Supreme Court Candidates Discuss Judicial Ethics

By Amanda J. Dougherty

The last time Pennsylvania had three positions available on its Supreme Court was when William Penn was governor. This momentous occasion comes in the wake of various scandals impacting the court. It was thus no surprise that judicial ethics was a dominating topic at the Philadelphia Bar Association’s Decision 2015: Supreme Court Candidates Forum on Sept. 18.

Moderator Carl A. Solano, partner, Schnader Harrison Segal & Lewis LLP (left), with four of the 2015 judicial candidates for the Supreme Court of Pennsylvania, (from left) Hon. Christine L. Donahue, Superior Court, Allegheny County; Hon. Kevin M. Dougherty, Court of Common Pleas, Philadelphia County; Hon. Michael A. George, President Judge, Court of Common Pleas, Adams County; and Hon. David N. Wecht, Superior Court, Allegheny County; at Decision 2015: Supreme Court Candidates Forum on Sept. 18.

Introducing the Philadelphia Bar Association Visa® Rewards Credit Card

Philadelphia Bar Association members now have access to everything Sb1 Federal Credit Union offers, including their own point-earning Philadelphia Bar Association Visa® Rewards credit card. The new Philadelphia Bar Association Visa® Rewards credit card comes packed with a long list of financial benefits, including a low introductory rate; no annual, balance transfer and cash advance fees; free car rental insurance and more.

Every trip to the store or online purchase earns cardholders one point for every one dollar they spend. Those points add up fast—good for use toward travel and gift rewards.

With the Philadelphia Bar Association Visa® Rewards credit card, cardholders have the option to transfer their other credit card balances over without paying any additional fees.

Sb1 Federal Credit Union is a local, not-for-profit financial cooperative. Originally founded in 1977, it has evolved into a full-service, member-oriented financial institution servicing more than one hundred companies across the country and within the Philadelphia community. It is committed to making its members happy by introducing them to a new kind of banking—where savings really matter, borrowing money is affordable and fees are few and far between.

Look for this great benefit coming soon. For questions contact Jason Greer at Jason.Greer@s1fcu.org or at 800.806.9465 ext. 7746.

Philadelphia Bar Association Annual Gold Sponsor

2 Board Resolution
4 Pro Bono Week
12 Law Rocks
21 Bench-Bar Sponsors
Board Supports Commission’s School-Funding Formula

By Thomas Rogers

In 2014, the Pennsylvania state legislature established the Basic Education Funding Commission (Commission) through Act 51 to review and make recommendations related to basic education funding in the state. In recent years, nearly $1 billion has been stripped from basic state education funding, with the state’s public schools bearing the brunt. The Commission was established in response to funding disparities that have been aggravated by these cuts in spending.

Pennsylvania currently ranks as the state with the greatest divide between its highest- and lowest-spending school districts. According to the National Center for Education Statistics and the U.S. Secretary of Education, poorer districts in Pennsylvania, like Philadelphia, spend 33 percent less on each student than their wealthier counterparts. The Commission has proposed a school-funding formula that would more equitably distribute state aid to Pennsylvania’s public school districts by considering things like current enrollment, poverty levels and ability to fund schools through local taxes.

The Board of Governors unanimously adopted a resolution on Sept. 21 supporting the work of the Commission. The resolution urges Gov. Tom Wolf and the General Assembly to pass a 2015-2016 budget, followed by effecting an immediate increase in education funding of at least $410 million and implementing the Commission’s formula. The increase in funding would help to restore past cuts and bring districts back to the 2010 funding level as a base year.

Access to quality education is vital to students in Pennsylvania in order to prepare them for long-term economic well-being and give them the ability to provide for themselves and their families. “The Commonwealth’s lack of a fair budget and fair funding formula has resulted in our schoolchildren suffering yearly with less and less” said Erin E. Lamb, chair elect of the Young Lawyers Division. “Supporting this movement places the Association at the heart of the fight to force the Commonwealth to make the constitutional right to a ‘thorough and efficient’ public education system for all children a reality in Pennsylvania.”

The Philadelphia Bar Association supports the Commission and its funding formula in order to afford all of Pennsylvania’s students quality education in order for them to become proficient in the skills necessary to compete successfully in the global economy.

For More Information
To view the full resolution, visit philadelphiabar.org.

2008, 03 = 01

THIS IS BIGHAND
DIGITAL DICTATION

THIS IS EFFICIENT WORKING

Mobile dictation just got faster. Every Second Counts in the race to achieve maximum efficiency and productivity in an ever-changing legal market-place. Our dictation & speech recognition products enables legal teams to be more productive while out of the office and helps drive efficiencies around document production and task delegation.

Every second counts, don’t get left behind.

Get in touch...

bross@graffen.com
(610) 397-4570
www.graffen.com

bigHand

EXPERT ADVOCATE

MEDICINE & THE LAW

Wednesday Evenings
October 21 – November 11
18 PA CLE Credits

Learn to ascertain the cause of a medical problem, the prognosis of a patient and malpractice issues.

Become prepared to understand the effect of diseases on the human body and the medical procedures and/or surgical approaches utilized to treat them.

Get ‘hands on’ experience in the dissection lab working with healthy and diseased organs.

LEARN MORE ONLINE:
law.temple.edu/medlaw15

TEMPLE UNIVERSITY BEASLY SCHOOL OF LAW
SCHOOL OF MEDICINE & SCHOOL OF BUSINESS
Frontline

Closing Ranks

By Albert S. Dandridge III

Earlier in the year, I wrote a column titled “Walking Point” (a military term for taking the lead), where I talked about a potential collaboration between the Philadelphia Bar Association’s Military Affairs Committee and the Veterans Multi-Services Center (VMC) here in Philadelphia. VMC provides services, programs, opportunity and advancement to veterans of the U.S. Military and their families. VMC also serves more than 2,500 area veterans from World War II to our current active duty, guard and reserve service members, by providing meals, housing, transportation and other services to the Philadelphia VA Medical Center. I reported that myself, my law partner, J. Denny Shape, co-chair of the Military Affairs Committee; Dianna Schwartzenberg, executive director of the Military Assistance Project; Arlene Rivera Finkelstein, executive director of the Toll Public Interest Center at the University of Pennsylvania Law School; and Colleen France, director of the JD/ MBA program at the University of Pennsylvania Law School, met with Tim Williams, executive director of VMC and his staff. I also reported that we discussed ways in which our attorneys, and law and JD/MBA students from the University of Pennsylvania Law School, can help veterans. I asked you to stay tuned for more information.

We are now “closing ranks.” (When “walking point,” if the target is spotted, those “walking point” will signal to the remainder of the patrol to “close ranks” in order to meet the objective.) On Oct. 16, 2015, the Military Assistance Project and the University of Pennsylvania Law School’s Service Members and Veterans Legal Assistance Project are teaming up to provide legal help to veterans at the VMC here in Philadelphia and in Coatesville, Pa. The legal services will be provided by the students and attorneys. During the summer, VMC was working with Stephen Iacovo, first-year law student at the University of Pennsylvania Law School and a veteran, to set up some of the programs. Legal services to be provided will include personal bankruptcy by the Military Assistance

Bar Election Filing Deadline is Oct. 9


Offices for which candidates are being solicited are Vice Chancellor, Secretary, Treasurer, Assistant Secretary, Assistant Treasurer, and five seats on the Board of Governors. Each board seat carries a three-year term. Association members may become candidates for any of these offices by filing with the Secretary by Oct. 9 (at least 60 days prior to the Dec. 8, 2013 Annual Meeting) nominations in writing that, for candidates of the Board of Governors, must be signed by at least 25 members who are entitled to vote; for candidates for Secretary, Treasurer, Assistant Secretary and Assistant Treasurer, nominations shall be signed by at least 35 members who are entitled to vote; and for candidates for Vice Chancellor, shall be signed by at least 100 members who are entitled to vote. Individuals who wish to run for any of the above named offices should contact Susan Knight, CFO/director of administration, at sknight@philabar.org for additional information. Signatures, along with a resume, and written authorization should be submitted to Association Secretary Jacqueline G. Segal, c/o Susan Knight, Philadelphia Bar Association, 1101 Market St., 11th Floor, Philadelphia, PA 19107, no later than 5 p.m., Friday, Oct. 9, 2015.
During the week of Oct. 25–31, Philadelphia will celebrate the seventh annual National Pro Bono Week with a series of events designed to celebrate pro bono and inspire our community to give back to those in need.

Sponsored by the American Bar Association, National Pro Bono Week (www.celebrateprobono.org) is a national effort to meet the growing needs of this country’s most vulnerable citizens by encouraging and supporting local efforts to expand the delivery of pro bono legal services, and by showcasing the great difference that pro bono attorneys make for the nation, its system of justice, its communities and, most of all, for the clients they serve.

Prior to the official start of National Pro Bono Week, area public interest agencies will offer “pro bono road shows,” 30-60 minute presentations in the workplace, highlighting pro bono opportunities available in Philadelphia. The road shows will be offered beginning on Monday, Oct. 5, through Friday, Oct. 16. We encourage firms and corporations in the same buildings to consider co-hosting a road show. To schedule a road show, contact Jodi Schatz at jschatz@advokid.org or (267) 546-9228.

In recognition of the importance of pro bono work in ensuring justice for the citizens of Philadelphia and the effort that attorneys expend in providing pro bono services, the First Judicial District celebrates the contributions of those who provided pro bono services beginning in 2014 through 2015. The annual Pro Bono Honor Roll and Awards Ceremony will be held on Thursday, Oct. 29, at City Hall, in the Ceremonial Courthouse, at 4 p.m. For more information about the Honor Roll, please go to http://www.courts.phila.gov/probonoawards/.

To raise awareness of the need for legal services for the poor, workplaces can participate in “Go Casual for Justice” in October. Coordinated by the Philadelphia Bar Foundation and the Philadelphia Bar Association’s Large Law Firm Pro Bono Committee, employees at participating workplaces pay a suggested donation to dress casually for a day. All proceeds go to the Philadelphia Bar Foundation, which provides general operating grants to legal services organizations in Philadelphia.

Law students are also involved in the week’s activities, hosting events and inviting students to show their support for pro bono by wearing National Pro Bono Week pins, ribbons and t-shirts. New this year, on Friday, Oct. 30, join the Philadelphia Bar Foundation (@PhBarFoundation) and members of the Delivery of Legal Services Committee for a pro bono Twitter chat from 3-4 p.m. EST. Interested legal professionals, law students and others are invited to join the conversation using the hashtag #ProBonoHelps and highlight the need for increased pro bono work in Philadelphia. For more information contact Maya Brown, marketing and development coordinator for the Philadelphia Bar Foundation, at mbrown@philabar.org.

Throughout National Pro Bono Week, the Philadelphia public interest community will host several trainings open to all members of the Philadelphia Bar Association. Whether you are looking for a hands-on service event or a training with the option of later service, you can find the perfect match during Philadelphia’s celebration of National Pro Bono Week.

Whether you are new to the practice of law, new to pro bono, or an experienced volunteer, we hope that you will join us as we celebrate Philadelphia’s commitment to access to justice.

For a list of the pro bono trainings and clinics, go to www.philadelphiabar.org.

Sara Woods (swoods@phillyvip.org), executive director of Philadelphia VIP, and Jodi Schatz (jschatz@advokid.org), director of intake and pro bono services for Support Center for Child Advocates, are co-chairs of the Philadelphia Bar Association’s Delivery of Legal Services Committee’s Pro Bono Committee.

New Sara Fashion brings its heritage and experience to our clients with a modern twist and uncompromising commitment to the quality of the end product.

MAKE AN APPOINTMENT, DISCUSS YOUR REQUIREMENTS, CHOOSE THE FABRIC & STYLE

Call (215) 545-2078 today to make an appointment – we will come to you.

NewSaraFashion.com | Info@NewSaraFashion.com
Members Volunteer to Boost Homeownership in Philadelphia

By William B. Shuey

For the sixth year in a row, the Philadelphia Bar Association’s Real Property Section has made a difference by volunteering with Habitat for Humanity Philadelphia (Habitat Philadelphia). On Wednesday, Sept. 16, 12 Association volunteers met at a Habitat Philadelphia build house in West Philadelphia, not far from the Philadelphia Zoo, to make some much-needed improvements.

The Real Property Section has been helping Habitat Philadelphia with more than just providing build-day volunteers. Zoning issues, help acquiring and integrating parcels of land and other legal issues that Habitat Philadelphia faces are all handled by Real Property Section volunteers.

Habitat Philadelphia has been working since 1985 to improve the lives of Philadelphians. Through a home-building and ownership program and a weatherproofing and home repair program, Habitat Philadelphia directly addresses the needs of Philadelphia families living in poverty. They also operate a “ReStore” location that accepts donated home goods and sells them to raise money for Habitat Philadelphia’s mission. This local chapter of the internationally known organization has helped more than 500 families, all of whom were required to put in at least 150 hours of “sweat equity” in order to become owners of a safe, sturdy and affordable home.

Habitat Philadelphia is deeply involved in the improvement of the housing stock in West Philadelphia. The Real Property Section has helped the organization with the continued on page 15

PHILADELPHIA DIVERSITY LAW GROUP

Symposium to Address Retention and Promotion of Diverse Talent

By Wesley R. Payne IV

The mission of the Philadelphia Diversity Law Group (PDLG) is to foster participation of a more diverse group of attorneys in the Greater Philadelphia Region in order to make our legal profession stronger, more productive and better equipped to address the challenges of the 21st century. The PDLG is comprised of Greater Philadelphia’s leading law firms and corporate legal departments committed to advancing diversity and inclusion in the legal profession. For over a decade, through the Fellows Program, the PDLG has provided summer associate opportunities for diverse law students who have completed their first year of studies with the hope that, after graduation, they will obtain permanent employment with our city’s leading law firms and corporate legal departments. However, to fully meet its mission, the PDLG must not only introduce the fellows to the Greater Philadelphia legal market but must also provide ongoing programming and guidance to our member law firms and corporate legal departments with respect to retaining these attorneys. To that end, on Nov. 12, the PDLG, in partnership with the Philadelphia Bar Association and other diversity and inclusion thought leaders, will hold its diversity and inclusion symposium titled “Best Practices for Retaining and Promoting Diverse Talent.”

We have developed an exciting program to address the issues that have been identified as barriers to retaining diverse attorneys in our legal community. The program highlight is our opening plenary speaker, Jerry Kang, professor of law and the inaugural vice chancellor for equity, diversity and inclusion at the University of California, Los Angeles. Professor Kang is a nationally recognized thought leader and expert in the field of implicit bias. Implicit bias, as defined by the National Center for State Courts, is:

…the bias in judgment and/or behavior that results from subtle cognitive processes (e.g., implicit attitudes and implicit stereotypes) that often operate at a level below conscious awareness and without intentional control. The underlying implicit attitudes and stereotypes responsible for implicit bias are those beliefs or simple associations that a person makes between an object and its evaluation that “…are automatically activated by the mere presence (actual or symbolic) of the attitude object” (Dovidio, Gaertner, Kawakami, & Hudson, 2002, p. 94; also Banaji & Heiphetz, 2010). Although automatic, implicit biases are not completely inflexible: They are malleable to continued on page 17
As lawyers, we are all naturally leaders. We lead our clients, staff, colleagues and the public in general. How often, though, are we intentional about leadership? As a leader in the Philadelphia Bar Association community and former staff supervisor, I regularly question the effectiveness of my personal leadership style while learning from those in the legal community whom I consider to be great leaders. As young lawyers, I believe this aspect of our careers is integral to our professional growth. Yet, it appears that very few law schools or firms support the development of leadership skills.

Studies of lawyers and other professionals have identified six main leadership styles: visionary, mentoring, affiliative, participative, pacesetting and commanding. Of the six styles identified, the visionary, mentoring, affiliative and participative leadership styles are generally viewed as positive. Studies show that the pacesetting and commanding leadership styles tend to have a negative impact on a firm or organization's morale and productivity.

Visionary. Visionary leaders are often described as authoritative but not authoritarian. They inspire people to move toward a shared and compelling vision. This style tends to be effective during change or new direction. Organizations led by visionary leaders are often characterized by hope, optimism and excitement for the future.

Mentoring. This style, often referred to as coaching, involves a significant time investment. The leader assesses the strengths and weaknesses of individuals in order to provide direction and feedback. The leader helps the individual connect their goals to the goals of the organization.

Affiliative. This style emphasizes the importance of promoting a positive atmosphere and connecting people to one another. Leaders who embrace this style are often friendly and avoid being critical of others. Alone, this style can be counterproductive as there is little room for negative feedback. However, studies show that this is an excellent model when used with other styles, particularly the visionary style.

Participative. This style of leadership involves group input and participation with respect to a decision, plan or goal. This style of leadership is particularly common in the legal community. These leaders are described as good listeners, team players and patient. This style is generally observed to have a positive impact on building commitment to a company or organization.

Pacesetting. In this style, the leader sets high standards for performance, which they are willing to demonstrate. This style is also historically very common among lawyers. The problem with pacesetting is that it tends to be overwhelming and leaders often fail to provide individuals with the guidance necessary to keep up with the high pace exemplified by the leader.

Commanding. This is the classic authoritarian model. This style of leadership is noted to be the least effective. It rarely involves praise and frequently employs criticism, which destroys morale. Studies show that this style is only effective in a crisis, when there is a sense of urgency to produce specific results. Even the modern military, which historically used this approach, has come to recognize its limited usefulness.

Overall, it appears that as a lawyer, it is best to use multiple leadership styles depending on the situation that is being presented. However, studies do show that the leadership styles identified as “positive” are more effective and generate greater productivity.

As lawyers, most of us have experienced being “led” by...
Controlling Your Online Identity Through Social Media

By Maya J. Brown

What do you get when public relations professionals and attorneys join forces? You get a flawless LinkedIn profile, among other things. On Sept. 10, GillespieHall PR visited the Philadelphia Bar Association’s Young Lawyers Division for a meeting of the minds on social media strategy. Tita Cherrier, public relations and content director, and Clara Swanson, digital strategy and marketing director, hosted an interactive social media presentation, “Taking Control of Your Online Identity.”

Cherrier reported that 78 percent of attorneys are using social media accounts professionally. But, are they in control of their online identity? “We are defined by what someone sees when they Google our name,” Swanson explained. That could include social networks, image searches, personal websites, online résumés and tagged photos.

As more and more people are turning to the Internet to find attorneys, it is increasingly important to be certain your offline reputation matches your online persona. “On social media you don’t want to display litigator by day, Miley Cyrus by night,” Cherrier joked. Equally as detrimental to having a negative online identity is not having an online identity at all. Potential clients perform searches on social media for attorneys. If you do not have a social media profile and your competitor does, you have missed an opportunity.

Cherrier and Swanson focused on LinkedIn as the best place for an attorney to start building their professional online identity. “LinkedIn should not be a replication of your résumé,” Cherrier warned, though. Together, the duo used three volunteer LinkedIn profiles to highlight some strategic “dos and don’ts.” First, write the summary in the first person to give yourself a voice, and it should be simple enough that a fifth-grader can read and understand it. Under each job title, utilize the space to tell a story rather than list duties and responsibilities. Cherrier says you should aim to, “make it pleasurable to read.” Using the headline to simply state your job title can be a waste of real estate. Instead, use descriptive words to draw viewers in to your profile.

Last but not least, Cherrier and Swanson stressed the purpose of social networks – to engage. By sharing relevant content, you expand your network and build more connections. Cherrier and Swanson encouraged listing contact information in at least two places, maximizing accessibility. The goal, they said, is to achieve and maintain LinkedIn’s “All-Star” profile status.

Clara Swanson, director of digital marketing & strategy, GillespieHall PR (left); and Tita Cherrier, public relations and content creator, GillespieHall PR; at the Young Lawyers Division’s Live, Lunch and Learn program on Thursday, Sept. 10, at the Philadelphia Bar Association.

continued on page 11
When Bad Things Happen to Good IP

By Annie Kernicky

From both the legal and business perspectives, protecting intellectual property (IP) is a complex process that requires constant action and monitoring to maintain and enforce all types of IP rights. Panelists Christiane S. Campbell, partner at Duane Morris, LLP; Matthew P. Frederick, associate at Reed Smith LLP; and Alan S. Nadel, partner at Panitch Schwarze Belisario & Nadel LLP recently presented to the Small Business Committee on these issues, specifically on managing infringement, usurpation and other transgressions of IP. The panelists discussed various strategies to manage the process, including post-grant patent proceedings, detecting and deterring trademark infringers and resolving trademark and domain name disputes.

Nadel began by recounting current developments at the United States Patent and Trademark Office (USPTO), most markedly the recently effective America Invents Act (AIA). He noted that the AIA allows people to challenge patents more readily and cost-effectively than through courts. Specifically, the AIA provides new features for patent owners to fix a patent if there are problems with it through supplemental examination, where a patent owner can respond to and remedy explicitly set forth problems. Nadel further explained that pre-issue submission of patent applications sets up a new procedure to allow a third party to anonymously challenge a patent application. A third party can also challenge a patent through an ex parte reexamination request. Nadel presented recent statistics, including that 88 percent of all filed written decisions by the Patent Trial and Appeal Board where patents were challenged had at least one claim invalidated, demonstrating the power of these types of proceedings.

Frederick presented on strategies to help clients monitor and enforce trademarks. He began by explaining the basics of trademarks and what makes a good trademark, noting that a strong trademark typically includes arbitrary, made-up words that do not actually relate to the goods or services (i.e. Apple, which is a fruit and has nothing to do with a computer), and suggestive words about a quality or feature of the goods or services (i.e. Greyhound, which implies speed). Unique and/or arbitrary trademarks also make it easier to detect trademark infringement, Frederick said. Simple actions such as a Google search to help find a common law trademark being used in commerce, in addition to USPTO office searches for applications and registrations, and using services to set up watches and searches, are all vigilant ways to detect trademark infringement. He cautioned that when approaching a potential infringement issue, trademark owners should watch the tone of the communication. Frederick provided examples of attempts to enforce trademarks that resulted in poor public relations and the reputation of being a “trademark bully,” which negatively affected business.

Closing out the panel, Campbell discussed domain name issues, a particularly salient topic because of the explosion of available domain names. She noted that a domain name is one asset that all businesses have in common, and domain name disputes can arise when a problematic third party has already purchased a name. She said that these “squatters” can be difficult to identify because some registrars permit anonymous or proxy registrations. There are various services that assist trademark owners in identifying a squatter’s contact information, including “who is” domain lookup. One solution that Campbell has found successful is to review the registrar’s terms and conditions, which likely include a provision for providing accurate information, and to contact the registrar itself if a violation has occurred. Sending a cease and desist letter is the first step and trademark owners should document every effort to contact the registrant. If those steps fail, an expedited dispute resolution proceeding will provide the quickest and most efficient relief to take back domain names that are squatting and/or infringing.

Annie Kernicky (annie.kernicky@flastergreenberg.com), an associate at FlasterGreenberg, is a member of the editorial board of the Philadelphia Bar Reporter.

Small Business Committee

By Annie Kernicky

From both the legal and business perspectives, protecting intellectual property (IP) is a complex process that requires constant action and monitoring to maintain and enforce all types of IP rights. Panelists Christiane S. Campbell, partner at Duane Morris, LLP; Matthew P. Frederick, associate at Reed Smith LLP; and Alan S. Nadel, partner at Panitch Schwarze Belisario & Nadel LLP recently presented to the Small Business Committee on these issues, specifically on managing infringement, usurpation and other transgressions of IP. The panelists discussed various strategies to manage the process, including post-grant patent proceedings, detecting and deterring trademark infringers and resolving trademark and domain name disputes.

Nadel began by recounting current developments at the United States Patent and Trademark Office (USPTO), most markedly the recently effective America Invents Act (AIA). He noted that the AIA allows people to challenge patents more readily and cost-effectively than through courts. Specifically, the AIA provides new features for patent owners to fix a patent if there are problems with it through supplemental examination, where a patent owner can respond to and remedy explicitly set forth problems. Nadel further explained that pre-issue submission of patent applications sets up a new procedure to allow a third party to anonymously challenge a patent application. A third party can also challenge a patent through an ex parte reexamination request. Nadel presented recent statistics, including that 88 percent of all filed written decisions by the Patent Trial and Appeal Board where patents were challenged had at least one claim invalidated, demonstrating the power of these types of proceedings.

Frederick presented on strategies to help clients monitor and enforce trademarks. He began by explaining the basics of trademarks and what makes a good trademark, noting that a strong trademark typically includes arbitrary, made-up words that do not actually relate to the goods or services (i.e. Apple, which is a fruit and has nothing to do with a computer), and suggestive words about a quality or feature of the goods or services (i.e. Greyhound, which implies speed). Unique and/or arbitrary trademarks also make it easier to detect trademark infringement, Frederick said. Simple actions such as a Google search to help find a common law trademark being used in commerce, in addition to USPTO office searches for applications and registrations, and using services to set up watches and searches, are all vigilant ways to detect trademark infringement. He cautioned that when approaching a potential infringement issue, trademark owners should watch the tone of the communication. Frederick provided examples of attempts to enforce trademarks that resulted in poor public relations and the reputation of being a “trademark bully,” which negatively affected business.

Closing out the panel, Campbell discussed domain name issues, a particularly salient topic because of the explosion of available domain names. She noted that a domain name is one asset that all businesses have in common, and domain name disputes can arise when a problematic third party has already purchased a name. She said that these “squatters” can be difficult to identify because some registrars permit anonymous or proxy registrations. There are various services that assist trademark owners in identifying a squatter’s contact information, including “who is” domain lookup. One solution that Campbell has found successful is to review the registrar’s terms and conditions, which likely include a provision for providing accurate information, and to contact the registrar itself if a violation has occurred. Sending a cease and desist letter is the first step and trademark owners should document every effort to contact the registrant. If those steps fail, an expedited dispute resolution proceeding will provide the quickest and most efficient relief to take back domain names that are squatting and/or infringing.

Annie Kernicky (annie.kernicky@flastergreenberg.com), an associate at FlasterGreenberg, is a member of the editorial board of the Philadelphia Bar Reporter.
American Professor in Russia Shares Experiences Abroad

By Maureen E. Farrell

Most have probably seen “The Sound of Music” at some point in their lives. The musical features beautiful views of Salzburg, Austria, and the surrounding Alps. If teaching international law is your bent, then the mandatory week-long orientation in Salzburg, in the castle where “The Sound of Music” was filmed, will probably be part of the agenda. Many gorgeous old castles and palaces are used as conference centers to prepare students for teaching assignments with the Center for International Legal Studies (CILS). CILS places experienced common-law practitioners in visiting professorships (with terms ranging from 2-6 weeks) at institutions in Eastern Europe and countries of the former Soviet Union. Visiting professors range in age and experience, so if you are a recent graduate or a more seasoned professional, opportunities exist for a position with CILS.

Pepper Hamilton LLP recently hosted the Philadelphia Bar Association’s International Law Committee for a presentation by Karen Porter, a 1974 graduate of Northeastern University School of Law, who is a permanent visiting professor of law at the Pericles Law Center in Moscow, Russia (www.pericles.ru), and adjunct professor of law at Widener University - Delaware Law School in its foreign LLM program. Porter discussed her experience teaching lawyers in the Russian cities of Moscow, Podolsk and Murom over the course of the past five years.

At CILS, lawyers are trained extensively in EU law. About 40-50 lawyers are trained at once each March. Teaching assignments include benefits like accommodations and tax-deductible travel expenses. Classes are taught in English. When accepting an assignment, Porter said, be prepared to teach a multitude of subjects. Constitutional law, criminal procedure and even children’s rights were among the courses she has taught. Porter advised that CILS teachers obtain a list of subjects prior to the assignment to avoid surprises, as one must be prepared for all kinds of uncharted waters. Teachers should not expect the same facilities as those that are commonplace in the U.S., like flash drives or white boards.

Porter said that flexibility and adaptability to cultural differences is important for CILS assignments. There are varying degrees of students’ proficiency in English and she advised being careful about incorporating American cultural references into discussions as students are often unfamiliar with them. Students also had trouble understanding American constitutional law and First Amendment rights. She often fielded students’ questions about censorship and who keeps people from making fascist speeches. This was an eye-opening experience, and drove home that while Americans expect fundamental rights in this country, it is still very different in others.

American constitutional law and First Amendment rights. She often fielded students’ questions about censorship and who keeps people from making fascist speeches. This was an eye-opening experience, and drove home that while Americans expect fundamental rights in this country, it is still very different in others.

Maureen M. Farrell (maureen@maureenfarrellesq.com), principal of the Law Offices of Maureen M. Farrell, is an associate editor of the Philadelphia Bar Reporter.
Practice Law with the Heart of a 1L: Three Lessons Practitioners Should Unlearn

By Steven E. Bizar

With a new crop of students filling law school classrooms, it seems timely to reflect on the reasons we initially chose the law as our profession. Trying to cast your mind back to the conversations you had with family, friends and teachers when you were deciding what to do with your life after college or after a career change, I would venture to say that for many of us those conversations did not revolve around the goal of making money. It is true that by most measures, the law provides a good, steady living for those who work hard. However, my sense is that for my friends and me, money rarely informed the “should I go to law school?” decision-making process, or at least it did not dominate the discussion.

The opportunity to “make a difference” or “help people,” was probably a more common feature of those “should I apply” conversations. You might say the desire to have an impact or make a difference is a vague, optimistic and naïve goal. What does it even mean, in a practical sense? And how does such a naïve goal play into the robust representation a practical sense? And how does such a naïve goal play into the robust representation? And how does such a naïve goal play into the robust representation? Why?

I apply conversations. You might say that the “system” is stacked against those who do not have the resources to participate and a desire to help level the playing field. Again, you might ask, what does that have to do with the day-to-day practice of law?

We have to manage motion deadlines, trial dates and client conference calls. We cannot change very much. As a practicing attorney, you rarely have time for your kids’ school appointments or soccer games, let alone time to champion a cause or represent clients pro bono.

There may be as few as three years separating two distinct outlooks: (1) that of a prospective law student thinking about helping others, and setting out to change or impact the system in some meaningful way, and (2) that of a practicing attorney focused on meeting deadlines, adhering to the Rules of Civil Procedure or Evidence, satisfying his or her paying clients and making a decent living.

Law school and the practice of law all too often teach aspiring attorneys that their original intentions — whether to help people or improve the system — were either wrong or off the mark. They sometimes emphasize conformity and profitability at the expense of nobler goals. That is why I think all attorneys would benefit from taking a step back and trying to practice law with the heart of a “1L.” I am not saying that you need to give up your practice solely to help the poor. I also am not saying that you must, or should, wage a single handed crusade against the injustices, actual or perceived, that we see in our society or the legal system every day. And, I am certainly not saying that you need to take your paycheck out of the equation.

I am saying that there are three lessons we could all benefit from “unlearning.” Here they are together with some suggestions to speed the “unlearning” process:

(1) You cannot change the legal system, so just play along. In fact, all attorneys (from practitioners to Supreme Court Justices) have a duty to ensure that equity permeates the legal process. As attorneys, we are officers of the court and should not forget this or diminish the value of this role. We can change the legal system, or help those, for whom the system does not seem to work well, attain equal access to justice.

By working with and supporting the Philadelphia Bar Foundation you can have a significant impact on improving how the legal system works, particularly for the neediest members of our community. The Bar Foundation’s current work to support the development of an Equal Justice Center to house public interest legal services organizations that positively impact tens of thousands of people each year.

We all fall into the “I don’t have enough time” trap, but if we are really honest with ourselves, it comes down to organization and time management. If you mark some extra time in your calendar for pro bono work, you will still be able to get your regular work done with time to spare for your family and friends.

The Bar Foundation has a number of events throughout the year that require only a few hours of your time yet make a huge difference, including the annual Andrew Hamilton Benefit Bash set for Saturday, Nov. 7, at the Loews Philadelphia Hotel.

(3) You have to “sell out” to get paid. I know many very successful attorneys in our community who still manage to devote a significant amount of their valuable time to work on behalf of the public interest that matters to them as much as their work for paying clients. It is a matter of proactively putting yourself in a position to do the kind of work you set out to do on the first day of law school. Each year the Bar Foundation has more than 500 donors who contribute to its success; you can easily join that long list. Similarly, you can participate in the many programs the Bar Foundation’s grantee organizations offer that provide direct legal help to the most vulnerable members of our society.

Groups like the Bar Foundation exist to help all attorneys “unlearn” these lessons and balance their robust practices with the noble ideals that prompted us to pursue this profession. As president of the Bar Foundation, I ask you to let your “inner 1L” out and get involved with some of our work. As always, thank you for your help.

Steven E. Bizar (steven.bizar@bipc.com), an executive shareholder at Buchanan Ingersoll & Rooney PC, is president of the Philadelphia Bar Foundation.
PRO BONO SPOTLIGHT

Blank Rome Takes Legal Clinic on the Road

By Kathy E. Ochroch and Krystal Kane

At Blank Rome LLP, one of our signature pro bono projects is a partnership with the Legal Clinic for the Disabled (LCD) to host advance planning clinics at Inglis House (Inglis), a specialty nursing care facility for adults with severe physical disabilities. These clinics provide us with a unique opportunity to use our skills to help those in need while challenging us to grow as counselors and advocates.

Due to their limited mobility, the clients at Inglis are unable to travel to our office, so we work with LCD to bring the clinic to them. A team of attorneys brings laptops and printers to Inglis, where they draft wills, living wills and powers of attorney for residents. The most challenging and rewarding part of this work is bridging the communication gap with our Inglis clients. Many of them have significant disabilities that make verbal communication difficult, and require us to learn new ways to communicate effectively. We have served clients who use assistive devices to speak, and others who use hand or head gestures to indicate their wishes. One particularly memorable client used a pre-recorded message to introduce himself and to explain his method of communication. His message instructed us how to ask questions so that he could properly respond. Through the recorded message, we also learned about his background as a proud Philadelphian and Vietnam veteran. Using these tools, we are able to see the person, not just the disability.

Due to their limited mobility, the clients at Inglis are unable to travel to our office, so we work with LCD to bring the clinic to them. A team of attorneys brings laptops and printers to Inglis, where they draft wills, living wills and powers of attorney for residents. The most challenging and rewarding part of this work is bridging the communication gap with our Inglis clients. Many of them have significant disabilities that make verbal communication difficult, and require us to learn new ways to communicate effectively. We have served clients who use assistive devices to speak, and others who use hand or head gestures to indicate their wishes. One particularly memorable client used a pre-recorded message to introduce himself and to explain his method of communication. His message instructed us how to ask questions so that he could properly respond. Through the recorded message, we also learned about his background as a proud Philadelphian and Vietnam veteran. Using these tools, we are able to see the person, not just the disability.

While there is undoubtedly a benefit to the clients we assist through this clinic, the work is also equally meaningful and important to our volunteers. The opportunity to bring legal services directly to people who need them is a truly rewarding experience. It also presents an opportunity to push ourselves out of our comfort zones. Our work provides a sense of security and independence to our clients, and we leave the clinic feeling satisfied and grateful for the opportunity to help. Through this project, we are able to ensure that these clients have the ability to make choices that will impact their health care and finances for years to come. It can be very difficult for adults who require assistance with the tasks of daily living to retain their independence, so it is incredibly gratifying that we are able to help them in this way.

We feel very fortunate to work with LCD to further their mission of ensuring access to legal services for low-income people with disabilities. If you are interested in learning more about pro bono opportunities through the LCD, please contact Esther Miller, managing attorney, at emiller@lcdphila.org or 215-587-3357.

Kathy E. Ochroch (Ochroch@BlankRome.com) is a partner and the director of pro bono services, and Krystal Kane (KKane@BlankRome.com) is the pro bono coordinator, at Blank Rome LLP.

GillespieHall PR left the Young Lawyers Division with six things they can do now to improve their LinkedIn profiles: 1) use a recent, sharply focused headshot; 2) insert an appropriate background image that enhances (not detracts from) your headshot; 3) shorten and customize your LinkedIn URL; 4) optimize your headline — you have 120 characters to make an impression; 5) ask for recommendations from credible, relevant connections; and 6) populate the volunteer section on the page—show your “caring” side.

Visit GillespieHall.com for more tips and suggestions for taking control of your online identity.

Maya J. Brown (mbrown@philabar.org) is the marketing and development coordinator for the Philadelphia Bar Foundation.

UPCOMING CONTINUING LEGAL EDUCATION

These CLE programs, cosponsored by the Philadelphia Bar Association, will be held at The CLE Conference Center, Wannamaker Building, 30th Floor, Suite 200, Juniper Street entrance, unless otherwise noted.

LIVE & SIMULCAST SEMINARS

| Oct. 1 | Advanced Contract Classes: Avoiding Boilerplate |
| Oct. 2 | Trial Evidence |
| Oct. 6 | Oct. 2015 Probate & Trust Law Q&A: Guardianship of Incapacitated Persons |
| Oct. 7 | Unfair Labor Practices for the Non-Union Workplace |
| Oct. 7 | Coaching Your Client Through Buying a Business Opportunity |
| Oct. 8 | A Day On Health Law |
| Oct. 9 | Orthopaedic Treatments and Technology |
| Oct. 12 | Transferring into Medicare |
| Oct. 13 | The Future of Legal Education: Discourse Continues |
| Oct. 14 | Personal Injury Practice for PA Lawyers |
| Oct. 14 | Nuts & Bolts of Medicaid Planning |
| Oct. 14 | The Changing Landscape: Issues Beyond Marriage for the LBGT Community |
| Oct. 15 | The CyberLeh’s Guide to the Internet |
| Oct. 15 | How to Prepare the Pennsylvania Insurance Task Force |
| Oct. 16 | Hadassah Corps |
| Oct. 19 | Tenth Constitutional Law Conclave |
| Oct. 20 | Compulsory Arbitration Seminar |
| Oct. 21 | 19th Annual Family Law Update |
| Oct. 26 | Plane, Train and Bus Accident Litigation |
| Oct. 26 | Fundamentals of PA Business Corporation Practice |
| Oct. 27 | How to Handle a Workers Comp Mediation |
| Oct. 27 | Hot Topics Regarding Section 1031 Exchanges |
| Oct. 27 | Coordinating Clients’ Powers of Attorney, Advanced Directives & Wills |
| Oct. 28 | How to Handle a Child Abuse Case |
| Oct. 28 | The Second Season: Issues for Divorce Over Fifty |
| Oct. 28 | 28th Annual Bankruptcy Institute |
| Oct. 29 | The Inside Scoop on Nonprofit Board Service |
| Oct. 30 | Mastering Medical Records in the 21st Century |
| Oct. 30 | 22nd Annual Auto Law Update |

DISTANCE EDUCATION AT PBI.ORG

Live Webcasts

Same technology, delivered live. 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).

| Oct. 1 | Advanced Contract Classes: Avoiding Boilerplate |
| Oct. 2 | Trial Evidence |
| Oct. 6 | Oct. 2015 Probate & Trust Law Q&A: Guardianship of Incapacitated Persons |
| Oct. 7 | Unfair Labor Practices for the Non-Union Workplace |
| Oct. 8 | A Day On Health Law |
| Oct. 9 | Orthopaedic Treatments and Technology |
| Oct. 12 | Transferring into Medicare |
| Oct. 14 | Issues Beyond Marriage for the LBGT Community |
| Oct. 16 | Hadassah Corps |
| Oct. 19 | Tenth Constitutional Law Conclave |
| Oct. 21 | Estate Planning/Shale Energy |
| Oct. 22 | POA, Advanced Directives & Wills |
| Oct. 27 | Nuts & Bolts of Medicaid Planning |
| Oct. 28 | Auto Law Update |

VIDEO SEMINARS

| Oct. 5 | Communicating with Clients and Your Colleagues |
| Oct. 12 | The Ethics of Pro Bono: Doing Good the Right Way |
| Oct. 13 | The Fear Factor: How Good Lawyers Get into Legal Ethics Troubles |
| Oct. 16 | Mergers & Acquisitions |
| Oct. 22 | The New PA Law on Entity Transactions |
| Oct. 26 | Selected Issues in Art Law |
| Oct. 26 | Winning Numbers |

Register today! www.pbi.org 800-932-4637

October 2015 Philadelphia Bar Reporter 11
Inaugural Battle of the Bands Rocks Local Legal Non-Profits

By Maureen Olives

The rock stars of the Philadelphia legal community came out to play for charity on Tuesday, Sept. 15, at the first annual "Law Rocks Philadelphia" concert. Law Rocks is an international non-profit that hosts "battle of the bands" events, featuring bands of legal professionals and friends, with the goal of raising money for their favorite non-profits.

The Philadelphia show was held at Union Transfer, the former Spaghetti Warehouse and acoustically spectacular venue, at 10th and Spring Garden streets. Three bands took the stage before an enthusiastic crowd: Cramdown, representing and fundraising for, Philadelphia Legal Assistance and Community Legal Services; Alternative Dispute Revolution, representing Blank Rome LLP, raising funds for the United Way; and Ballard Spahr Galactica, from Ballard Spahr LLP, raising money for the Philadelphia Bar Foundation.

Cramdown, which led the other bands in pre-concert fundraising, chose to start the show with their 25-minute set of 80s rock. Several groupies wearing black shirts

continued on page 17

Cramdown, representing and fundraising for Philadelphia Legal Assistance and Community Legal Services, was the winning band of 2015 Law Rocks Philadelphia on Sept. 15 at Union Transfer.

THINKING ABOUT GOING OUT ON YOUR OWN?

WE HAVE OFFICE SPACE AND SERVICES FOR SOLO PRACTITIONERS.

• Seven locations
• Rent one, access to all
• Virtual & private law offices
• Deposition and arbitration rooms
• Paralegal, reception & IT support

Schedule a tour today!
Call 866.978.7500

info@americanexecutivecenters.com
www.AmericanExecutiveCenters.com

BALA CYNWYD • KING OF PRUSSIA • MALVERN • MARLTON, NJ • PHILADELPHIA • PLYMOUTH MEETING • RADNOR
Final ACA Rules on Preventative Services

By Brian McLaughlin

On July 14, 2015, the Departments of Labor, the Treasury and Health and Human Services (collectively, the Departments) issued final regulations as they relate to the Affordable Care Act (ACA) requirement that non-grandfathered group health plans cover certain mandated preventative care services, including contraception, at no cost. These regulations are effective for plan years beginning on or after October 1, 2015.

Notably, the guidance clarifies that if a plan that does not have in its network a provider who can provide a particular recommended preventative service, the plan is required to cover the service when performed by an out-of-network provider without cost sharing (i.e., at 100 percent). Also the effective date for changing required preventive services when new guidelines are issued. If there is a change in the guidelines that occurs during a plan year, the group health plan must provide coverage for that item or service until the end of the plan year, except to the extent the change constitutes a downgrade to a “D” rating or the item was part of a safety recall or otherwise poses a significant safety concern.

The regulations finalize the definition of an eligible organization for purposes of qualifying for an accommodation. An eligible organization is an organization that opposes providing coverage for some or all contraceptive items and services on account of religious objections and is either organized and operated as a nonprofit entity or holds itself out as a religious organization; or organized and operated as a closely held for-profit entity and the highest governing body (e.g., board of directors, board of trustees or owners if managed directly by its owners) has adopted a resolution or other similar action establishing that it objects to covering some or all contraceptive services on account of the owner’s sincerely held religious beliefs.

A closely held for-profit entity, not previously defined, is defined as an entity that has no publically traded ownership interests; and has more than 50 percent of the value of its ownership interest owned directly or indirectly by five or fewer individuals (or an ownership structure that is substantially similar to these requirements) as of the date of the entity’s self-certification or notice. For purposes of the 50 percent threshold (or substantially similar ownership interest), the Departments lay out specific ownership interest considerations that are consistent with other areas of tax law. Additionally, a for-profit entity may seek clarification from HHS as to whether it qualifies as a closely held entity. The for-profit entity may send a letter describing the organization structure to HHS. If no response is received by the Department of Health and Human Services (HHS) within 60 calendar days, the requirement is deemed to be satisfied so long as the entity maintains that structure.

To qualify for the accommodation, the organization (nonprofit or closely held for-profit) must self-certify status consistent with HHS rules. A person authorized to make a certification on behalf of an employer must execute the Form 700 and provide it to the third-party administrator (TPA) or carriers. The certification must be made available for examination upon request by the first day of the first plan year to which the accommodation applies. Alternatively, the authorized person may provide notice to HHS that it is an eligible organization and of its religious objection to coverage of all or a subset of contraceptive services. The notice must contain specific information requested by HHS, including names and contact information for any carriers or TPAs. Under this option, HHS will send a separate notification to each of the plan’s TPAs informing them of receipt of this notice and their obligations with respect to providing contraceptive coverage at no cost to the employee or the plan. In the case of a self-insured group health plan, the Department of Labor will coordinate with HHS to notify the TPAs.

If the carrier is an insured plan the carrier has the sole responsibility for providing the contraceptive coverage. This must be provided without cost-sharing or a premium, fee or other charge to the eligible organization, the health plan, or participants or beneficiaries.

If the plan is self-insured and the TPA agrees to enter into or remain in a contractual relationship with the eligible organization, the TPA will provide or arrange payments for contraceptive services under one of the following methods: provide payment for contraceptive services for plan participants and beneficiaries; or arrange for a carrier to provide payments for the contraceptive services for plan participants and beneficiaries to the TPA. In either case, the TPA may not impose any cost sharing or a premium, fee or other charge on the eligible organization, the health plan, or participants or beneficiaries. Both the TPA and carrier may be reimbursed for the cost of arranging such payments though an adjustment to the federally facilitated exchange user fee for a participating issuer.

Brian McLaughlin (Brian.McLaughlin@usiaffinity.com) is vice president of USI Affinity’s Benefit Solutions Group.

For more information about insurance, visit the Philadelphia Bar Association Insurance Exchange at www.usiaffinityex.com/Philadelphia. For Lawyers’ Professional Liability and other business coverage, you can continue to visit the regular Philadelphia Bar Association Insurance Program website at www.mybarinsure.com/Philadelphia. If you’d like to talk to someone about insurance and benefits options for Philadelphia Bar Association members, call USI Affinity Benefit Specialists at 1-855-874-0267.

For over 75 years, the divisions of USI Affinity have developed, marketed and administered insurance and financial programs that offer affinity clients and their members unique advantages in coverage, price and service. As the endorsed broker of the Philadelphia Bar Association and more than 30 other state and local bar associations and with more than 30,000 attorneys insured, USI Affinity has the experience and proven processes to navigate the marketplace and design the most comprehensive and innovative insurance and benefits packages to fit a firm’s individual needs.
Supreme Court
continued from page 1

statements by highlighting her work on the Pennsylvania Court of Judicial Discipline and Disciplinary Board, as well as her work teaching ethics at the Duquesne University School of Law. Judge Wecht, Yale Law graduate and former Washington, D.C. Circuit Court clerk, emphasized his five-point plan to promote ethics on the state Supreme Court, which included allowance of cameras in the courtroom and mandatory ethics training. He also emphasized that it is “time to elect someone who loves jurisprudence” to the bench, and not just someone who is in love with judicial politics.

Comments by Judge Donohue halfway through the forum made it clear that she, Judge Dougherty and Judge Wecht had already coordinated on certain aspects of their campaign strategy. Specifically, all four candidates were asked about the anticipated influx of so-called “dark money,” that is, money from national third-party political action committees intended to affect this state campaign, particularly through advertising. Judge Donohue responded that she, Judge Dougherty and Judge Wecht had already discussed this issue and jointly declared their hope that any advertising funded by such money would be truthful and ethical.

In his opening remarks, Judge George acknowledged the opinion of some that he is an outsider, but that he is not a man to be easily dissuaded by obstacles. The eighth of nine children who grew up on food stamps in central Pennsylvania, Judge George labored at local steel mills, bore his way through law school, and then served as the Adams County District Attorney before being elected to the judiciary. When asked about his judicial philosophy, he declared unhesitatingly that “it is not for the court to legislate from the bench.”

It was thus no surprise that judicial ethics was a dominating topic.

The candidates were probed on the potential for bias where local parties contribute to judicial campaigns for judges before whom they may eventually sit. Judge Dougherty asserted that regardless of where their contributions originate, or of the fact that they must engage in some form of political campaigning, “we are first and foremost lawyers, [and] we have taken an oath.” However, Judge George was firm that recusal should be automatic for judges who have been recipients of large campaign donations from parties who come before them, while Judge Wecht did believe discretion was best, but recusal was appropriate above a certain level of contribution.

Judge Dougherty made an impassioned case for his contribution to the legal community through his work as an assistant district attorney, as well as his work as Administrative Judge, emphasizing his ability to streamline finances to make available funds more effective. Judge Wecht indicated his desire to expand the use of specialized courts, such as drug and mental health courts, for non-violent offenders. The representation of the poor and indigent was central to Judge Donohue’s presentation, and she suggested the Supreme Court could revisit the bar on what constitutes effective assistance of counsel, which might pressure the legislature to increase funding for legal aid and public defender institutions. Judge George made clear that funding may not solve everything, and it is necessary to reestablish a culture of service to the legal community in the Commonwealth.

The discussion at this forum was about more than just the candidates’ campaigns. In the current climate of budget woes, scandal and disenchantment in the legal community, these judges provided a discussion of the problems we currently face, and what we might do to address them.

Amanda J. Dougherty (amanda.dougherty@phila.gov), an assistant city solicitor for the City of Philadelphia, is an associate editor of the Philadelphia Bar Reporter.
house in West Philadelphia by volunteering for build days over the course of three years. Last year, the homeowner was finally able to move in, but found that serious water issues in the basement were damaging the property. In response to the homeowner’s need, the Real Property Section organized volunteers for the difficult and dirty work of tearing out the basement floor to remediate the water problem. With new pumps and a new floor to be installed, the house should serve the needs of the homeowner for years to come.

The Real Property Section also organizes other build day volunteering opportunities throughout the year, as well as opportunities to volunteer at Habitat Philadelphia’s ReStore. Recently, these opportunities have opened up to every member of the Association. With the Real Property Section’s help, Habitat Philadelphia has acquired much of the land in that particular neighborhood, with the goal of rehabilitating it to make a larger impact on the neighborhood as a whole. The specific block has many abandoned properties right now, but has a brighter future with the help of Habitat Philadelphia and Association volunteers.

House by house and block by block, Habitat Philadelphia and the Association’s Real Property Section work together to improve the lives of hundreds of Philadelphians. If you are interested in volunteering, reach out to the Real Property Section and ask how you can help.

William B. Shuey (William.Shuey@phila.gov) is an assistant city solicitor for the City of Philadelphia.

Young Lawyers Division (YLD) members Anna B. Will (left); Michael J. Rugnetta and Maria E. Bermudez, chair, YLD; counsel a client, pro bono, at Legal Advice Live! at the Ramonita de Rodriguez branch of the Free Library of Philadelphia, on Sept. 16.

Young Lawyers Division (YLD) members Anna B. Will (left); Michael J. Rugnetta and Maria E. Bermudez, chair, YLD; counsel a client, pro bono, at Legal Advice Live! at the Ramonita de Rodriguez branch of the Free Library of Philadelphia, on Sept. 16.

Maria E. Bermudez (mbermudezesq@gmail.com), an attorney advisor with the Social Security Administration, is chair of the Young Lawyers Division.

with the Real Property Section’s help, Habitat Philadelphia has acquired much of the land in that particular neighborhood, with the goal of rehabilitating it to make a larger impact on the neighborhood as a whole. The specific block has many abandoned properties right now, but has a brighter future with the help of Habitat Philadelphia and Association volunteers.

House by house and block by block, Habitat Philadelphia and the Association’s Real Property Section work together to improve the lives of hundreds of Philadelphians. If you are interested in volunteering, reach out to the Real Property Section and ask how you can help.

William B. Shuey (William.Shuey@phila.gov) is an assistant city solicitor for the City of Philadelphia.

Young Lawyers Division (YLD) members Anna B. Will (left); Michael J. Rugnetta and Maria E. Bermudez, chair, YLD; counsel a client, pro bono, at Legal Advice Live! at the Ramonita de Rodriguez branch of the Free Library of Philadelphia, on Sept. 16.

Maria E. Bermudez (mbermudezesq@gmail.com), an attorney advisor with the Social Security Administration, is chair of the Young Lawyers Division.
By Mary E. Ashenbrenner

PNC Wealth Management is pleased to introduce Mary E. Ashenbrenner who will conduct this month’s future interviews on important financial and economic topics. Mary is a Senior Vice President with PNC Wealth Management located in center city Philadelphia. Please contact Mary at 215-585-1041 or at mary.ashenbrenner@pnc.com.

How do you know if your wealth strategy is working as hard as it can for you? In this month’s interview, I sat down with Bill Whitmore, CFP®, vice president and senior wealth planner at PNC Wealth Management, to discuss the importance of creating a comprehensive plan – one that covers the many inter-related aspects of a person’s financial life.

Mary Ashenbrenner (MA): When is the best time to sit down and work on your wealth strategy?

Bill Whitmore (BW): There is usually a triggering event, such as a marriage or retirement, which motivates someone to work on their finances. But just as a simple kitchen remodel can reveal structural problems in a house, we find that planning one area of a person’s financial life may expose other areas that need work. There is good reason for that, as finances are usually linked — a person’s investment plan is related to his retirement plan, which can affect the estate plan, and they all should incorporate the need for income.

MA: What is the benefit of taking that comprehensive look, as opposed to tackling one area at a time?

BW: People who have addressed those individual areas as separate disciplines should make sure that their strategies will work together. Looking at your wealth plan in its entirety makes it more likely that you will be prepared to choose, for example, a retirement solution that fits your tax situation and also supports your estate plan. This interconnectedness makes it even more important to address any gaps or deficiencies in your strategy.

MA: How do I know if my wealth plan is missing something?

BW: These are the key, fundamental elements of a wealth strategy that people should address to help them achieve their long-term goals:

- Defining and maintaining an adequate cash reserve. This is not just about building an emergency fund, although that is part of it. You also want to be able to seize a purchase opportunity that might come up, and should consider carefully the accounts in which you’ll hold your liquid funds.
- Setting a strategy for using credit. Shifting your credit balances — mortgage, credit cards, lines of credit — as interest rates change and as new credit solutions become available is smart. What is even smarter is planning how you could use leverage to better manage your expenses, especially large payments such as college tuition.
- Creating a household spending plan. It is important to understand what is coming in and what is going out in order to manage it efficiently. Try to identify where you want to use credit or liquidity and how to support your savings goals.
- Reviewing insurance protection. Choosing the right policies for life, disability and property requires reading the fine print — repeatedly. Contracts have become more complex, which means you can’t leave your coverage on autopilot.
- Taking care of estate planning. Federal law about how estates will be taxed has changed frequently during the last decade, but the need to direct how your assets should be handled after your lifetime has not. The focus of an estate plan has shifted from mitigating transfer taxes to managing income and capital gains taxes. The tools we use to work toward that goal have not changed, but the way we use them has.

Preparing for retirement.

The challenge of accumulating retirement assets and then generating a lasting income stream from them has become too important — and complex — to undertake without a comprehensive plan of its own. Retirement preparation draws on all the other disciplines. It makes sense that in the last few years, imposing retirement has become a trigger for many people to finally begin financial planning.

MA: Is it ever too late to start working on a wealth plan?

BW: Waiting to create a comprehensive plan until you are a decade or less away from retirement is starting things a bit late. The good news is that you do not have to get everything done at the same time, or in a particular order. We encourage people to start with their triggering event, and then we develop a scaffold for completing the other pieces.

MA: How long does it typically take to build a comprehensive wealth strategy?

BW: Individuals and couples typically require several planning sessions, spread over a period of a few years, to formulate a holistic wealth plan. After that, making annual updates is relatively simple. Even if something larger happens that affects a person’s financial life, we can make changes more easily when we have the full picture already in place.

Mary Ashenbrenner is a Senior Vice President with PNC Wealth Management. She can be reached at mary.ashenbrenner@pnc.com or 215-585-1041. 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 1-888-782-6224.

The PNC Financial Services Group, Inc. (“PNC”) uses the marketing names PNC Wealth Management® and Hawthorns, PNC Family Wealth® to provide investment, wealth management, and fiduciary services through its subsidiary, PNC Bank, National Association (“PNC Bank”), which is a Member FDIC, and to provide fiduciary and agency services through PNC Delaware Trust Company (“PNC Delaware Trust”), which is an independent fiduciary and non-discretionary institutional investment advisory services business conducted through PNC Bank and PNC’s subsidiary, PNC Capital Advisors, LLC, a registered investment adviser (“PNC Capital Advisors”). Hawthorns Family Wealth and Wealth AdvisorsSM, Hawthorns Family OfficeSM, Wealth AdvisorsSM, and Hawthorns are service marks of The PNC Financial Services Group, Inc. and PNC Delaware Trust Company. “PNC family wealth management®” is a service mark of PNC Financial Services Group, Inc. and its affiliate, PNC Delaware Trust Company. Hawthorns is a service mark of Hawthorns Investment Advisors, LLC, a registered investment adviser, which is an affiliate of PNC Capital Advisors. PNC Wealth Management, Hawthorns, PNC Family Wealth, and “PNC Wealth ManagementSM,” “PNC Hawthorns,” “PNC Capital AdvisorsSM,” and “PNC Institutional Advisory SolutionsSM” are service marks of The PNC Financial Services Group, Inc.


Pennsylvania eDiscovery

2nd Edition

By Philip N. Yannella, Ballard Spahr LLP

Perhaps the greatest challenge for attorneys dealing with eDiscovery is keeping up with the ever-changing rules and technologies. Staying informed is critical in Pennsylvania since it is one of the first states to adopt revisions to ABA Model Rule 1.1 (Duty of Competence) requiring that attorneys stay abreast of changes in technology that may impact eDiscovery. Pennsylvania eDiscovery is a reference guide designed to help attorneys practicing in Pennsylvania, New Jersey and Delaware keep up with the dizzying pace of change.

TO ORDER: Call 800-756-8993 | Visit www.lawcatalog.com/ed

Included with your paid purchase is an e-book copy of Pennsylvania eDiscovery, which will be included with your book.

The Legal Intelligencer

Philadelphia Bar Reporter October 2015 philadelphiabar.org
emblazoned with “Turn Up Access to Justice to 11” cheered on their favorite band as they played memorable hits like Pat Benatar’s “Heartbreaker” and “Message in a Bottle” by The Police, as well as lesser-known songs like “The Logical Song” by the Canadian band, Supertramp.

The second set brought Alternative Dispute Revolution to the stage, delighting their many fans with a set that included hits like “Hey Jealousy” by the Gin Blossoms and “Can’t Get Enough” by Bad Company. They impressed the crowd with their active stage presence and tight, hard-hitting sound. After the first guitar solo, it was apparent that Matthew Rubba, an associate in Blank Rome’s consumer financial services group, could easily have a second career as a professional rock guitarist.

Ballard Spahr Galactica finished the night with a blend of rock, soul, country and rhythm and blues. With a “sound that transcends genres and defies all labels,” the group traveled from “Fever” by Peggy Lee to “Rolling in the Deep” by Adele to “Jumpin’ Jack Flash” by The Rolling Stones. The band featured Rogers Stevens of the alternative rock band Blind Melon, who is now an associate in Ballard’s labor and employment group. The band’s “actual” rock star guitarist did not steal the show, however; that honor went to Valerie Martin, lead singer and legal administrative assistant in Ballard’s patent group, whose powerful vocals brought the house down.

The three-judge panel scored the bands on creativity, technical expertise and crowd participation. The judges’ scores were considered along with the groups’ fundraising performance and audience member votes, each counting for one-third of the total. After all the votes and scores and numbers were tallied, Cramdown was announced the winner, entitling them to an encore song and bragging rights until the next Law Rocks show in 2016.

Through the efforts of these talented musicians and performers, more than $10,000 were raised for local non-profits and, as one happy listener noted, “this is the best fundraiser ever.”

Maureen Olives (molives@philalegal.org), director of intake and service delivery for Philadelphia Legal Assistance, is chair of the Philadelphia Bar Association’s Public Interest Section.
A perfect pair.

Adrian & Rocky. Steak & Cheese. Love & Veritext.

Love Court Reporting and Veritext Legal Solutions have joined, bringing together unsurpassed service, advanced technology, nationwide presence and superior court reporters.

EXPECT MORE - Enhanced services and technologies coming your way!

- Nationwide Court Reporting
- Realtime Depositions
- Videography
- Videoconferencing
- Video Synchronization
- Remote Depositions
- Online and Mobile Scheduling
- Document Repositories
- State-of-the-art Deposition Suites
- Native Evidence Capture
- Exhibit Management Solutions
- Privacy & Data Security

Schedule your next deposition: 888.462.6200 | LCR-calendar@veritext.com

1801 Market Street, Suite 1800 | Philadelphia, PA 19103 | www.veritext.com
Statement of ownership, management and circulation (required by 39 USC 3685)

1. Publication title: Philadelphia Bar Reporter. 2. Publication No.: 710-6100. 3. Filing date: October 2015. 4. Issue Frequency: Monthly. 5. Number of issues published annually: 12. 6. Annual subscription price: $45. 7. Complete mailing address of known office of publication: Philadelphia Bar Association, 1101 Market St., 11th floor, Philadelphia, Pa. 19107-2911. Contact person: Meredith Z. Avakian-Hardaway. Telephone: (215) 238-6300. 8. Complete mailing address of headquarters or general business office of publisher: Philadelphia Bar Association, 1101 Market St., 11th floor, Philadelphia, Pa. 19107-2911. Full names and complete mailing addresses of publisher, editor, and managing editor: Publisher: Philadelphia Bar Association, 1101 Market St., 11th floor, Philadelphia, Pa. 19107-2911. Editor: Heather J. Austin, Esq., Philadelphia Bar Association, 1101 Market St., 11th floor, Philadelphia, Pa. 19107-2911. Managing editor: Thomas Rogers, Philadelphia Bar Association, 1101 Market St., 11th floor, Philadelphia, Pa. 19107-2911. 10. Owner: Philadelphia Bar Association, 1101 Market St., 11th floor, Philadelphia, Pa. 19107-2911. 11. Known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgagees, or other securities: none. 10. Owner: Full name: Philadelphia Bar Association. Complete mailing address: 1101 Market St. 11th Floor Philadelphia Pa. 19107. 11. Known Bondholders: None. 12. Tax status (for completion by non-profit organizations authorized to mail at nonprofit rates): The purpose, function and nonprofit status of this organization and the exempt status for federal income tax purposes has not changed during the preceding 12 months. 13. Publication Title: Philadelphia Bar Reporter. 14. Issue date for circulation data below: October 2015. 15. Extent and nature of circulation: A. Total number of copies (net press run): Average number of copies each issue during preceding 12 months: 8716. Number of copies of single issue published nearest to filing date: 8304. B. Paid and/or requested circulation: 1. Paid/requested outside-county mail subscriptions stated on Form 3541 (Include advertiser’s proof and exchange copies): Average number of copies each issue during preceding 12 months: 2374. Number of copies of single issue published nearest to filing date: 2227. 2. Paid in-county subscriptions stated on Form 3541 (Include advertiser’s proof and exchange copies): Average number of copies each issue during preceding 12 months: 6142. Number of copies of single issue published nearest to filing date: 5877. 3. Sales through dealers and carriers, street vendors, counter sales and other non-USPS paid distribution: Average number of copies each issue during preceding 12 months: 0. Number of copies of single issue published nearest to filing date: 0. 4. Other classes mailed through the USPS: Average number of copies each issue during preceding 12 months: 0. Number of copies of single issue published nearest to filing date: 0. C. Total paid and/or requested circulation (sum of 15B1, 15B2, 15B3 and 15B4): Average number of copies each issue during preceding 12 months: 8516. Number of copies of single issue published nearest to filing date: 8104. D. Free or Nominal Rate Distribution (By Mail and Outside the Mail) 1. Free or Nominal Rate Outside-County Copies included on PS Form 3541 Average No. Copies Each Issue During Preceding 12 Months: 0. No. Copies of Single Issue Published Nearest to Filing Date: 0. 2. Free or Nominal Rate In-County Copies Included on PS Form 3541 Average No. Copies Each Issue During Preceding 12 Months: 0. No. Copies of Single Issue Published Nearest to Filing Date: 0. E. Total distribution (sum of 15C and 15E): Average number of copies each issue during preceding 12 months: 8716. Number of copies of single issue published nearest to filing date: 8304. G. Copies not distributed: Average No. of Copies Each Issue During Preceding 12 Months: 0. No. of Copies of Single Issue Published Nearest to filing date: 0. H. Total. (sum of 15F and 15G): Average number of copies each issue during preceding 12 months: 8816. Number of copies of single issue published nearest to filing date: 8404. J. Percent paid and/or requested circulation (15C + 15F x 100): Average number of copies each issue during preceding 12 months: 97.7 percent. 16. Electronic copy circulation: A. Paid electronic copies: Average number copies each issue during preceding 12 months: 8600. No. copies of single issue published nearest to filing date: 8388. B. Total paid print copies (15C + 16A): Average number copies each issue during preceding 12 months: 17116. No. copies of single issue published nearest to filing date: 16492. C. Total print distribution (15F + 16A): Average No. copies each issue during preceding 12 months: 17316. No. copies of single issue published nearest to filing date: 16092. D. Percent paid (Both print and electronic copies) (16B + 16C x 100): Average No. Copies Each Issue During Preceding 12 Months: 98.8 percent. No. Copies of Single Issue Published Nearest to Filing Date: 98.8 percent. If the publication is a general publication, publication of this statement is required. Will be printed in the October 2015 issue of this publication.Signed, Thomas Rogers. I certify that all information on this form is true and complete. I understand that anyone who furnishes false or misleading information on the form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).
Perspectives from the Intersection of Law & Psychology
Offered by Institute of Legal and Psychological Alliance

November 4–6, 2015
16 Hours Including 1 Hour Ethics
Homewood Suites by Hilton Great Valley
12 East Swedesford Road Malvern, PA 19355

Fees
$500 Early Bird (3 weeks before)
$550 Full Fee

Continuing Education:
NASW, PSYCHOLOGY, PA BAR

For more info: www.ilpatrainings.com
or call Danielle at 570.335.7355
The Philadelphia Bar Association is looking forward to seeing you at the 2015 Bench-Bar & Annual Conference, Oct. 16-17, at Borgata in Atlantic City. While you are attending the event, make sure to take the time to meet and speak with all of this year’s generous sponsors.
CALENDAR OF EVENTS

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

Oct. 1
Bar Reporter Editorial Board: meeting, 8:30 a.m., 11th Floor Committee Room South.
Law Firm Laboratory: educational program, 12 p.m., 10th Floor Board Room.
LRIS Committee: meeting, 12 p.m., 11th Floor Committee Room South.

Oct. 2
Civil Rights Committee: meeting, 12 p.m., 11th Floor Conference Center. Lunch: $9.

Oct. 5
Municipal Court Committee: meeting, 12 p.m., Municipal Court, 1339 Chestnut St., 10th Floor Conference Room.
Family Law Section: meeting, 12 p.m., 11th Floor Conference Center. Lunch: $9.
Heather Jarvis Presentation: 3 p.m., 11th Floor Conference Center.

Oct. 6
Legal Rights of Persons with Disabilities Committee: meeting, 9 a.m., 10th Floor Board Room.
Probate and Trust Section: quarterly meeting and CLE program, 12:30 p.m., Pennsylvania Bar Institute, CLE Conference Center, Wanamaker Building, 10th Floor, Philadelphia. CLE registration: pbi.org.

Oct. 7
Delivery of Legal Services Committee: meeting, 8:30 a.m., 10th Floor Board Room.
Criminal Justice Section Executive Committee: meeting, 12:30 p.m., 11th Floor Committee Room South.
Franchise Law Committee: CLE, 12:30 p.m., 11th Floor Conference Center. Lunch: $9.50.

Oct. 8
City of Philadelphia OEM: meeting, 8:30 a.m., 11th Floor Conference Center.
Legislative Liaison Committee: meeting, 12 p.m., 10th Floor Board Room. Lunch: $9.

Oct. 9
Global Philly 2015 & International Law Committee: educational program, 12 p.m., Pepper Hamilton LLP, 3000 Two Logan Square, 18th and Arch streets, Philadelphia.
uKNITe: brown bag lunch knit-a-long, 12 p.m., 11th Floor Conference Center.
Philadelphia Lawyer Educational Board: meeting, 12:30 p.m., 11th Floor Committee Room South.
Government and Public Service Lawyers Committee: meeting, 3:30 p.m., 11th Floor Conference Room South.

Oct. 12
Columbus Day: Offices closed.

Oct. 13
Orphan’s Court Litigation & Dispute Resolution: meeting, 8:30 a.m., HQ Business Center, 1500 Market St., East Tower, 12th Floor, Philadelphia.
Appellate Courts Committee: meeting, 12 p.m., 11th Floor Conference Center. Lunch: $9.
Real Property Executive Committee: meeting, 12 p.m., Ballard Spahr LLP, 1735 Market St., Philadelphia.
Rules and Practice Committee of the Probate Section: meeting, 4 p.m., Schachtel, Gersley, Levin & Koplin, PC., 123 S. Broad St., Suite 2170, Philadelphia.

Oct. 14
Intellectual Property Committee: meeting, 12 p.m., 11th Floor Conference Room South. Lunch: $9.

Oct. 15
Elder Law & Guardianship Committee: meeting, 12 p.m., 10th Floor Board Room. Lunch: $9.
Family Law Section Executive Committee: meeting, 12 p.m., 11th Floor Committee Room South.

Oct. 16
2015 Bench-Bar & Annual Conference: 9:30 a.m., Borgata, Atlantic City, N.J. Register online at philadelphiabar.org.

Oct. 17
2015 Bench-Bar & Annual Conference: 8:30 a.m., Borgata, Atlantic City, N.J. Register online at philadelphiabar.org.

Oct. 19
Criminal Justice Section: CLE, 12 p.m., 11th Floor Conference Center. Lunch: $9.
Public Interest Executive Committee: meeting, 12 p.m., 10th Floor Board Room. Lunch: $9.

Oct. 20
Business Litigation Committee: meeting, 12 p.m., 11th Floor Conference Center. Lunch: $9.50.
Employee Benefits Committee: meeting, 12:30 p.m., 11th Floor Conference Room South. Lunch: $9.
Education Committee of the Probate and Trust Law Section: meeting, 4 p.m., Flaster/Greenberg, Four Penn Center, 1600 JFK Blvd., 2nd Floor, Philadelphia.

Oct. 21
Business Law Executive Committee: meeting, 12 p.m., Dilworth Paxson LLP, 1500 Market St., Suite 3500E, Philadelphia.
City Policy Committee: meeting, 12 p.m., 11th Floor Conference Center. Lunch: $9.
YLD Cabinet: meeting, 12 p.m., 11th Floor Conference Room South.
Elections Committee: meeting, 1 p.m., 10th Floor Board Room.
Legislative Committee of the Probate and Trust Section: meeting, 4 p.m., Pepper Hamilton LLP, 3000 Two Logan Square, 18th and Arch streets, Philadelphia.
State Civil Litigation Section: “Look Good, Feel Good” clothing drive, Del Frisco’s, 1426 Chestnut St., Philadelphia.

Oct. 22
Annual ACE Meeting and CLE Training: meeting, 12 p.m., Pennsylvania Bar Institute Wanamaker Building, 10th Floor, Philadelphia.
Giants of the Business Bar: 5:30 p.m., Wells Fargo History Museum, 123 S. Broad St., Philadelphia.

Oct. 23
Chancellor’s Forum: 12 p.m., 11th Floor Conference Center.
Social Security Disability Benefits Committee: meeting, 12 p.m., 10th Floor Board Room. Lunch: $9.
uKNITe: brown bag lunch knit-a-long.

YLD Executive Committee: meeting, 12 p.m., 10th Floor Board Room.

Oct. 27
Women in the Profession Committee: meeting, 12 p.m., 10th Floor Board Room. Lunch: $9.
Federal Courts Committee: meeting, 12:30 p.m., 11th Floor Conference Center. Lunch: $9.
Tax Committee of the Probate and Trust Law Section: meeting, 3:30 p.m., 11th Floor Conference Center.
Board of Governors: meeting, 4 p.m., 10th Floor Board Room.

Oct. 28
Immigration Law Committee: meeting, 12 p.m., 11th Floor Conference Center. Lunch: $9.
Law Firm Laboratory: educational program, 12 p.m., 10th Floor Board Room. Lunch: $9.
LGBT Rights Committee: meeting, 12 p.m., 11th Floor Conference Room South.
“Hail to the Chiefs!” 5:30 p.m., Chima, 1901 JFK Blvd., Philadelphia.

Oct. 29
Housing Work Group - Civil Gideon Task Force: meeting, 8:30 a.m., 10th Floor Board Room.
Board Observer Program: CLE program, 12 p.m., 11th Floor Conference Center. Lunch: $9; CLE registration: pbi.org.
LRIS Committee: meeting, 12 p.m., 11th Floor Conference Room South.
Rules and Procedures Committee: meeting, 12 p.m., 10th Floor Board Room. Lunch: $9.

Oct. 30
Section and Division Chairs: meeting, 8:30 a.m., 10th Floor Board Room.

Send Bar Association-related calendar items 30 days in advance to Thomas Rogers, Managing Editor, Philadelphia Bar Reporter, Philadelphia Bar Association, 1101 Market St., Philadelphia, PA 19107-2955. Fax: (215) 238-1159. Email: TRogers@philabar.org.
Michael A. Morse, Pamela C. Brecht and Marc S. Raspani, partners at Pietragallo Gordon Alfano Bosick & Raspani, LLP, presented at “Qui Tam Litigation: A Practitioner’s Symposium” sponsored by the American Bar Association’s Criminal Justice Section and the White Collar Crime Southeast Region Subcommittee. The seminar took place at Alston & Bird, LLP in Charlotte, N.C., on Sept. 25.

Melanie S. Carter, associate at Blank Rome LLP, has been elected to the board of directors of the Education Law Center of Pennsylvania. In this role, Carter will work with the other members of the board to provide strategic direction and planning for the organization, oversee its finances, assist in fundraising efforts and guide the executive director.

Manny D. Pokotilow, partner at Caesar Rivie, PC, has been elected president of the Jenkins Law Library. Founded in 1802 in a small room in Independence Hall in Philadelphia, Pa., as the Law Library Company of the City of Philadelphia, it was formed by a group of lawyers who set out to provide legal information for the growing law community in the city. Philadelphia’s law library holds the prestigious position as America’s first and oldest law library.

Ryan Hancock, counsel at Willig, Williams & Davidson, was honored as the August 2015 “Pro-Bono Partner of the Month” by the Public Interest Law Center.

James Beck, counsel at Reed Smith LLP, was named “2015 Distinguished Defense Counsel” by the Pennsylvania Defense Institute (PDI) at the organization’s annual meeting on Thursday, July 16. The PDI presents the award annually to a member of the civil defense bar who best exemplifies the qualities of professionalism, dedication to the practice of law and promotion of the highest ideals of justice in the community.

Phyllis Horn Epstein, of Epstein, Shapiro & Epstein, P.C., is pleased to announce the recent publication of her book “Women at Law: Lessons Learned Along the Pathways to Success, the Second Edition,” by the American Bar Association.


Steven K. Mignogna, shareholder at Archer & Greiner, has recently been appointed as chair of the Alternative Dispute Resolution Committee in the Real Property, Trust and Estate Law Section. Mignogna previously served as chair and vice-chair of that group, and as vice-chair and then chair of the Probate and Fiduciary Litigation Committee in that group.

H. Ronald Klasko, founding partner of Klasko Immigration Law Partners LLP, participated as a panel member at the Fourth Annual California EB-5 Conference, hosted by EB-5 Investors Magazine. Klasko presented on the topic of “Investing Cash from Loan Proceeds” in Los Angeles, Ca., on Monday, Aug. 3.

Philip Carter, shareholder at Chamberlain, Hrdlicka, White, Williams & Aughrity, will lead a seminar covering defenses and strategies of the IRS automated IDR-Summoms sequence titled “Cutting the Abuse out of IDR and Summons:

Every Conceivable Defense” at the 50th Annual Southern Federal Tax Institute in Atlanta, Ga., from Oct. 19–23.

Irwin W. Aronson, partner at Willig, Williams & Davidson, has been appointed to chair the Pennsylvania Interest on Lawyers’ Trust Accounts Board (IOLTA) as of Sept. 1.

Mel Shrawol, principal of ShrawolADR, LLC, has been appointed a mediator by the Pennsylvania Association of Realtors and the Suburban West Realtors Association.

Christopher D. Ball, partner at Manko, Gold, Katcher & Fox, LLP, participated in a panel discussion titled “The Future of Environmental Due Diligence & Risk Management.” His presentation, which is part of the RE3 (Remediation + Redevelopment + Results) Conference 2015, was held at the Pennsylvania Convention Center in Philadelphia, Pa., on Sept. 16.

Deborah Epstein Henry, founder and president of Law & Reorder, was a speaker at a Rocky Mountain Legal Marketing Association program titled “Finding Bliss in the Future of Legal Service & Practice” in Denver, Colo., on Sept. 17, and also the keynote speaker at a Pace University School of Law New Directions Program titled “Navigating a Successful Return in Uncharted Waters” in New York, N.Y., on Sept. 21. “People” highlights news of members’ awards, honors or appointments of a community or civic nature. Send news to Thomas Rogers, Managing Editor, Philadelphia Bar Reporter, Philadelphia Bar Association, 1101 Market St., 11th fl., Philadelphia, PA 19107-2955 or reporter@philabar.org.

Philadelphia Bar Association

Hiring Hints

Where are the great candidates hiding?

Do you have great jobs to offer but still have a hard time attracting candidates?

Philadelphia Bar Association is the prime resource to finding the high performers in our niche.

Post today or visit the Career Center to create a customized recruiting solution with an array of various products to help find those great candidates you need to succeed.

careercenter.philadelphiabar.org
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 as 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