make up a larger share of consumption during retirement.
Alfano Unopposed for Vice Chancellor

Gaetan J. Alfano, a name partner of Pietragallo Gordon Alfano Bosick & Raspanti, LLP and former Chair of the Board of Governors, is the lone candidate for Vice Chancellor of the Philadelphia Bar Association in this year’s election.

Alfano is a former member of the Board of Governors of the Philadelphia Bar Association (2007-2010) and was Chair in 2009. He was Chair and Vice Chair of the Philadelphia Bar Association Commission on Judicial Selection and Retention, Business Law Section, State Civil Litigation Section, Appellate Courts Committee and Rules and Procedure Committee.

He is also a member of the American Bar Association and the New Jersey State Bar Association.

Alfano serves as Co-Chair of the Litigation Practice Group and is a member in the Employment & Labor Practice Group at his firm. Alfano graduated from the Villanova University School of Law and he received his B.A. from Villanova University magna cum laude. He has extensive experience in commercial and employment disputes, insurance insolvency and receivership law, as well as complex white collar criminal defense and affirmative civil litigation.

Alfano served as Assistant District Attorney for five years. He is an active member of the Justinian Society, in which he has held a number of offices and currently serves as Treasurer of the Justinian Foundation. He also serves as a member of the Pennsylvania Board of Law Examiners.

He received the Cesare Beccaria Award in 2009, presented by the Criminal Justice Section of the Philadelphia Bar Association and the Justinian Society. The Beccaria Award is presented annually for outstanding contributions to the cause of justice and the advancement of legal education.

He was a member of the Hearing Committee of the Disciplinary Board of the Supreme Court of Pennsylvania from 2003 to 2009. He is Vice Chair of the Delaware River Joint Toll Bridge Commission, and has been a member of the commission since 2005.

Four Line Office Posts Unopposed

This year, the Four candidates for Bar line offices are unopposed. The candidates are Jacqueline G. Segal, secretary; Judge A. Michael Snyder (ret.), assistant secretary; Wesley R. Payne IV, treasurer; and Mary F. Platt, assistant treasurer.

Segal is a partner with Fox Rothschild LLP and a graduate of Temple University School of Law.

Segal currently serves as assistant secretary of the Association and co-chair of the Membership Task Force. She has held a number of other Bar Association positions including Parliamentarian to the Board of Governors (2010); Cabinet (2010); Board of Governors (2007-2009); co-chair, Membership Task Force (2010); chair, Chancellor’s Committee for Pandemic/Disaster Planning (2007-2009); Elections Committee (2008); Commission on Judicial Selection and Retention (2006); Section Chairs Committee (2006). Family Law Section: chair (2006); chair-elect (2005); treasurer (2004); secretary (2003); executive committee (1997-present); co-chair, Child Support Legislation Committee (2004); co-chair, Divorce and Equitable Distribution Committee (1997-2002); co-chair, Domestic Violence Committee (1994-1996).

Segal was an officer, executive committee member, and founding member of Philadelphia’s Nicholas A. Cipriani Family Law American Inn of Court (2006-2007); member, Doris Jonas Freed American Inn of Court (1998-present); member, University of Pennsylvania Law School American Inn of Court (1994-1996); member, American Bar Association, Family Law Section; member, Pennsylvania Bar Association, Family Law Section.

Judge Snyder is a distinguished neutral with The Dispute Resolution Institute and a graduate of Temple University School of Law.

Judge Snyder has served as chair/co-chair of Bar Academy (2010-present); Bench-Bar Planning Committee (2011, 2012); Board of Governors, Workers’ Compensation Section representative (2001, 2009-present); co-chair, Workers’ Compensation Section (2000, 2009); Executive Committee, Workers’ Compensation Section (1999-2002, 2008-present); member, Alternative Dispute Resolution Committee; member, Arts in the Courts Committee; team teacher, Advancing Civics Education Program (2009-present); member, Alternative Dispute Resolution Committee; member, Workers’ Compensation Section; member, Philadelphia Bar Foundation Grants Committee (2009-present).

He has also served as a member, House of Delegates, Pennsylvania Bar Association (2004-2008); member, Executive Board, member, long-range/strategic planning committee, member, CLE committee; Louis D. Brandeis Law Society; Temple American Inn of Court (2008-present) team leader (2009-present); founder, president, Judge Alexander F Barbieri Workers’ Compensation Inn of Court (2010-present); member, Workers’ Compensation Section, Fall Section Advisory Committee, Pennsylvania Bar Institute (2005-present); member, Alternative Dispute Resolution Committee, Pennsylvania Bar Association, member, Concerned Committee for the Elderly, Center for Social Responsibility (Grants Committee), Jewish Federation of Greater Philadelphia (2003-present).

Payne, the current treasurer, is a part-time Judge of the Philadelphia Court of Common Pleas and is co-president of the, Philadelphia Diversity Law Group, Inc.; board member of Philadelphia Association of Defense Counsel; Pennsylvania Bar Institute, director, North East Region and chair, Rules Committee; Barristers’ Association of Philadelphia; Pennsylvania Bar Association, Minority Bar and Judicial Administration Committees; Defense Research Institute, Diversity and Toxic Tort & Environmental Law Committees; co-chair, Homeless Advocacy Project Practice Group; Volunteer for the Indigent Program, case volunteer and Tangled Title Practice Group; Washington and Lee University, Alumni Admissions Program. He is also a certified arbitration panelist in both Philadelphia County and federal court.

Payne serves as a judge pro tem, Philadelphia Court of Common Pleas and is co-president of the, Philadelphia Diversity Law Group, Inc.; board member of Philadelphia Association of Defense Counsel; Pennsylvania Bar Institute, director, North East Region and chair, Rules Committee; Barristers’ Association of Philadelphia; Pennsylvania Bar Association, Minority Bar and Judicial Administration Committees; Defense Research Institute, Diversity and Toxic Tort & Environmental Law Committees; co-chair, Homeless Advocacy Project Practice Group; Volunteer for the Indigent Program, case volunteer and Tangled Title Practice Group; Washington and Lee University, Alumni Admissions Program. He is also a certified arbitration panelist in both Philadelphia County and federal court.

Platt currently serves as a judge pro tem, Philadelphia Court of Common Pleas and is co-president of the, Philadelphia Diversity Law Group, Inc.; board member of Philadelphia Association of Defense Counsel; Pennsylvania Bar Institute, director, North East Region and chair, Rules Committee; Barristers’ Association of Philadelphia; Pennsylvania Bar Association, Minority Bar and Judicial Administration Committees; Defense Research Institute, Diversity and Toxic Tort & Environmental Law Committees; co-chair, Homeless Advocacy Project Practice Group; Volunteer for the Indigent Program, case volunteer and Tangled Title Practice Group; Washington and Lee University, Alumni Admissions Program. He is also a certified arbitration panelist in both Philadelphia County and federal court.

This year, the Four candidates for Bar line offices are unopposed. The candidates are Jacqueline G. Segal, secretary; Judge A. Michael Snyder (ret.), assistant secretary; Wesley R. Payne IV, treasurer; and Mary F. Platt, assistant treasurer.

Segal is a partner with Fox Rothschild LLP and a graduate of Temple University School of Law.

Segal currently serves as assistant secretary of the Association and co-chair of the Membership Task Force. She has held a number of other Bar Association positions including Parliamentarian to the Board of Governors (2010); Cabinet (2010); Board of Governors (2007-2009); co-chair, Membership Task Force (2010); chair, Chancellor’s Committee for Pandemic/Disaster Planning (2007-2009); Elections Committee (2008); Commission on Judicial Selection and Retention (2006); Section Chairs Committee (2006). Family Law Section: chair (2006); chair-elect (2005); treasurer (2004); secretary (2003); executive committee (1997-present); co-chair, Child Support Legislation Committee (2004); co-chair, Divorce and Equitable Distribution Committee (1997-2002); co-chair, Domestic Violence Committee (1994-1996).

Segal was an officer, executive committee member, and founding member of Philadelphia’s Nicholas A. Cipriani Family Law American Inn of Court (2006-2007); member, Doris Jonas Freed American Inn of Court (1998-present); member, University of Pennsylvania Law School American Inn of Court (1994-1996); member, American Bar Association, Family Law Section; member, Pennsylvania Bar Association, Family Law Section.

Judge Snyder is a distinguished neutral with The Dispute Resolution Institute and a graduate of Temple University School of Law.

Judge Snyder has served as chair/co-chair of Bar Academy (2010-present); Bench-Bar Planning Committee (2011, 2012); Board of Governors, Workers’ Compensation Section representative (2001, 2009-present); co-chair, Workers’ Compensation Section (2000, 2009); Executive Committee, Workers’ Compensation Section (1999-2002, 2008-present); member, Alternative Dispute Resolution Committee; member, Arts in the Courts Committee; team teacher, Advancing Civics Education Program (2009-present); member, Alternative Dispute Resolution Committee; member, Work...
The five candidates seeking three-year terms on the Board of Governors are running unopposed. They are Lawrence Felzer, Lauren McKenna, Jeremy A. Menkowitz, Peter Newman and Erin Siciliano.

Felzer, development coordinator and director of development and finance at SeniorLAW Center, is a graduate of Temple University and the Temple University School of Law. He is currently the Public Interest Section liaison to the Board of Governors. He served as chair of the Public Interest Section in 2011 and vice chair in 2010. He was co-chair of the LGBT Rights Committee from 2006 to 2011 and was an appointed member of the Justice Sonia Sotomayor Diversity Award, Elections and Bench-Bar Planning Committees. He is a former member of the Editorial Board of the Philadelphia Bar Reporter. Felzer has served as an appointed member of the Pennsylvania Bar Association House of Delegates since 2009.

Felzer is president-elect of the Temple Law Alumni Association and previously served as vice chair and treasurer. He is founder, Sean Halpin Scholarship Fund (scholarship fund for local LGBT law students); former chair and current board member – Gay and Lesbian Lawyers of Philadelphia; founding member, Philadelphia LGBT Elder Initiative Steering Committee; secretary, DHRF Fund board (building LGBT friendly subsidized senior housing in Philadelphia); co-founder and organizer of Gay Community Night at Phillies, now in its 11th year; key volunteer at Gay Bingo (monthly fundraiser for AIDS Fund); WillPower Steering Committee of the Brandeis Law Society.

Menkowitz, a graduate of the University of Michigan and Temple University Beasley School of Law, is an associate with Morgan, Lewis & Bockius, LLP. He served as co-chair of the Government and Public Service Lawyers Committee in 2009 and has been a member of the committee since 2006. He is a member of the Executive Committee of the Brandeis Law Society and the Executive Committee of the Temple Law Alumni Association.

Menkowitz is a member of the Board of Directors of the LGBT Elder Initiative Steering Committee (1997, 1998); co-chair, Women in the Profession Committee. She was a faculty member for the Business Law Section, Professional Responsibility Committee, Federal Courts Committee, and Temple University Beasley School of Law, is an associate of Edelman & Dicker LLP, is a graduate of California University of Pennsylvania and Duquesne University School of Law.

Newman serves as a Judge Pro Temp in the Philadelphia County Court of Common Pleas Dispute Resolution Center, works as an arbitrator in the Philadelphia County Court of Common Pleas Arbitration Center and is a pro bono volunteer in the Residential Mortgage Foreclosure Diversion Program. He is a member of the Philadelphia Trial Lawyers Association and a member of the Pennsylvania Association for Justice. He also volunteered as a head coach in the Taney Baseball League (2005-2009).

Siciliano, an associate with Wilson, Elser, Moskowitz, Edelman & Dicker LLP, is a graduate of California University of Pennsylvania and Duquesne University School of Law. She is a co-chair of the Compulsory Arbitration Committee and is a member of the State Civil Litigation Section, Professional Responsibility Committee, Women in the Profession Committee, Insurance Practice Committee, Pennsylvania Bar Association, Professional Liability Underwriting Society and Claims and Litigation Management Alliance.

The Notice of Election is as follows: There being no opposition for the following offices, a unanimous ballot will be cast for these individuals who will be elected to the offices as noted: Vice Chancellor, Gaetan J. Alfano; Secretary, Jacqueline G. Segal; Assistant Secretary, Judge A. Michael Snyder (ret.); Treasurer, Wesley R. Payne IV; and Assistant Treasurer, Mary F. Platt. There being no opposition, a unanimous ballot will also be cast for the following candidates for Board of Governors: Lawrence Felzer, Lauren McKenna, Jeremy A. Menkowitz, Peter Newman and Erin Siciliano.

Chair of Law Firm Fundraising Committee, Philadelphia VIP (2009-2010); Visibility Committee, Philadelphia VIP (2010)

Newman serves as a Judge Pro Temp in the Philadelphia County Court of Common Pleas Dispute Resolution Center, works as an arbitrator in the Philadelphia County Court of Common Pleas Arbitration Center and is a pro bono volunteer in the Residential Mortgage Foreclosure Diversion Program. He is a member of the Philadelphia Trial Lawyers Association and a member of the Pennsylvania Association for Justice. He also volunteered as a head coach in the Taney Baseball League (2005-2009).

Siciliano, an associate with Wilson, Elser, Moskowitz, Edelman & Dicker LLP, is a graduate of California University of Pennsylvania and Duquesne University School of Law. She is a co-chair of the Compulsory Arbitration Committee and is a member of the State Civil Litigation Section, Professional Responsibility Committee, Women in the Profession Committee, Insurance Practice Committee, Pennsylvania Bar Association, Professional Liability Underwriting Society and Claims and Litigation Management Alliance.

The Notice of Election is as follows: There being no opposition for the following offices, a unanimous ballot will be cast for these individuals who will be elected to the offices as noted: Vice Chancellor, Gaetan J. Alfano; Secretary, Jacqueline G. Segal; Assistant Secretary, Judge A. Michael Snyder (ret.); Treasurer, Wesley R. Payne IV; and Assistant Treasurer, Mary F. Platt. There being no opposition, a unanimous ballot will also be cast for the following candidates for Board of Governors: Lawrence Felzer, Lauren McKenna, Jeremy A. Menkowitz, Peter Newman and Erin Siciliano.

Chair of Law Firm Fundraising Committee, Philadelphia VIP (2009-2010); Visibility Committee, Philadelphia VIP (2010)

Newman serves as a Judge Pro Temp in the Philadelphia County Court of Common Pleas Dispute Resolution Center, works as an arbitrator in the Philadelphia County Court of Common Pleas Arbitration Center and is a pro bono volunteer in the Residential Mortgage Foreclosure Diversion Program. He is a member of the Philadelphia Trial Lawyers Association and a member of the Pennsylvania Association for Justice. He also volunteered as a head coach in the Taney Baseball League (2005-2009).

Siciliano, an associate with Wilson, Elser, Moskowitz, Edelman & Dicker LLP, is a graduate of California University of Pennsylvania and Duquesne University School of Law. She is a co-chair of the Compulsory Arbitration Committee and is a member of the State Civil Litigation Section, Professional Responsibility Committee, Women in the Profession Committee, Insurance Practice Committee, Pennsylvania Bar Association, Professional Liability Underwriting Society and Claims and Litigation Management Alliance.
Seven seats are available on the Young Lawyers Division Executive Committee. Committee members serve three-year terms. There being no opposition for the YLD Executive Committee, a unanimous ballot will be cast for these individuals who will be elected to the Executive Committee as noted:

Katie L. Bailey
Vincent N. Barbera
Grant Berger
Melanie S. Carter
Leo M. Mulvihill Jr.
Brandon R. Sher
Keely James Stewart

Katie L. Bailey

Professional Background: Associate, Drinker Biddle & Reath, LLP; University of Pennsylvania Law School.

Candidate’s Statement: Since moving here for college in 2003, I have loved living, learning and working in Philadelphia. I am enthusiastic to connect with and learn from local professionals, build relationships with community partners and give back the meaningful support that I have received as a young lawyer starting her career. If given the opportunity to serve on the Executive Committee, I will strive to independently develop ideas for new avenues of outreach and work cooperatively with the Committee to support the great efforts the YLD already undertakes to improve the quality of life of the legal community and the city of Philadelphia.

Vincent N. Barbera

Professional Background: Associate, White and Williams LLP; Villanova University School of Law.

Candidate’s Statement: As a liaison to the Executive Committee in 2013, I gained valuable experience and insight concerning the responsibilities and expectations of elected members. Among other things, I was a co-founder of the inaugural Philadelphia Law Society Quizzo Championship; I helped organize the 2013 Legal Advice Live! Program as a co-chair; I was an organizer and volunteer for LegalAide; and I was a co-organizer of several YLD-Justinian-Brandeis-Brehon Law Society joint events. I was also fortunate to make many new friends on the Board. If elected, my experiences as a liaison and contacts on the Board will allow for a seamless transition.

Grant Berger

Professional Background: Assistant vice president and in-house trial counsel, Fidelity National Financial; Rutgers School of Law, Camden.

Candidate’s Statement: I have demonstrated a commitment to bar association and civic involvement throughout my career. As the Burlington County Bar Association Young Lawyer Trustee, I have volunteered with Providence House, assisting victims of domestic violence and homelessness; organized social events for law clerks and the Young Lawyers Committee membership; coordinated fundraising efforts; judged mock trial competitions; and presented and moderated continuing education courses – including an ethics seminar “Private Practice and the Young Lawyer.” I would like to continue my service to the legal community as a member of the Philadelphia Bar Association Young Lawyers Division.

Melanie S. Carter

Professional Background: Associate, Blank Rome LLP; Temple University Beasley School of Law.

Candidate’s Statement: As the legal market has shifted, many young attorneys are striking out on their own. For solos, it’s a challenge when you not only practice law, but must also run your own practice. Now going into my third year of a neighborhood solo/small firm practice in Fishtown, I understand the unique demands on the young solo/small practitioner. I promise to bring the perspective of the young solo/small firm lawyer to the Executive Committee.

Leo M. Mulvihill Jr.

Professional Background: Mulvihill & Rushie LLC – The Fishtown Lawyers, Drexel University Earle Mack School of Law.

Candidate’s Statement: As the legal market has shifted, many young attorneys are striking out on their own. For solos, it’s a challenge when you not only practice law, but must also run your own practice. Now going into my third year of a neighborhood solo/small firm practice in Fishtown, I understand the unique demands on the young solo/small practitioner. I promise to bring the perspective of the young solo/small firm lawyer to the Executive Committee.

continued on page 20
that pro bono service is important work that attorneys ought to welcome. “As attorneys, we are leaders and we need to make a commitment to the law and to clients across the board.”

Acknowledging Smith’s volunteer service with VIP, Staff Attorney Michael Viola said, “Her commitment is outstanding. During the last 23 years, she has assisted more than 30 clients. That is quite an accomplishment. We need more volunteers like Elaine. She goes above and beyond to serve her clients.”

Civility

fighting never advances a case, so Ladov recommends letting the other side know that you will not respond in-kind. Ladov also suggested that public shaming, if done thoughtfully, and not heavy handedly, can be very effective. Try responding “thank you for your nastygram…”.

Ladov challenged section members by asking, “How did it get so bad?” Exploring the motives behind the destruction of good attorney relations, the section discussed how large our legal community has become, but that we are no longer as close knit as in the past. The only way to improve civility in our profession is to lead by example. Commence any new relationship with opposing counsel with basic good manners, be honest and professional. However, as we are all human, it is important to recognize when our own conduct may fall below the dictates of the Code of Civility. Acknowledging when one’s behavior lacks civility is a sign of strength that should improve ongoing relations.

Lastly, Ladov addressed a lawyer’s duty of civility to clients. Under Rule of Professional Conduct 1.4, lawyers are required to communicate with clients and explain to them the status of their matter. Responding in a timely manner to clients and providing them with all information they need helps promote the image of lawyers overall.

Elaine Smith

that pro bono service is important work that attorneys ought to welcome. “As attorneys, we are leaders and we need to make a commitment to the law and to clients across the board.”

Acknowledging Smith’s volunteer service with VIP, Staff Attorney Michael Viola said, “Her commitment is outstanding. During the last 23 years, she has assisted more than 30 clients. That is quite an accomplishment. We need more volunteers like Elaine. She goes above and beyond to serve her clients.”

For 23 years, Smith has served as a volunteer attorney with VIP and she continues to dedicate countless hours of legal service in an effort to help stabilize low-income families. VIP commends her stalwart support of VIP’s important mission.
Diversity

continued from page 12

than in the younger years. The price of health care has been increasing rapidly over the past 70 years, which has likely already caught some retirees by surprise and is a reason government spending on health care (Medicare and Medicaid) has soared. The fast-paced rise in healthcare costs is problematic, leaving retirees on an uncertain path. Although much uncertainty remains, it is not too hard to imagine a scenario in which government spending on healthcare declines, while the cost of health care continues to rise faster than inflation. This type of scenario is difficult to prepare for, but should be considered when developing a plan for retirement.

How might investors help protect their retirement portfolios from an unexpected decline in wealth?

The threat of a sharp decline in net worth feels ever more pertinent in the context of the Great Recession. While the S&P 500 declined more than 50 percent peak to trough between October 2007 and March 2009, it has since rebounded. The decline in home prices has weighed heavily on net worth, and continues to remain a formidable threat for retirement. Given our current expectations for a modest housing recovery, it could take until around 2020 for house prices to reach their pre-housing-bubble peak. This means the decline in wealth is essentially permanent for many people nearing retirement. One way a retirement portfolio can be protected from an unexpected decline in wealth is by setting proper expectations. For individuals still far away from retirement, we believe these concerns should be factored into retirement planning.

What role does proper asset allocation play as investors try to mitigate threats to their retirement plans?

Being too conservative with an asset allocation exposes an investor to the risk of a negative real return over the medium- to long-term. Conversely, there also is a risk of being too aggressive, putting at risk capital that may need to be drawn upon in the nearer term. When one factors in the many risks retirees face, it becomes clear how important a solid long-term asset allocation approach is when positioning portfolios for near-term and long-term market and economic scenarios. Selecting an appropriate long-term strategic asset allocation that matches an investor’s goals, risk tolerance, and investment holding period is vital to managing funds set aside for retirement.

Jackie Byrne Leusman, CFP® (jacqueline.leusman@pnc.com; 215-585-5831), PNC Wealth Management Senior Vice President. 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 PNC at 1-888-762-6206.

The PNC Financial Services Group, Inc. ("PNC") uses the names PNC Wealth Management®, Hawthorn, PNC Family Wealth® and PNC Institutional Investments® to provide investment and wealth management, fiduciary services, fiduciary banking products and services and lending of funds through its subsidiary, PNC Bank, National Association, which is a Member FDIC, and uses the names PNC Wealth Management® and Hawthorn, PNC Family Wealth® to provide certain fiduciary and agency services through its subsidiary, PNC Delaware Trust Company. Brokerage and advisory products and services are offered through PNC Investments LLC, a regulated broker-dealer and investment advisor and member of FINRA and SIPC. Insurance products and advice may be provided by PNC Insurance Services, LLC, a licensed insurance agency affiliated of PNC, or by licensed insurance agencies that are not affiliated with PNC in either case a licensed insurance agent will receive compensation if you choose to purchase insurance through these programs. A decision to purchase insurance will not affect the cost or availability of other products or services from PNC or its affiliates. Hawthorn and PNC do not provide legal or accounting advice and neither provides tax advice in the absence of a specific written engagement for Hawthorn to do so. PNC Wealth Management®, Hawthorn, PNC Family Wealth® and PNC Institutional Investments® are registered trademarks of The PNC Financial Services Group, Inc. Investments: Not FDIC Insured. No Bank Guarantee. May Lose Value. Insurance: Not FDIC Insured. No Bank or Federal Government Guarantee. May Lose Value. © 2013 The PNC Financial Services Group, Inc. All rights reserved.

Judicial Election

continued from page 1

at www.philadelphiabar.org,” Wilkinson said. The Chancellor pointed out that the Association’s Campaign for Qualified Judges has launched a banner that appears on the homepage of the Association’s website. The banner contains a link to print the candidates’ ratings so voters can bring the list to the polls.

Wilkinson said the Association wants voters to know “not just who to vote for but why the judicial elections are so important and why we invest so much time and energy in reviewing and rating these candidates. This is the one place for voters to find a thorough, non-partisan, objective rating of the candidates.”

“In all, we conducted hundreds of hours of interviews, many hours of hearings, involved a great cross section of the Bar and lay people, all to the benefit of the Philadelphia voters. The Commission collects, evaluates and summarizes all of the information a voter could need,” said Commission Chair Teresa Ficken Sachs.

The Commission on Judicial Selection and Retention is independent and non-partisan. It includes lawyers and non-lawyers. Among the members of the Commission are community leaders, officials including the District Attorney, Chief Public Defender, City Solicitor, and the President Judges of Common Pleas Court and Municipal Court, and representatives of minority legal groups and various sections of the Bar.

The ratings by the 30-member Judicial Commission follow extensive study and investigation by the Commission’s own 120-member investigative division, one-third of whom are non-lawyer members. Candidates found “Recommended” satisfied a cumulative review of criteria including qualifications such as legal ability, experience, integrity, temperament, community involvement and judgment. Complete details can be found at www.philadelphiabar.org.

The following judges, listed alphabetically, were found “RECOMMENDED” for retention to the Court of Common Pleas:

Jaqueilyn M. Frazier-Lyde
Joseph J. O’Neill

The Commission also announced its ratings of the following candidates who have been found “RECOMMENDED” for election to the Court of Common Pleas:

Jacqueline E. Allen
Genece E. Brinley

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

Ram I. Djerassi
Lori A. Dumas
Holly J. Ford
Joel Steven Johnson
Frederica A. Mansiah-Jackson
Raymond A. Means
Jeffrey P. Minehart
Joseph D. O’Keefe
Paula A. Patrick
Doris A. Pechkarov
Allan L. Terehsho
Nina Wright-Padilla

The following judges, listed alphabetically, were found “RECOMMENDED” for retention to Municipal Court:

Teresa Carr Deni
Wendy L. Lew

The following judges were found “NOT RECOMMENDED” for retention to Municipal Court:

Jacquelyn M. Frazier-Lyde
Joseph J. O’Neill

The Commission also announced its ratings of the following candidates who have been found “RECOMMENDED” for election to the Court of Common Pleas:

Giovanni Campbell
Anne Marie B. Coyle
Joe Fernandes
Timika Lane
Daniel McCaffrey
J. Scott O’Keefe
Kenneth J. Powell Jr.

The Commission found the following candidates “NOT RECOMMENDED” for election to the Court of Common Pleas:

Stephen Miller-Miller
Sierra Thomas Street

The Commission announced its rating of the following candidates who have been found “RECOMMENDED” for election to Municipal Court:

Martin Coleman
Fran Shields

The Commission found the following candidate “NOT RECOMMENDED” for election to Municipal Court:

Henry Lewandowski
on age or stereotype. Instead of the “golden rule” of treating others the way you want to be treated, focus on the “titanium rule” and treat others by keeping their preferences and behaviors in mind, not necessarily the way you would like.

• And in a very special program, Jill Eikenberry, the tough woman litigator Ann Keasy in the long-running NBC series L.A. Law, and breast cancer survivor and activist, spoke about working to alter perceptions. Speak your mind, not necessarily the way you would like.

Preferences and behaviors in mind, not necessarily the way you would like.

Criminal Justice Section Executive Committee: meeting, 12 p.m., 11th floor Conference Room South.

Solo and Small Firm Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Wednesday, Nov. 13
Section and Division Chairs: meeting, 8:30 a.m., 10th floor Board Room.

Immigration Law Committee: meeting, 12 p.m., 11th floor Conference Center.

Lunch: $8.

Intellectual Property Committee: meeting, 12 p.m., 11th floor Committee Room South. Lunch: $8.

Thursday, Nov. 14
Legislative Liaison Committee: meeting, 12 p.m., 10th floor Board Room. Lunch: $8.

Bar-News Media Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Friday, Nov. 15
Social Security Disability Benefits Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Monday, Nov. 18
Women in the Profession Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

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

Tuesday, Nov. 19
Civil Gideon Task Force: meeting, 12 p.m., 10th floor Board Room.

Election Forum: 12 p.m., 11th floor Conference Center. Lunch: $8.

Federal Courts Committee: meeting, 10th floor Board Room. Lunch: $8.

Employee Benefits Committee: meeting, 12:30 p.m., 11th floor Committee Room South.

Wednesday, Nov. 20
Business Law Section Executive Committee: meeting, 12 p.m., 11th floor Committee Room South.

LGBT Rights Committee: meeting, 12 p.m., 11th floor Committee Room.

Young Lawyers Division Cabinet: meeting, 12 p.m., 10th floor Cabinet Room.

Election Forum: 12 p.m., 11th floor Conference Center. Lunch: $8.

Federal Courts Committee: meeting, 12:30 p.m., 10th floor Board Room. Lunch: $8.

LegalLine: 5 p.m., 11th floor LRIS offices.

Thursday, Nov. 21
Family Law Section Executive Committee: meeting, 12 p.m., 11th floor Committee Room South.

Elder Law Committee: meeting, 12 p.m., 10th floor Board Room. Lunch: $8.

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

Friday, Nov. 22
Workers’ Compensation Section Executive Committee: meeting, 10:30 a.m. 11th floor Committee Room South.

Workers’ Compensation Section: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Monday, Nov. 25
YLD Executive Committee: meeting, 12 p.m., 10th floor Board Room.

Chancellor’s Leadership Institute: 12 p.m., 11th floor Conference Center. Lunch: $8.

Tuesday, Nov. 26
Criminal Justice Section: meeting, 12 p.m., 11th floor Conference Center.

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

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

Monday, Nov. 4
Family Law Section: CLE program, 12 p.m., 11th floor Conference Center. Lunch: $8.

Tuesday, Nov. 5
Legal Rights of Persons with Disabilities Committee: meeting, 9 a.m., 11th floor Conference Room South.

Philadelphia Bar Reporter Editorial Board: meeting, 12:30 p.m., 10th floor Cabinet Room.

Wednesday, Nov. 6
Delivery of Legal Services Committee: meeting, 8:30 a.m., 10th floor Board Room.

Rules and Procedure Committee: meeting, 12 p.m., 11th floor Conference Room South. Lunch: $8.

Family Law Section ADR Committee: meeting, 4 p.m., 10th floor Board Room.

Thursday, Nov. 7
Women in Intellectual Property Committee: meeting, 12 p.m., 11th floor Conference Room South. Lunch: $8.

Public Interest Section: CLE program, 4 p.m., 11th floor Conference Center. Real Property Section: Annual Reception, 5:30 p.m., Estia, 1405 Locust St.

Friday, Nov. 8
Chancellor’s Leadership Institute: 12 p.m., 11th floor Conference Center. Lunch: $8.

The Philadelphia Lawyer magazine Editorial Board: meeting, 12:30 p.m., 11th floor Conference Room South.

Monday, Nov. 11
Civil Rights Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Business Litigation Committee: meeting, 12 p.m., 10th floor Board Room. Lunch: $8.50.

Tuesday, Nov. 12
Cabinet: meeting, 12 p.m., 10th floor Board Room.

Criminal Justice Section Executive Committee: meeting, 12 p.m., 11th floor Conference Room South.

Solo and Small Firm Committee: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Wednesday, Nov. 13
Section and Division Chairs: meeting, 8:30 a.m., 10th floor Board Room.

Immigration Law Committee: meeting, 12 p.m., 11th floor Conference Center.

Thursday, Nov. 21
Family Law Section Executive Committee: meeting, 12 p.m., 11th floor Conference Room South. Lunch: $8.

Elder Law Committee: meeting, 12 p.m., 10th floor Board Room. Lunch: $8.

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

Friday, Nov. 22
Workers’ Compensation Section Executive Committee: meeting, 10:30 a.m. 11th floor Committee Room South.

Workers’ Compensation Section: meeting, 12 p.m., 11th floor Conference Center. Lunch: $8.

Monday, Nov. 25
YLD Executive Committee: meeting, 12 p.m., 10th floor Board Room.

Chancellor’s Leadership Institute: 12 p.m., 11th floor Conference Center. Lunch: $8.

Tuesday, Nov. 26
Criminal Justice Section: meeting, 12 p.m., 11th floor Conference Center.

Lunch: $8.

Thursday, Nov. 27
Thanksgiving: Bar Association offices closed.

Friday, Nov. 28
Thanksgiving: Bar Association offices closed.
Amber Racine, an associate with Raynes McCarty, has been sworn in as the 2013-2014 president of the Barristers’ Association of Philadelphia.

Joseph A. Sullivan, Special Counsel and Director of Pro Bono Programs at Pepper Hamilton LLP, was honored by The Legal Services Corporation Board at a Pro Bono Awards reception on Oct. 21.

William A. Stock, a founding partner at Klasko, Rulon, Stock & Seltzer, LLP, recently presented “The Immigration Law Survival Guide for University Attorneys” with attorneys from the University of Pennsylvania and Kent State University at the National Association of College and University Attorneys Annual Conference.

Anthony R. La Ratta, a partner with Archer & Greiner PC., has been appointed to the Equity Jurisprudence Committee of the New Jersey State Bar Association, which works to improve attorneys’ practice before and interfaces with the General Equity Courts of New Jersey.

Samuel H. Pond, a partner with Pond Lehocky Starn Giordano, co-authored an article featured in the Philadelphia Trial Lawyers Association’s “The Verdict” titled “Week Injuries Resulting in Death: Who is Entitled to Benefits?”

Stephen Dunne, principal of Dunne Law Offices, P.C, appeared in an international documentary funded by the Department of State comparatively analyzing the Serbian and the United States bankruptcy laws. Radio Television Serbia is airing the insolvency documentary.

Katherine Hatton, vice president and general counsel of the Robert Wood Johnson Foundation in Princeton, N.J., has been appointed as a member of the ABA’s Task Force on Gender Equity.

Philip D. Amao, an associate with McCarter & English LLP, has been appointed to serve on a drafting committee of the Council of the Corporation Law Section of the Delaware State Bar Association.

Dawn Getty Supthin, principal in the Law Offices of Dawn Getty Supthin, was recently nominated to the Class of 2014 of the Anne B. Anstine Excellence in Public Service Series, annual professional leadership program.

Alan Sandals, principal of Sandals & Associates, P.C. and Richard Pasquier, assistant general counsel at FMC Corporation, have been appointed to the Board of Directors of the Public Interest Law Center of Philadelphia.

Steven Berk, a partner with Segal, Berk, Gaines & Lis, has been elected to a second term as chairman of Einstein Healthcare Network’s Board of Trustees.

Marc A. Goldich, an associate with Reed Smith LLP, has been elected to the board of directors of the Welcoming Center for New Pennsylvanians. He has also been elected to the board of directors of the Elmwood Park Zoo.

Kathleen D. Wilkinson, a partner with Wilson Elser Moskowitz Edelman & Dicker LLP and Chancellor of the Philadelphia Bar Association, has been named a Woman of Distinction by the Philadelphia Business Journal. Wilkinson has also been named to the 2013 Irish Legal 100, a listing of the leading figures in law across the U.S.

Elisa M.T. Basnight, an associate with Buchanan Ingersoll & Rooney PC, has been appointed Director of the Center for Women Veterans at the United States Department of Veterans Affairs.

Stuart W. Davidson, a partner with Willig, Williams & Davidson was presented with the Spirit of Life” Award by City of Hope and the Tri-State Labor & Management Council on Sept. 19.

Jeremy Mishkin, a partner with Montgomery McCraken Walker & Rhoads LLP, has been appointed a trustee of the Philadelphia Chapter of The Awesome Foundation.

Gabriela G. Raful, an associate with Galfand Berger, LLP was a speaker at the Reading Latino Lecture Series “The Power of Latino Women” on Sept. 18. She also served as a panelist at Albright College’s “Hispanic Heritage Panelist Discussion” on Oct. 2.

Katherine Hatton, a partner with Wilson Elser Moskowitz Edelman & Dicker LLP and Chancellor of the Philadelphia Bar Association, has been named a Woman of Distinction by the Philadelphia Business Journal. Wilkinson has also been named to the 2013 Irish Legal 100, a listing of the leading figures in law across the U.S.

Elisa M.T. Basnight, an associate with Buchanan Ingersoll & Rooney PC, has been appointed Director of the Center for Women Veterans at the United States Department of Veterans Affairs.

Stuart W. Davidson, a partner with Willig, Williams & Davidson was presented with the Spirit of Life” Award by City of Hope and the Tri-State Labor & Management Council on Sept. 19.

Jeremy Mishkin, a partner with Montgomery McCraken Walker & Rhoads LLP, has been appointed a trustee of the Philadelphia Chapter of The Awesome Foundation.

Gabriela G. Raful, an associate with Galfand Berger, LLP was a speaker at the Reading Latino Lecture Series “The Power of Latino Women” on Sept. 18. She also served as a panelist at Albright College’s “Hispanic Heritage Panelist Discussion” on Oct. 2.

Katherine Hatton, a partner with Wilson Elser Moskowitz Edelman & Dicker LLP and Chancellor of the Philadelphia Bar Association, has been named a Woman of Distinction by the Philadelphia Business Journal. Wilkinson has also been named to the 2013 Irish Legal 100, a listing of the leading figures in law across the U.S.

Elisa M.T. Basnight, an associate with Buchanan Ingersoll & Rooney PC, has been appointed Director of the Center for Women Veterans at the United States Department of Veterans Affairs.

Stuart W. Davidson, a partner with Willig, Williams & Davidson was presented with the Spirit of Life” Award by City of Hope and the Tri-State Labor & Management Council on Sept. 19.

Jeremy Mishkin, a partner with Montgomery McCraken Walker & Rhoads LLP, has been appointed a trustee of the Philadelphia Chapter of The Awesome Foundation.

Gabriela G. Raful, an associate with Galfand Berger, LLP was a speaker at the Reading Latino Lecture Series “The Power of Latino Women” on Sept. 18. She also served as a panelist at Albright College’s “Hispanic Heritage Panelist Discussion” on Oct. 2.

People

Why We Give...

"Dechert is a long time supporter of the Philadelphia Bar Foundation, and many of its grantee organizations. We give because it is our responsibility as lawyers and good citizens to contribute both time and financial resources to these worthy causes. If the Foundation is to succeed in its mission, lawyers must lead the way."
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