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QUARTERLY

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Dixon father-daughter duo at home at firm, ISBA council

by Emily Vivian

Ehrmann Gehlbach Badger & Lee, LLC, Dixon

When two of my father's partners first approached about moving back to Dixon and joining their firm, I was very excited. Although I enjoyed working with the other attorneys in Peoria, I was not enjoying the areas of law in which I was practicing. While much of my time was spent researching (which, of course, is expected of a newly-admitted attorney) and assisting in insurance defense and personal injury cases, I was really interested in estate planning and administration and real estate and business transactions, which happened to be the same areas of law in which my dad concentrated his practice.

However, when I started seriously discussing the opportunity with my husband, I was a little more reserved. A thousand questions were running through my mind. What would the other attorneys in the firm think? Would they think I was getting special treatment? Although I had previously worked in my dad's firm, both in high school as a "runner" and during the summer before law school as a law clerk, I was not quite sure what to expect. Should I call him "Dad" or should I refer to him as "Gary"? Would my work relationship with my dad interfere with my person relationship with him? Probably the biggest question weighing on my mind was, "What if I don't live up to his expectations?"

Throughout my childhood and young adulthood, my dad had extremely high expectations of me (as well as of my two brothers, one of whom is about to begin his practice as a pulmonologist and the other of whom is about to commence his medical residency of pediatrics and hematology). There were many times during high school when I would have rather taken a blow-off class (i.e., Foods or Home Economics) or a study hall as opposed to an Advanced Placement class. However, if I did not take all of the Advanced Placement classes offered, I would not have lived up to my dad's expectations, and I refused to let that happen.



(Continued on page 4)

by Gary Gehlbach

Ehrmann Gehlbach Badger & Lee, LLC, Dixon

Growing up, she was closer to her mother, confiding in her matters of apparent intimacy that a father wouldn't understand, calling each other "sister," and initially pursuing the same medical curriculum at the same university as her mother. A husband, a child, a profession, and significant community involvement later haven't dissipated that closeness with her mother, but her days are now spent in close proximity to me, and occasionally at the foot of my desk.

In the waning years of my career as a lawyer, I am immensely pleased to be practicing law with my daughter, Emily, and only rarely entertain the thought that she might be privileged to be working with her father. Perhaps I have some knowledge to impart after almost 32 years of practicing law, and it is truly fulfilling to be able to instill some of this in one's own child.

Realizing, however, that my knowledge and skill set are limited, especially when it comes to electronic research (having been weaned on dusty volumes of legal treatises and real books with brittle, yellowing pages), I don't hesitate to pawn off on Emily those matters I'd rather not handle or sometimes the more odious client or abstruse legal issue.

Emily has always been what some characterize as an over-achiever, setting and accomplishing goals with a vigor that sometimes amazes. Attending four colleges (if the local community college, which she attended for a couple semesters with a year at the University of Iowa sandwiched between, is counted twice), she still managed to graduate from the University of Illinois with high honors in accountancy four years after high school. She repeated this drive three years later, after attending two different law schools, by graduating, again with high honors, from my alma mater, Chicago-Kent.

Returning home to work with her father's law firm wasn't in her plans, as marriage and a medium-sized law firm landed her in Peoria. Fortunately for me, the areas of law del-

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Election to decide races for Board, Assembly

Election season is here. Biographies of candidates for contested Board of Governor positions and a list of Assembly candidates are on pages 6-8.

A few positions have already been decided without contests. Paula Hudson Holderman has been elected 3rd Vice President of ISBA. Holderman is Chief Attorney Development Officer at Winston & Strawn in Chicago. She will become president of ISBA in 2013 after serving a year in each of three vice presidential posts. Three incumbent Board of Governor candidates were elected to new terms: Bernard Wysocki of Waukegan in Area 2; Stephen Pacey of Paxton in Area 5; and Gina Arquilla DeBoni of Chicago in Cook County (Under 37).

Campaigning for three Cook County seats on the board are two incumbents and four challengers. Russell W. Hartigan and Mark E. Wojcik have filed to retain their seats and will face challengers Kimberly J. Anderson, Karen McNulty Enright, Gregg A. Garofalo and Stephen M. Komie. All candidates are from Chicago.



Holderman

Two challengers face off in the Under 37 Downstate race for the board - Jamie L. Bas of Swansea and Tara H. Ori of Waukegan.

For the Assembly, 127 seats are being filled in this election. The only contested races are in the 3rd, 7th, and 18th circuits, where 32 candidates have filed for a total of 26 open seats. Assembly vacancies created by too few candidates will be filled by the Board of Governors at its May 21 meeting.

Ballots will be mailed by April 1 to members in good standing. Marked ballots must be returned to the Illinois Bar Center in Springfield by 4:30 p.m. on Monday, May 10. ♦



Wysocki



Pacey



DeBoni

Switch to electronic voting coming in 2011

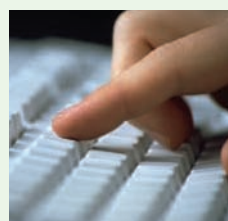
by John Locallo and Carl Draper

The times they are a changing! This year's ISBA election in 2010 will mark the final year that we will elect our 3rd Vice President, Board of Governors and Assembly by paper ballot. For the first time in its history, in 2011, the ISBA will hold elections by electronic ballot. Paper ballots reaching members late, and ballots arriving in Springfield past due, will be a thing of the past. With electronic voting, savings to membership in paper and mailing costs will be significant. In preparation for this, the Scope and Correlation Committee formed the Subcommittee on Electronic Voting, chaired by Carl Draper of Springfield.

Currently, the ISBA is reviewing proposals from various vendors that specialize in electronic elections. This will result in further cost savings to the ISBA, along with providing the needed expertise for such an undertaking.

We realize that there will be a learning curve for both membership and the ISBA staff. Thus, in the coming year, we will educate membership about the process through e-mails, the ISBA website and paper media (Illinois Lawyer Now, Illinois Bar Journal). It is our goal to make electronic voting as easy as possible, in fact, so easy that it should result in greater voter participation.

In the meantime, the ISBA is reviewing and discussing all of the details. We have agreed that electronic voting will be the presumed method of membership voting. However, should



members wish to vote the old fashioned way, they can still request a paper ballot in advance of the election.

Of course, the ISBA will maintain total control over the entire election process. The ISBA will audit and certify election totals. Security will be of the utmost importance. By using passwords

and identification numbers, members will be able to maintain anonymity, while still insuring no duplication of votes. The sanctity of the election process will remain paramount.

The efficiencies of an electronic election should have the added benefit of shortening the election window and providing quicker election results. The ISBA will also be able to provide campaign materials and election reminders electronically.

Finally, the ISBA will change its by-laws in order to reflect these changes.

Electronic voting should result in easy, accurate and timely voting, making the entire election process a convenient way for our members to vote, with the added benefit of cost savings. Detailed information, including recommendations for changes in the ISBA Bylaws or other policies will be presented in June to the Assembly in St. Louis. These recommendations will be widely published for consideration by all members of the ISBA. Look for more details in the coming months. ♦

Locallo, of Amari & Locallo, Chicago, is 2nd Vice President and Draper, of Feldman Wasser Draper & Cox, Springfield, is a member of the Board of Governors.

(Continued from page 1)

Although I had been practicing law for a year and a half before my dad's partners approached me, I did not feel as though I had gained much practical legal experience. As most attorneys would probably admit, law school does little to prepare us for the actual practice of law. Therefore, I was greatly concerned that my dad's expectations would be difficult to fulfill, and I was worried that my lack of experience would significantly interfere with our relationship.

However, my worries were for naught. From the day I joined the firm, my dad has been very patient with me, encouraging me to ask questions. He has never once insinuated that I should know something that I don't. Since joining my father's firm in June of 2008, I have learned a great deal about the practice of law. For the first couple of months, my father's goal for me was not to bill a certain number of hours or bring in a certain amount of revenue, but to observe and learn. He encouraged me to sit in with him on client conferences, join him at closings, and listen as he dictated certain matters.

In addition, he strongly encouraged me to get involved with the Illinois State Bar Association, which I quickly did by joining the ISBA Real Estate Law Section Council. Although I have been on the Real Estate Law Section Council for less than a year, I have enjoyed it immensely. Not only am I kept up to date with real estate law matters, but I have the benefit of regularly associating and communicating with knowledgeable and experienced attorneys.

Interestingly, growing up, I considered my dad's concentration in transactional work "boring." I was more drawn to the Law & Order type of law. However, as I grew up, I realized I did not enjoy being confrontational, at least on a professional level. (I can assure you my family would argue that I have no hesitation being confrontational when it comes to other matters.)

Although I recognize that I have much to learn, I realize how blessed I am to have my father as my mentor. I can honestly admit that I have never once regretted my decision to join my father's firm. ♦

(Continued from page 1)

egated to her by the firm in Peoria weren't particularly scintillating for her. I mentioned this in passing to one of my law partners, and, sensing that I needed help with my case load, a couple of my partners, without my knowledge but sensing that I would be receptive, contacted Emily and made her an offer to join our firm. After some debate (I'd like to think her hesitation was due solely to the fact that her husband works out of an office in Peoria and would need to commute and not over concern with working for me), she accepted.

Hiring a relative of the senior partner (I'm the oldest of our seven attorneys, but only by a few months) can be problematic, and I try to be sensitive to that. Emily has, thankfully, a low key, pleasing, non-confrontational personality and has been well received by the other attorneys and staff (or if this is not the case, no one has had the chutzpah to tell me). Being the partner in charge of personnel issues has its advantages.

One of the joys of practicing with Emily is the opportunity to serve as a mentor. She frequently has me review drafts of documents and correspondence for her, giving us the opportunity to discuss various legal matters and their application to our clients' situations. We especially enjoy the exploration of innovative solutions to our clients' dilemmas, which usually involve complex tax considerations. As one of my partners, David Badger, practices in the same areas, we enjoy the brain-storming sessions, following which we typically delegate the actual drafting to Emily. She and I also privileged to participate as members of the ISBA's Real Estate Law Section Council.

The best part of having Emily and her husband in Dixon, however, is the frequency with which we are able to be with her son, an observation only other grandparents can truly appreciate. Not quite a year old when they moved here, this 2-1/2 year old is already destined to be our next attorney (I'll refrain from announcing this to my other partners until he's a little older). For now, however, we are excited to have his mother, and I am especially pleased and privileged to be practicing law with my daughter. ♦

Editor's note: Gary and Emily are believed to be the first father-daughter to practice together and serve on an ISBA Section Council (Real Estate) together.



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Capitol Chronicle



by **Jim Covington**

Director of Legislative Affairs



These legislative proposals are still moving through the process in the General Assembly for the spring session:

No smoking in condos. Senate Bill 3175 (Link, D-Lake Bluff) authorizes an association's bylaws to prohibit use of smoking tobacco products in units and common areas.

Loans to the injured. Senate Bill 3322 (Harmon, D-Oak Park) creates the Non-Recourse Civil Litigation Funding Act to regulate entities that loan money to consumers in exchange for an assignment of an amount of the potential proceeds of the consumer's legal action.

Tenancy by the entirety and estate planning. House Bill 5282 (Connelly, R-Lisle) expands this protection to include homestead property held in a revocable inter vivos trust created for estate planning purposes by a husband and wife.

Adoption and birth records. House Bill 5428 (Feigenholtz, D-Chicago) allows an adopted person to get a non-certified copy of his or her original birth records. It provides a process for the birth parent to object, but no actual notice to the birth parent about this change in the law is required. A national public-awareness campaign about this change in the law is included in the bill.

Adoption and new forms. House Bill 6080 (Feigenholtz, D-Chicago) creates two new adoption forms: (1) A final and irrevocable designated surrender for purposes of adoption; and (2) a final and irrevocable consent to adoption by a specified person or persons in a non-DCFS case. Also creates form for Birth Parent Rights and Responsibilities.

Adoption and putative fathers. House Bill 4220 (Riley, D-Hazel Crest) provides that a putative father is entitled to a hearing limited solely as to whether his registration falls within this statutory exception if his verified petition alleges: (1) that it was not possible for him to register within the required time period; (2) his failure to register was through no fault of his own; and (3) he registered within 10

days after it was possible to do so. But in no event is a putative father entitled to a hearing if his petition is filed after the entry of an order terminating his parental rights, unless he can show that a fraud has been perpetrated upon the court.

MDDPs. Senate Bill 3775 (Wilhelmi, D-Joliet) removes the authority of the courts to order the issuance of a monitoring driving device permit (MDDP) and grants the authority to the Secretary of State.

Facilitate vampires in DUIs. House Bill 4969 (Farnham, D-Elgin) authorizes "all necessary and reasonable force" to be used to execute a search warrant for the taking of blood, hair, or other materials from a person's body if the subject of the search warrant is resisting execution of the search warrant.

Unauthorized practice of law. Senate Bill 660 (Kotowski, D-Park Ridge; Fritchey, D-Chicago) expands the definition of a "Public Adjuster" to mean any person who, for compensation or any other thing of value on behalf of the insured: (i) acts or aids, solely in relation to first party claims arising under insurance contracts that insure the real or personal property of the insured, on behalf an insured in negotiating for, or effecting the settlement of, a claim for loss or damage covered by an insurance contract...."

Transfer Fee Covenant Act. Senate Bill 3747 (Wilhelmi, D-Joliet) prohibits transfer fee covenants from being used in Illinois. "Transfer fee covenants" are riders that developers and builders have begun seeking in other states that gives them a certain percentage of sale proceeds every time the property is sold.

Special assessments and plats. House Bill 4947 (Pritchard, R-Sycamore) creates a procedure to divide special assessments without creating a subdivision plat.

Juvenile Justice. House Bill 5012 (Collins, D-Chicago) clarifies that the state's attorney may not prevent a judge from ordering continuance under supervision in a juvenile case.

Death penalty abolition. House Bill 5687 (Yarbrough, D-Maywood) and Senate Bill 3569 (Delgado, D-Chicago) abolish capital punishment in

Illinois. Requires those defendants already sentenced to death to be re-sentenced.

Civil conspiracy. Senate Bill 3617 (Wilhelmi, D-Joliet) prohibits any civil liability against a defendant under the theories of civil conspiracy, concert of action, or aiding and abetting unless the underlying tortious conduct is: (1) known to the defendant to be the purpose of the agreement or assistance giving rise to the action; and (2) intentionally committed by a party to the concerted action or agreement.

Constitutional amendment-judges. House Joint Resolution Constitutional Amendment 57 (Madigan, D-Chicago) requires that a lawyer be licensed for minimum periods of time before he or she can be appointed or elected judge as follows: (1) for 10 years for a circuit judgeship; (2) for 12 years for an appellate judgeship; and (3) for 15 years for a Supreme Court judgeship. Prospective in effect.

Constitutional amendment-victims. HJRCA 19 (Lang, D-Skokie) expands the rights of victims in Section 8.1 of the Illinois Constitution.

Guardianship. Senate Bill 3386 (Wilhelmi, D-Joliet) makes two in guardianship of minors. (1) It defines when a court has jurisdiction to proceed on a petition to appoint a guardian even when a there is a living parent. (2) It creates guidelines for a petition to terminate a guardianship filed by the minor's living, adoptive, or adjudicated parent whose parental rights have not been terminated. The parent seeking to terminate the guardianship must demonstrate (by a preponderance of the evidence) that a material change in the circumstances of the minor or the parent has occurred since the entry of the order appointing the guardian. Once the parent establishes this threshold, the current guardian must establish (by clear and convincing evidence) that the termination of the guardianship would not be in the best interests of the minor. The court must consider all relevant factors when determining the best interests of the child. ♦

Jim Covington is Director of Legislative Affairs for the Illinois State Bar Association. He is a 1976 graduate of Eastern Illinois University and a 1979 graduate of the University of Oklahoma College of Law.

UNCONTESTED Third Vice-President



Paula Hudson Holderman, Chicago. More than 30 years of practice in Cook and Champaign Counties as Assistant State's Attorney, sole practitioner, legal educator and Winston & Strawn LLP (since 2002), as Chief Attorney Development Officer. Education: The John Marshall Law School, J.D. 1979; University of Illinois, B.A. 1976. ISBA activities: Board of Governors (2006-2010); Scope & Correlation (2009-2010); Personnel (2007-2010); Budget & Finance (2006-2010); ABA Days Representative (2007, 2008 & 2009); Assembly Cook County (1994-2000, 2001-2010); Chair, Budget & Finance (2004-06); Chair, Resolution & Drafting (1997- 2000); Illinois Bar Foundation Board (1998-2006); Gala Chair (2003); LAWPAC President (2004-2005); Chair, Women & the Law (2000-01); Chair, Bench & Bar Section (1994-95); Assembly 6th Circuit (1988-1990); IBF Silver Fellow. Other committees: Attorney-Client Waiver (2006); Strategic Planning (2005-06); Future of the Courts (2001-2002); UPL (2000-2001); Judicial Evaluation (1999-2003); Criminal Justice Section (1986-1990). Teaching activities: James C. Woods Distinguished co-Lecturer IP Law, University of Illinois College of Law (1993-2010); Adjunct Professor John Marshall Law School IP Trial Advocacy (1990-2004), Guest Lecturer IP Law, Beijing (2010); NITA Faculty (1990-96). Leadership activities: President, Champaign County Bar Association (1987-88); President, JMLS Alumni Association (1994-95); JMLS Distinguished Service Award (1997); WBAI Board (1998-2000); Board, National Conference of Women's Bar Associations (1999-2003); Liaison, ABA Commission on Women in the Profession (2000-2003). Illinois Supreme Court Committees: Professional Responsibility Rules

(1998-2006); MCLE Advisory, Chair (2006-2007); Character & Fitness (2009-2011). **ISSUE STATEMENT:** Throughout my 30-year career, I have worked to advance the interests of all members of the profession and especially those of women lawyers. In my current position, I help our firm's lawyers be the best they can be through training, education, mentoring and coaching. As ISBA president, I will work to help ISBA members be the best they can be in their practice, profession and personal satisfaction.

ASSEMBLY

(All races uncontested except 3rd, 7th and 18th Judicial Circuits)

*Contested races are marked with an **

Circuit 1 - 2 to be elected

Rhett T. Barke, Carbondale
Carey C. Gill, Carbondale

Assembly Circuit 2 - 1 to be elected

Jon J. Racklin, Olney

*Circuit 3 - 5 to be elected

Christopher Bauer, Greenville
Nikki Carrion, Alton
Ebony R. Huddleston, Godfrey
Anthony E. Rothert, Edwardsville
Jennifer A. Shaw, Edwardsville
Christopher P. Threlkeld, Edwardsville
Scott Turner, Marine

Circuit 4 - 1 to be elected

William W. Austin, Effingham

Circuit 5 - 2 to be elected

Barbara Delanois, Danville
Thomas M. O'Shaughnessy, Danville

Circuit 6 - 5 to be elected

Thomas A. Bruno, Urbana
Keith E. Fruehling, Urbana
Michael P. McCuskey, Urbana
Darrel Parish, Decatur
John T. Phipps, Champaign

*Circuit 7 - 5 to be elected

Geri Lynn Arrindell, Springfield

Gary L. Cline, Springfield
Howard W. Feldman, Springfield
Kent Gray, Springfield
Randy S. Paswater, Springfield
Chris Sherer, Springfield
Daniel K. Wright, Springfield

Circuit 8 - 1 to be elected

Nolan Lipsky, Petersburg

Circuit 9 - 1 to be elected

No Filings

Circuit 10 - 5 to be elected

Robert C. Gates, Peoria
John K. Kim, Peoria
Michele A. Miller, Peoria
Richard A. Russo, Peoria
Richard W. Zuckerman, Peoria

Circuit 11- 4 to be elected

No Filings

Circuit 12 - 4 to be elected

Sean D. Brady, Joliet
Judy A. Goldstein, Mokena
Edward J. Jarot, Jr., Joliet
Michael R. Lucas, Joliet

Circuit 13 - 2 to be elected

George G. Leynaud, Peru
Rebecca Leynaud, Peru

Circuit 14 - 3 to be elected

Robert H. Alvine, Moline
Bob Park, Rock Island

Circuit 15 - 1 to be elected

Heather McPherson, Freeport

Circuit 16 - 7 to be elected

Steven A. Andersson, Aurora
Mary F. Petrucci, Sycamore
Susan W. Rogaliner, st. Charles
Colleen G. Thomas, Carpentersville
Gary M. Vanek, Elgin
Douglas B. Warlick, Geneva

Circuit 17 - 4 to be elected

Cheri N. Greenlee, Rockford
Donald L. Shriver, Rockford

*Circuit 18 - 16 to be elected

Robert J. Anderson, Wheaton
Joseph M. Beck, Wheaton
Craig L. Boston, Wheaton
Thomas A. Christensen, Wheaton
Dion U. Davi, Wheaton
Thomas Else, Wheaton
Joseph F. Emmerth, IV, Wheaton
Richard D. Felice, Wheaton
Connie R. Gessner, Wheaton
Robert Handley, Carol Stream
Henry D. Kass, Wheaton
John F. Knobloch, Naperville

Colleen McLaughlin, Wheaton
Ronald D. Menna, Jr., Wheaton
J. Matthew Pfeiffer, Wheaton
James Reichardt, Villa Park
David N. Schaffer, Naperville
Thomas F. Sullivan, Jr., Wheaton

Circuit 19 - 10 to be elected

Ann Buche Conroy, Waukegan
Gretchen E. Fisher, Libertyville
Joann M. Fratianni, Lake Forest
Deborah L. Goldberg, Highland Park
Kevin M. Kane, Waukegan
Mark W. Simons, Waukegan
Perry S. Smith, Jr., Waukegan
Timothy J. Storm, Wauconda
Michael S. Strauss, Libertyville

Circuit 20 - 5 to be elected

Jamie L. Bas, Swansea
Donald Bigham, Pinckneyville
Tom Speedie, Nashville
James R. Williams, Belleville

Circuit 21 - 1 to be elected

No Filings

Circuit 22 - 3 to be elected

Jameika W. Mangum, Woodstock

Cook County - 39 to be elected

Kimberly J. Anderson, Chicago

Patrice Ball-Reed, Chicago
Thomas M. Battista, Chicago
Scott A. Blumenshine, Chicago
Sam F. Cannizzaro, Chicago
Gawain Charlton-Perrin, Chicago
Joel Chupack, Chicago
Karen McNulty Enright, Chicago
Michael V. Favia, Chicago
Eugene F. Friedman, Chicago
Gregg A. Garofalo, Chicago
Robert H. Hanaford, Chicago
Matthew J. Huster, Chicago
Mark L. Karno, Chicago
James W. Kopriva, Chicago
Pamela J. Kuzniar, Chicago
Joseph F. Locallo, III, Chicago
Emily N. Masalski, Chicago
Cristen E. Meadows, Chicago
Pamela Sakowicz Menaker, Chicago
Kevin E. O'Reilly, Chicago
Gina M. Rossi, Chicago
Daniel R. Saeedi, Chicago
Andrea M. (Andy) Schleifer, Chicago
George L. Schoenbeck, Palos Heights
Julie Ann Sebastian, Chicago
Deborah Jo Soehlig, Chicago
Alon Stein, Lincolnwood
Ava George Stewart, Chicago
Kevin T. Veugeler, Chicago
John A. Wasilewski, Bridgeview

CONTESTED – Board of Governors – Cook County (3 to be elected)

Kimberly J. Anderson, Chicago. Partner at the Firm of Anderson & Boback, a firm that concentrates its practice in all aspects of family law. Ms. Anderson excels in child-custody issues, has training in collaborative law and has been appointed by the courts on cases involving adoption and juvenile matters. She has been an Illinois State Bar Association member since 1998, and has served on various committees, including, the Assembly (from 2002-2006 and 2007-present), on the Assembly Agenda and Program Committee (from 2008-2010), Committee on Bar Services & Activities (from 2000-2009) and the Past-Chair (from 2008-2009), served on the Committee on Law Related Education for the Public (from 2003-2009), and is its current Chair (2009-2010), the Committee on Women and the Law (from 2000-2006), the Family Law Section Council (from 2005-2009), its Secretary (2009-2010), a past Recipient of the Illinois State Bar Association's Community Service Award in 2001, a Solo and Small Conference, Planning Member (from 2007-2010), a member of the Standing Committee on Bar Elections Supervision from (2002-2009), a Standing Committee on Judicial Evaluations-Cook County (from 2002-2010), a Young Lawyers Board Member (from 1999-2002), and a member of the Illinois LEARN Board of Directors (from 2000-2009). Ms. Anderson also participates in The John Marshall Alumni Association and will be its incoming president in the fall of 2010. Ms. Anderson belongs to the Chicago Bar Association and participates on their family law committees where she was the Chair of Domestic Relations Committee in 2007. She participated in the Women Everywhere Partners in Service Project and was its President in 2007. Ms. Anderson has been asked to speak on a number of occasions for Rainbow House, IICLE, The John Marshall Law School, and Illinois State Bar Association.



Karen McNulty Enright, Chicago. Partner, Winters Enright Salzetta & O'Brien, L.L.C.; Personal injury trial practice. Education: Loras College, B.A., 1989; The John Marshall Law School, J.D., 1992; Admitted: Illinois Supreme Court, U.S. Supreme Court, U.S. District of Northern District of Illinois, U.S. District Court for the Central, Northern and Southern Districts Trial Bar. ISBA Member, 2009 Recipient of the ISBA Board of Governors Award; ISBA Assembly Member, 1st Judicial District, Member of the ISBA Standing Committee on Legislation, Member of the ISBA Tort Section Council, Member of the ISBA Standing Committee on Amicus, Frequent Lecturer and Speaker for ISBA, ITLA, CBA, IICLE Seminars, Author of Various Tort Trend Articles, President of The Women's Bar Association of Illinois (2007-2008), Board of Managers, Illinois Trial Lawyers Association (2009-present), Associate Member of the American Board of Trial Advocates (2009-present); Alumni Board of Directors, The John Marshall Law School, Board of Directors, The Society of Trial Lawyers, Chair, U.S. District Court, Northern District of the 2009 Illinois Magistrate Judge Merit Review Panel, Selected as top 50 Women Lawyers in the State of Illinois by Chicago Magazine, Selected as one of "40 Lawyers Under 40 in the State of Illinois to Watch" by the Law Bulletin Publishing Company, Women's Bar Association of Illinois Award for Uncommon Dedication and Outstanding Service, 2009, Loras College Distinguished Alumni Award, Who's Who Among American Trial Lawyers, Member of Alliance of Bar Associations, Chicago Bar Association, The Lawyers Club of Chicago, Professional Women's Club of Chicago. Teaching experience: Past Adjunct Professor, The John Marshall Law School, The Chicago College of Commerce, Moot Court Judge, National Trial Competition, Testified on behalf of the Illinois State Bar Association before the Illinois Senate Judiciary Committee.



Gregg A. Garofalo, Chicago. Selected by peers as a Super Lawyers – Rising Star (2008 & 2009) and a Super Lawyer (2010). Legal Experience: Managing Partner at Garofalo & Thiersch, P.C., concentrating his practice in the area of probate litigation, estate planning and real estate. Admitted: Illinois Supreme Court, 1999, Northern District of Illinois, 1999, District of Columbia, 2000, United States Supreme Court, 2005. Education: Chicago-Kent College of Law-IIT, 1999; Illinois Wesleyan University, B.A. Public Accounting, 1992. ISBA: IBF, YLD Liaison (2008-09) and Gala Co-Chair (2009); Young Lawyers Division, Chair (2007-08); Standing Committee on Law-Related Education for the Public, (2007-08); Trusts and Estates Section (2004-present); Solo, Small Firm Conference Planning Committee (2006), and Women and the Law Committee (2010-present); Illinois Bar Foundation, Diamond Fellow. Other professional affiliations: Third Vice-President, Justinian Society of Lawyers (2010); Treasurer, Bruders Foundation (2008-present); Board Member, Justinian Society Children's Endowment Fund (2007-present). Chicago Volunteer Legal Services Pro Bono Volunteer (2002-present). Member: Attorneys' Title Guaranty Fund and ATG Trust Company. Speaker: ISBA CLE Seminars, ISBA Public Access Television program, and CBA Seminars. Past Chairman: CBA Probate Practice Committee (2005-2007). Illinois Trial Lawyers Association; Women's Bar Association of Illinois; Chicago Bar Association, Bohemian Lawyers Association; Justinian Society of Lawyers; Nordic Bar Association; and Northwest Suburban Bar Association.



Russell W. Hartigan, Chicago. Incumbent Partner, Hartigan & O'Connor P.C. Practice: civil litigation, municipal, personal injury, real estate State/Federal Court Trial Practice Education: St Ignatius High School; DePaul University B.S.C., Commerce; Attended DePaul M.B.A. Program; John Marshall Law School, J.D. Admitted Illinois, 1976 Member: Chicago Bar Association; Illinois Trial Lawyers Association; Northwest Suburban Bar; South Suburban Bar; Appellate Lawyers; Illinois Real Estate Lawyers; Woman's Bar; Hispanic Lawyers; Illinois Real Estate Lawyers; Justinian Society; Scottish Legal Society; DePaul D-Club; John Marshall Alumni Association; American Board of Trial Advocates; Phi Alpha Delta Law Fraternity; West Suburban Bar, Secretary, Judicial Evaluation Committee, co-chair Judges' Night Participant, Suburban Bar Coalition Judicial Evaluation John Marshall Moot Court Judge ISBA activities: Board of Governors; past member Assembly; previous Treasurer, Secretary Four time participant, Allerton House Conference Current Board liaison to Civil Practice Section Council, Local Government Law Section, Committee on Legal Education, Admission and Competence Current member: Scope and Correlation Committee Former member: Budget and Audit Committee Supporter, Race Judicata Illinois Bar Foundation: Fellow and current member, Chairman of Subsistence Committee and member of Audit Committee Presenter: jury selection, trial techniques, cross-examination, Rule 213's and post-trial/Appellate Procedure Trial Briefs Article, Affidavits, Promissory Estoppel and Chicago Youth Center case Speaker: PAD Professor Vincent Vitullo's Ethics & Professionalism Seminar at DePaul University; Northwest Suburban Bar's seminar "A Practical Look at Management – Small Law Offices"; "Attorneys in Transition" seminar held November 2009 at John Marshall Law School Adjunct professor, DePaul University, Northwestern University and John Marshall Law School Current Supervisor, Lyons Township; former Trustee Village of Western Springs and Lyons Township; past President, Lyons Township Mental Health Board Candidate's interests: College/high school football referee/tournament handball player/golf Russ/Sue have three children: Michael, Marquette/DePaul Law, civil attorney; Brian, St Thomas/DePaul University, MBA, employer, Van Kampen; Kelly, University of Iowa, Allstate – Fitness Director



Stephen M. Komie, Chicago. Solo, Komie and Associates; Trial/Appellate practice Education: DePaul College of Law, J.D., 1976; National College of Criminal Defense Lawyers and Public Defenders, 1978 Admitted: Illinois Supreme Court 1976; U.S. Supreme Court; U.S. Court of Appeals, 6th, 7th, and 8th Circuits; U.S. District Court for Central, Northern, and Southern Illinois Member: ISBA (since 1973); Secretary (1996-97); Board of Governors (1992-98), (1999-2005); Assembly (1985-2011); Chairman: Committee on Credentials; GATS Task Force (2005); By-Laws Committee; Committee on Professionalism, (1991-92); Criminal Justice Section Council (1989-2010); Member: ARDC Committee; Mandatory CLE Committee; Committee on Traffic Court and the Law; Family Law Section; ISBA Task Force, Judicial Compensation; Director: Illinois Bar Foundation; Speaker: ISBA CLE Seminars, ISBA Young Lawyers Section; past Chairman, CBA, Criminal Law Committee, (1983-84); Defense of Prisoners Committee (1986-87); Matrimonial Law Committee; Member: ABA Task Force, Small Firm & Solo Practitioners; North Suburban Bar, Northwest Suburban Bar, Illinois Trial Lawyers, American Trial Lawyers Association; past Director & Parliamentarian: National Association of Criminal Defense Lawyers; Articles: IICLE *Illinois Family Law* (1998, 2008); "Little RICO Bill Should Not Be Passed," *Bar News* (1984); "Little RICO in Illinois, The Case Against It," *Chicago Law Bulletin* (1984) Awards: 1994 American Trial Lawyers Association National Public Service Award for Pro Bono Legal Representation; 1991 Recipient ISBA Board of Governors Award for Service to the Bar; ISBA Certificates of Appreciation (1986, 1990, 1991) Position: Leader in Advocating individual rights of lawyers through "Attorney's Bill of Rights" (1989), providing expungement of ARDC complaints made against attorneys and other procedural safeguards; "ISBA Legislation Proposed To Protect Attorney/Client Relationship," *Chicago Law Bulletin* (1987) **ISSUE STATEMENT:** The issue for the new decade is "Member Benefits" to reduce the cost of new technology, electronic research, and office expenses to help small firms and solo's survive the unprecedented hard economic times



Mark E. Wojcik, Chicago. Incumbent. Professor at The John Marshall Law School where he has taught legal writing, torts, human rights, and international subjects. He finished serving a first term on the ISBA Board of Governors and its Scope and Correlation Committee. He previously chaired the International and Immigration Section, served on the Human Rights Section Council, the Standing Committee on Sexual Orientation and Gender Identity, and the Special Committee on GATS. He also previously served on the Chicago Bar Association Board of Managers and on the Council of the American Bar Association Section of International Law. He is a member of the Justinian Society, Advocates Society, and Phi Alpha Delta; Current Vice-President of the Illinois Native American Bar Association (INABA); Past President of the Lesbian and Gay Bar Association of Chicago (LAGBAC); Board Member of Legal Writing Institute and International Law Students Association. Also holds leadership positions in the Association of American Law Schools. Fifteen-year partner of David Austin. Author of *Illinois Legal Research* (2d ed. 2009) and other legal publications. B.A., Bradley University; J.D., John Marshall; LL.M., New York University School of Law. Former law clerk on the Nebraska Supreme Court, U.S. Court of International Trade, and Supreme Court of the Republic of Palau. **ISSUES STATEMENT:** He encourages law students throughout the state to become ISBA members and he encourages lawyer members to take full advantage of the many benefits of ISBA membership. The ISBA provides Illinois attorneys with important opportunities to network, attract clients, and improve professionally. Other membership benefits include: Fastcase; information in ISBA newsletters, the *Illinois Bar Journal*, other print and electronic publications; updates on new cases and legislation; informative LawEd seminars; and fantastic professional colleagues. Members deserve responsive leadership that focuses on providing more benefits and opportunities to members at a reasonable cost.



Board of Governors – Under 37 – Downstate – CONTESTED

Jamie L. Bas, Swansea. Ms. Bas is an associate with DeFranco & Bradley, P.C. concentrating in the areas of insurance defense, plaintiff's nursing home negligence, and general civil litigation. Ms. Bas graduated from Southern Illinois University at Carbondale with a B.A. in Speech Communication in 1999 and from DePaul University College of Law in 2002. She was admitted to the Illinois Bar and the Northern District of Illinois in 2002. She was also admitted to the Southern and Central Districts of Illinois, the Eastern District of Missouri, and the United States Court of Appeals for the Seventh and Eighth Circuits in 2005. Ms. Bas has been an active member of the Illinois State Bar Association since 2005. She is currently a member of the Young Lawyer Division, the Civil Practice and Procedure Section Council, and the Bench and Bar Section Council. Ms. Bas has been an active member of the Young Lawyers Division and involved in several subcommittees, including the Holiday Party whereby funds are raised for the ISBA YLD/IBF Children's Assistance Fund. Ms. Bas is a Fellow of the Illinois Bar Foundation and a representative of the Illinois State Bar Association Assembly. The past two years, Ms. Bas has served on the Assembly Agenda and Program Committee and the Assembly Finance Committee. She is also a member of the St. Clair County Bar Association and the Madison County Bar Association. She co-authored *Barth v. State Farm – Leveling the Playing Field*, 18 IDC Quarterly 8 (2008). Illinois Super Lawyers Magazine has listed Ms. Bas as a Rising Star for the years 2008, 2009, and 2010.



Tara Houseworth Ori, Waukegan. Office of Michael J. Waller, Lake County State's Attorney, Senior Assistant State's Attorney, Civil Trial Division, (2005-present). Handles all matters pertaining to real estate taxation including tax rate objections and valuation objections, Property Tax Appeal Board hearings and levy and extension issues. Advises the Lake County Treasurer, the Chief County Assessor, the Lake County Board of Review and the Lake County Clerk's Tax Extension department. Other practice areas include mental health civil commitment issues and general civil litigation. Also advises the Lake County Recorder of Deeds and the Jury Commissioner of Lake County. Graduated from Northwestern University in Evanston in June 2000 with a Bachelor of Science in Education and Social Policy with a concentration in policy. Received J.D. in 2004 from The John Marshall Law School. Admitted to the Illinois Supreme Court in 2004. Admitted to the U.S. District Court for the Northern District of Illinois in 2008. ISBA: Member (2004-present); ISBA Assembly (2007-present); Member, ISBA Standing Committee on Racial and Ethnic Minorities (2007-present); Member, ISBA State and Local Taxation Section Council (2009-present). Author: A Review of *In re Application of the County Collector* (A.P. Properties, Inc. v. Ezra Chaim Properties), Appellate Court, Second District, Docket No. 2-08-0755, 2009 WL 2767020, August 27, 2009, *Tax Trends*, Vol. 52, No. 6, December 2009. Speaker, ISBA CLE program, Civil Commitment and Involuntary Treatment: Petitions, Proceedings and Pitfalls – March 2008. Speaker, Mental Health Law Day – May 2008. Lake County Bar Association: Member; LCBA, Chair, diversity sub-committee. Association of Women Attorneys of Lake County. Fellow, Illinois Bar Foundation. Married to Michael. Mother of three children, Jackson, Nicholas and Audrey. Originally from Charleston, Illinois.



Your vote counts!

Ballots are mailed by April 1st and must be returned to the Illinois Bar Center in Springfield by May 10th. All ISBA members in good standing are eligible to vote.

Please support your bar association
and vote for the
candidates of your choice!



RE-ELECT Russell W. HARTIGAN BOARD OF GOVERNORS COOK COUNTY

EDUCATION

- St. Ignatius High School
- DePaul University
- John Marshall Law School

MEMBER

- ISBA Office Location Team
- Illinois Trial Lawyers Association
- American Board of Trial Advocates
- Women's Bar Association
- West Suburban Bar Association, Treasurer
- Phi Alpha Delta Law Fraternity
- Alumni Board Member & Instructor - John Marshall Law School
- South Suburban Bar Association
- Illinois Appellate Lawyers Association
- DePaul University D Club Member

CURRENT MEMBER

- ISBA Membership Team
- Justinians Legal Society
- Illinois Real Estate Lawyers Association
- Hispanic Lawyers Association
- Northwest Suburban Bar Association
- Chicago Bar Association
- Judicial Evaluation Committee - Suburban Bar Coalition

COMMUNITY SERVICE

- Board - Lyons Township
- Executive Committee - DesPlaines Valley Boy Scout Council
- Chicago Metropolitan Planning Association

CURRENT ISBA INVOLVEMENT

- Scope & Correlation Committee
- Civil Practice & Procedure Section
- Local Government Law Section
- Legal Education, Admission, & Competence Committee
- Mentoring Young Lawyers

INSTRUCTOR/ADJUNCT FACULTY

- Northwestern University
- DePaul University
- John Marshall Law School

LECTURER

- ISBA Civil Practice Seminar - Rule 213 Cross Exam, & Post Trial Motions
- Northwest Suburban Bar - Law Economics

ILLINOIS BAR FOUNDATION

- Illinois Bar Foundation - Subsistence Committee Member (Chair)
- Finance Committee
- Illinois Bar Foundation Raffle Committee (Co-Chair)



Russ has encouraged and supported young Members and their programs (seen with son Michael, Attorney – DePaul Law Graduate & member Tort Law Section Council)

Service • Leadership • Experience



Winston & Strawn LLP congratulates
Paula Hudson Holderman,
who has been elected 3rd Vice President of the
Illinois State Bar Association.

Paula's many contributions as a member of the ISBA for more than 30 years have helped build a stronger profession for all in the Land of Lincoln. We look forward to her leadership when she becomes ISBA president in 2013.

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Can public defenders take pro bono cases?

by Ramona M. Sullivan

While there are a limited number of lawyers who may not provide free legal services, pro bono cases are available to most attorneys in Illinois. Attorneys with limited admission of house counsel status (see S. Ct. Rule 716) and attorneys on inactive or retirement status are authorized to provide pro bono legal services under certain circumstances. Recent amendments to S. Ct. Rule 756 authorize offering legal services without charge to persons of limited means through a sponsoring entity. The Rule sets forth authorization procedures. Many organizations are registered with the ARDC as sponsoring entities.

What about public defenders? Is there any reason why public defenders can't take pro bono cases?

A public defender may have an employment contract prohibiting outside legal work. And a public defender may have an existing caseload prohibiting additional work. But, unless otherwise prohibited, public defenders are authorized and encouraged

to provide pro bono services. Ian Murphy is an assistant public defender in Champaign County representing indigent defendants in juvenile and criminal court. Murphy also does various volunteer activities in his community. Since he is licensed as an attorney, he also wants to be able to offer volunteer legal services on his own time. Murphy approached his boss, Champaign County Public Defender Randy Rosenbaum, seeking permission to do pro bono cases. Murphy got the green light, with conditions. Rosenbaum explains that caseloads frequently prevent attorneys from taking on additional responsibilities, but to the extent they have time for additional activities, he encourages his staff to participate in professional development outside of the office. He also supports staff requests to do pro bono work through Land of Lincoln Legal Assistance, the local civil legal services provider.

Assistant public defenders in Champaign County are allowed to take pro bono cases if:

1. They have time to responsibly handle existing work and additional work.

2. The case does not present a conflict of interest.

3. Malpractice insurance is available for the attorney through the pro bono organization.

After Murphy got permission to volunteer, he contacted Land of Lincoln Legal Assistance. Murphy says pro bono is a "great way to stay relevant" in other fields. He adds that "doing this has allowed me to do something different from the usual, which is nice." Murphy is covered by Land of Lincoln's malpractice insurance when he represents a pro bono client through the organization, and is given opportunities to attend substantive trainings to assist him in handling the cases. For public defenders who are thinking about taking a pro bono case, Murphy stresses that you must "make sure your boss knows what you are doing, and keep your normal work and your pro bono work as separate as possible." ♦

Ramona Sullivan is an attorney with Land of Lincoln Legal Assistance Foundation. She is the President of the Edgar County Bar Association and the Secretary of the ISBA Standing Committee on the Delivery of Legal Services.



GREGG A. GAROFALO

for

ISBA BOARD OF GOVERNORS

Your Candidate Recognizing the Needs of the Solo and Small Firm Practitioner and Committed to Strengthening the ISBA and the Practice of Law Through Leadership, Member Involvement and Membership Growth.

Qualifications

- Chair, ISBA Young Lawyers Division Council, 2007-08
- YLD Liaison Director, Illinois Bar Foundation
- ISBA Assembly Member, 2001-06, 2007-Present
- Member, Trusts & Estates Section Council
- Member, Women and the Law

Memberships

- Illinois Trial Lawyers Association
- Justinian Society of Lawyers, Third Vice-President
- Nordic Law Club of Chicago
- IRELA
- Bohemian Lawyers Association
- Women's Bar Association of Illinois



During the Depression of the 1930's, Burma Shave pioneered the idea of consecutive, cost-effective roadside advertising. Playing on this idea, the ISBA unveiled three consecutive billboards near the 230-mile marker on I-55 (northbound) on Feb. 8 and three side-by-side billboards inside Chicago's Metra Station in March. Each triad of billboards features the following message: "is he, is she, isba? (not every lawyer is) ... always look for this (ISBA Member Mark) ... Illinois State Bar Association" and includes the ISBA's consumer Web site address, www.isbalawyers.org. The advertising campaign uses billboards, newspaper ads, and bus cards to build confidence in the legal profession and educate consumers about the value of hiring an ISBA lawyer.



Vote for **Kimberly J. Anderson**

Board of Governors (Cook County)

Illinois State Bar Association

Article published by Young Lawyers Division, <i>Tobacco Litigation</i> .	May 1998
Assembly member	2002-2006, 2007-Present
Assembly Agenda and Program Committee	2008-2010
Committee on Bar Services & Activities	2000-2009
Past-Chair	2008-2009
Committee on Law Related Education for the Public	2003-2009
Current Chair	2009-2010
Committee on Women and the Law	2000-2006
Family Law Section Council	2005-2009
Secretary	2009-2010
Recipient of the Illinois State Bar Assoc. Community Service Award	2001
Solo and Small Conference, Planning Member	2007-2010
Standing Committee on Bar Elections Supervision	2002-2009
Standing Committee on Judicial Evaluations-Cook County	2002-2010
Young Lawyers Board Member	1999-2002
Illinois LEARN Board of Directors	2000-2009
National Association of Counsel for Children	1996-2002
Women Everywhere, Partners in Service Project	
Board member	1998-2008
President	2007



ANDERSON & BOBACK
Family Law Attorneys, Chicago, Illinois

VOTE FOR PAMELA SAKOWICZ MENAKER TO THE ILLINOIS STATE BAR ASSOCIATION ASSEMBLY



She asks for your vote because she contributes her time and experience volunteering in many bar associations.

Some of her recent bar association activities include:

- ISBA Bar Journal Editorial Board
- CBA Bar Record Editorial Board
- ABA Litigation Magazine Editorial Board
- CBA Judicial Evaluation Committee
- ABA Annual Meeting Committee, 2009
- ITLA Medical Malpractice Committee

Pamela Sakowicz Menaker also served as head of the Chicago Bar Association/Chicago Bar Foundation Pro Bono Week Committee, kicking off the event that has become the model for a national effort every October. She also served as Co-Chair of the 2006 Illinois Bar Foundation's Benefit and served on the Planning Committee for the 2010 Lawyers Lend-A-Hand Benefit.

She is a graduate of Loyola University School of Law and earned Bachelor of Science and Master of Science degrees from Northwestern University's Medill School of Journalism.

She will work hard for you and for the ISBA.

Vote for **Pamela Sakowicz Menaker**
when you receive your ISBA ballot.

ISBA Web site, E-Clips, e-newsletters get an upgrade

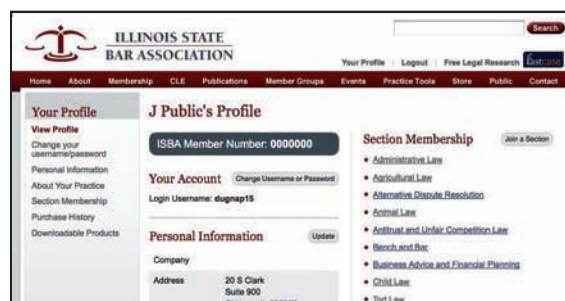
Last month, the ISBA launched some upgrades to its Web site and electronic newsletters, designed to make the site more useful and easier to use. Here are just some of the changes:

You can set your own password

Members who log in can set their own usernames and passwords, making it easier than ever to access members-only content and features. To log in, simply click on the ISBA Member Login link in the upper right side of the homepage. If you forget your password, no problem. You can reset it as long as we have your email address.

You can view and update your profile

When you log in, you'll be taken to your profile page, where you can verify and update your member record (postal and e-mail address, phone number, etc.). Your profile page also shows any leadership position you hold, what sections you belong to (with handy links), and other information about your ISBA activity.



E-Clips is easier to use

E-Clips has been completely redesigned to make it easier to view case digests and the daily news.

Section newsletters and homepages include more info

Electronic section newsletters have a new look and now include related CLE listings and recent court cases when available. Section homepages now feature links to articles in the current section newsletter as well as related CLE and recent court decisions.

You can comment on articles

If you're logged in, you can comment on Illinois Bar Journal and section newsletter articles and share your insights, updates, praise and criticism.

You can quickly find the CLE you're looking for

Now you can filter the CLE calendar by practice area and location and see at a glance MCLE and PMCLE credit hours for each program. You can choose between an easy-to-read listing of events or a calendar view.

These are just the highlights – log in and find out what else the new Web site has to offer. And stay tuned. More e-changes are coming soon. ♦



Karen McNulty Enright for ISBA Board of Governors

Leadership Dedication Integrity

Effective Leadership. Governing Experience.

2009 Recipient of the ISBA Board of Governors Award
Co-Chair Illinois Bar Foundation Event - A Taste of France
Assembly Member, 1st Judicial District
Member of the Standing Committee on Legislation Committee
Member of the Tort Law Section Council
Member of the Amicus Curiae Committee
Frequent lecturer and speaker for ISBA IICLE seminars

Author of various Tort Trend Articles
President of Women's Bar Association of Illinois 2007-2008
Board of Managers, Illinois Trial Lawyers Association 2009-present
Associate Member of the American Board of Trial Advocates 2009-present
Alumni Board of Directors, The John Marshall Law School
Board of Directors, The Society of Trial Lawyers 2006-2008

Nominations for ISBA awards being accepted

Nominations are being accepted for ISBA awards that will be presented on Friday, June 25 at the 134th Annual Meeting in St. Louis.

Nominating forms are available at www.isba.org/awards.

Community Leadership

This award is sponsored by the Committee on Sexual Orientation and Gender Identity. Nominees should be lawyers, judges, lawyers, members of state or local legislative bodies, educators or community activist groups who have worked to eliminate discrimination and foster understanding of legal issues relating to the LGBT community. Nominations are due by April 16.

Young Lawyers

YLD presents two Young Lawyer

of the Year awards - one for Cook County and one for outside Cook County. Nominees must be ISBA members under age 36 who have achieved excellence in litigation, advocacy or counseling, and have contributed to the profession through public service and pro bono activity. The nominating deadline is April 8.

Law Students

ISBA-affiliated law schools may nominate candidates for the Law Student Division Public Service Award. Nominees should be participating in activities that enhance professional responsibility and provide service to the public. A finalist from each school will be selected and the final award recipient will be chosen from these finalists. Nominations must be submitted by April 8. ❖



Re-Elect MARK E. WOJCIK

ISBA Board of Governors (Cook County)

The ISBA is the largest voluntary state bar association in the United States. It creates a positive image of the legal profession, it supports and enhances the skills of its members, and it provides useful resources for day-to-day practice. The ISBA also helps ensure that everyone who needs a lawyer can find one. I want to be sure that ISBA members continue to find value in their membership. I am running for reelection to support the bar association's commitment to diversity, equal opportunity, and professional development.

- Professor, The John Marshall Law School (since 1992)
- Also taught as an adjunct professor at DePaul and Loyola
- Past Chair, ISBA International and Immigration Law Section Council
- ISBA Scope and Correlation Committee
- Member, Justinian Society of Lawyers
- Member, Advocates Society
- Vice President, Illinois Native American Bar Association
- Past President, Lesbian and Gay Bar Association of Chicago
- Past Member, Chicago Bar Association Board of Managers
- Division Chair, American Bar Association Section of International Law
- Author, Illinois Legal Research (2d ed., Carolina Academic Press 2009)
- Fellow, Illinois Bar Foundation



ELECT A PROVEN ISBA LEADER Stephen M. Komie — A Solo Practitioner— TO THE BOARD OF GOVERNORS

SERVING THE BAR SINCE 1973

- > Elected ISBA Secretary & ISBA Treasurer
- > Elected & Served 12 years on Board of Governors
- > Criminal Justice Section Past Chair
- > Author, Attorney's Bill of Rights granting attorneys expungement of ARDC complaints
- > Member, Illinois Trial Lawyers Association
- > Awarded the American Trial Lawyers Association National Public Service Award for Pro Bono Legal Representation
- > Recipient of ISBA Board of Governors Award for Service to the Bar

< Stephen M. Komie addressing the ISBA Assembly at the historic meeting held in the Old State Capitol.

Protecting your office from theft

by John W. Olmstead, MBA, Ph.D., CMC

During the past 25 years that I have been working with law firms, I have been amazed at the number of embezzlements caused by unscrupulous attorneys, bookkeepers, office managers and other staff members. And yes – even partners. One out of five law firms in my client sample has actually lost funds due to some form of embezzlement and caught the offenders. While some of the firms have prosecuted and taken other actions against the offenders, the process was very painful, time consuming, and typically the funds are never recovered in entirety. Of course, this is if you catch the offenders.

Many small firms' internal control procedures are so lax that funds could be lost through embezzlement and the firm would not even know it.

Only through effective internal accounting and financial controls can law firms protect their offices from theft. **The goal is not to catch offenders – but to have a system in place that discourages and prevents the theft from occurring in the first place.**

The process involves implementing internal accounting and financial controls. In essence – segregation of duties. Here is an overview of such a system:

Internal Control is the plan of organization and all of the coordinate methods and measures adopted within a business organization to safeguard its assets, check the accuracy and reliability of its accounting data, promote operational efficiency, and encourage adherence to prescribed managerial policies.

The four basic elements considered essential in a satisfactory system of internal control are:

A plan of organization that provides appropriate segregation of functional responsibility and duties.

A system of authorization and record procedures adequate to provide reasonable accounting control over assets, liabilities, revenues and expenses.

Sound practices to be followed in performance of duties and functions of each of the organizational areas.

A degree of quality of personnel (competency) commensurate with responsibilities.

SUGGESTIONS:

Receipts

1. Have someone other than the bookkeeper open the mail. (i.e. receptionist)
2. Have the person who opens the mail prepare a list of all checks/cash received in duplicate.
3. Amazon's Kindle is great for leisure reading but will face stiff competition for the business market from the Que and Apple's iPad.
Have person responsible for mail route one copy of the check/cash list to the office manager or managing partner and the other copy along with checks/cash to person responsible for making the bank deposit.
4. Assign someone responsibility for preparing the deposit and taking it to the bank. This person should verify the check/cash list against checks and cash, prepare deposit slip and make the bank deposit.
5. Upon return from the bank the deposit clerk should provide the bookkeeper with the deposit slip, receipt from the bank and the check/cash list.
6. Bookkeeper enters the deposit into the computer system.
7. Office manager runs and mails monthly statements - not invoice fee bills - to clients.

Disbursements

1. Don't give bookkeeper check signing authority.
2. Have someone other than bookkeeper approve vendor invoices. Require evidence of approval on all invoices.
3. Require purchases to be handled by someone other than the bookkeeper and the individual who approves vendor invoices for payment.

General

1. Obtain adequate fidelity bonding insurance coverage.
2. Rotate duties when possible.
3. Have bank statements mailed to managing partner's home. He/she should bank statements and transactions and then give to someone other than bookkeeper and other personnel involved in processing receipts or disbursements. Some firms have their outside accounting firm perform this function.
4. Reconcile all bank accounts monthly.
5. Insure that adequate record retention systems are in place.
6. Formulate policies that provide for reasonable protection of assets.
7. Insure that adequate personnel selection methods, training programs, supervision practices, and performance evaluation techniques are conducive to control, providing assurance that an adequate number of employees are available to perform operational duties.
8. Develop an accounting manual. ♦

John W. Olmstead, MBA, Ph.D., CMC, is a past chair and member of the ISBA Standing Committee on Law Office Management and Economics. For more information on law office management please direct questions to the ISBA General ListServ discussion group (www.isba.org/discussions), which John and other committee members review, or view archived copies of The Bottom Line newsletters at www.isba.org/sections/lome/newsletter. John may be contacted via e-mail at jolmstead@olmsteadassoc.com.

**Young Lawyer Division
Civil Practice and Procedure Section Council
Bench and Bar Section Council
Illinois State Bar Assembly Member
Assembly Agenda and Program Committee
Assembly Budget Committee
Illinois Bar Foundation Fellow**

WHAT DO ALL THESE THINGS HAVE IN COMMON?



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E-Readers: Cool, but are they ready for business use?

by Bryan Sims

Sims Law Firm, Ltd., Naperville

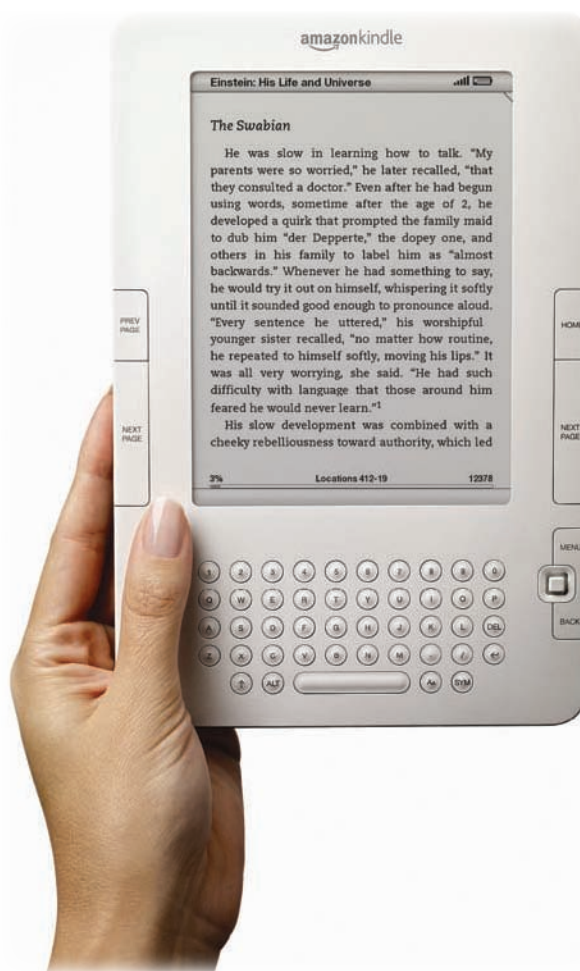
Since the Kindle was first announced, I had been intrigued by the idea of using a device solely as an e-reader. However, I am a big fan of convergence. I want my phone consolidated with my address book, my calendar, and my email. Because of this, I have been reading books on my smartphone for years. It worked fine for me and I saw no reason to spend money to purchase a device dedicated only to reading books. Although I am an avid reader, that seemed a little extreme, even for me.

Fortunately, my wife was not as bogged down by these concerns. Last year, for our anniversary, she bought me an Amazon Kindle 2. In the last several months of using it, I have come to love it. I love the convenience of being able to easily buy books right from the device. If I leave the wireless disabled, the battery life is fantastic. The print is easy to read and, best of all, the font size is adjustable. Further, I have used the built in dictionary much more than I ever expected.

In sum, the Kindle, for me, has been a great reading device. The question, however, is whether the Kindle, or any other e-reader, is ready to be used in a business setting. From my experience, the best answer I can give is "almost."

To clarify this answer, I will talk about my experiences with the Kindle 2, and then look at two new devices that will soon be available for purchase. With respect to using an e-reader in a legal setting, I see its primary usefulness in the ability to review PDFs, whether they be of pleadings, discovery, or legal research. There are two keys to being able to do this effectively. First, you have to be able to read the document in a useful manner. Second, you need to be able to highlight, comment on, or otherwise markup the document.

With respect to readability, the Kindle 2 does an acceptable job. When viewed in the native portrait orientation, a normally sized and formatted PDF is largely unreadable. With the latest firmware update, however, the screen orientation can be changed to landscape. This provides a nice sized rendition of the page that is easy to read.¹ The main problem with the readability of this is that there is no way to zoom to a particular portion



Amazon's Kindle is great for leisure reading but will face stiff competition for the business market from the Que and Apple's iPad.

of the page. If the original text was small, it is still small on the screen and there is no way to make it larger. In my experience, this makes it difficult to work with some PDFs.

Second, although the Kindle includes the ability to highlight text, or add comments, I find the actual method for doing so to be cumbersome. First, the screen is not a touch screen. Thus you must navigate to the point you want by using the joystick. Second, text entry occurs by way of a QWERTY keyboard at the bottom of the device. However, the keyboard is neither a full-sized keyboard nor a thumb-sized keyboard. Thus, typing is largely limited to hunt and peck.

One recent development with the Kindle has been WestlawNext's integration with the Kindle.

From within WestlawNext, I can send my legal research directly to my Kindle. This works seamlessly. Plus, I have found that reading cases in this manner is easier on my eyes than reading them on a monitor. The one downside to this, obviously, is the difficulty in marking up the research on the Kindle.

Thus, although I use my Kindle in my practice, I don't think that it is ready for mainstream adoption in the legal world. All is not lost, however, in that there are two new products that address many of these shortcomings.

The first of these is the Que. This product has been in development for several months now. However, it is supposed to be available in April 2010. It features a touchscreen display that is 8½ x 11 inches. Further, it includes native support for Word, Excel, PowerPoint, and PDF files.

Because of the touchscreen, you can easily navigate to a particular part of a page. Additionally, you can add comments via a virtual keyboard. Plus, according to the specifications, you can zoom in on particular areas of your document.

The Que was designed to be a business device. Given its ability to work with Microsoft Office Files, along with PDFs, this may be a very useful device in a business setting.

Not to be outdone, Apple has also announced the release of the iPad. Like the Que, the iPad includes a large, touchscreen display. In Apple's case, the display is a 9.7 inch (diagonal) display. It also includes a virtual, rather than a physical keyboard.

In addition, however, it has a full color display, will surf the internet, allow you to send and receive email, view videos, access your iTunes content, read books, take notes, access your contacts and calendar, and use many of the apps available in the iTunes app store.

Like the Que, the iPad is not available until April. I am curious to see how both of these devices perform once they are released. If either performs near how they are advertised to perform, I would expect that either would make an excellent addition to an attorney's arsenal of useful technology tools. ♦

¹ Amazon also makes a Kindle DX that is designed to display a full page at once.

6 simple ways to save green by going green

by **Joseph R. Podlewski, Jr.**, *Podlewski & Hanson P.C.*
and **Alison K. Hayden**, *Brown, Hay & Stephens LLP*

In today's economic climate, everyone is looking to save money where they can. Although exact dollar amounts will vary, it is a fact that lawyers can easily reduce office overhead by jumping on the sustainable "green" bandwagon and taking some of the following steps to conserve energy and reduce their carbon footprint. ♦



1. Shut off the lights! A simple lesson most children learn -- usually from the parent who pays the utility bills -- is that it is wasteful to leave lights burning in unoccupied rooms. The lesson usually includes a rhetorical question put to the child about his knowledge concerning the parent's ownership of the electric company. Well, dad doesn't own the electric company, and your firm doesn't either. Conserve electricity and reduce your utility bills by turning off the lights in offices and other areas (such as conference and file storage rooms) that are not in use. Consider the installation of occupancy sensors to ensure that lights are used only when needed. Similarly, make it a routine practice to power down office equipment (including computers and printers) that will stand idle for extended periods.

2. Upgrade to more energy efficient lights and equipment: When the time comes to remodel office space, replace older T-12 fluorescent lamps with more energy efficient T-8 fluorescent lighting. In addition to using 20 percent less energy to produce the same level of illumination, new generation fluorescent lamps are less prone to flicker. When looking to replace older office equipment, look for an "Energy-Star" rating.

3. Use paper sparingly: Resist the inherent urge to keep paper files of everything. For example, environmental attorneys are used to receiving electronic versions of technical reports with appendices containing voluminous amounts of scientific data. Print only what you need. If you must save a copy of an entire document, save it on a disc. The same holds true for e-mails. Many received e-mails are part of a longer e-mail chain that may go on for pages, resulting in repeated printings of the same electronic colloquies. Instead of using paper folders, create an electronic folder to hold important messages and withstand the temptation to hit the "print" button. Invest in technology you can trust to safely save the data.

When you do use paper, use recycled paper and reduce usage by printing on both sides. For court or administrative filings, use available electronic filing systems. Although electronic filing is mandatory

in federal court, its use remains optional in many state courts and in proceedings before local and state agencies. For example, the Illinois Pollution Control Board accepts both electronic and paper filings. File documents electronically when you can -- this will also save money spent on postage.

4. Reuse and recycle: Many office printers are equipped with refillable ink cartridges. Instead of buying new ink cartridges, refill the empty ones. Keep partially-used legal pads on hand and encourage their use. Place bins at strategic locations around the office for collection of flyers, magazines and newspaper. Contract with a shredding company that will either recycle or compost other office paper. If your office has a lunchroom, take steps to minimize the generation of paper and plastic waste and provide bins for recycling of aluminum cans and plastic bottles. Recycle cardboard and Styrofoam packing material.

5. Encourage working from home: Make it easier for the lawyer to work from home, thereby reducing the firm's carbon footprint. Office "face time" is important, but the time spent commuting can be used more efficiently and profitably. With today's technology, almost everything a lawyer needs to practice can be found on his or her laptop or home PC.

6. Start an intra or inter-office challenge: Make it fun. Enroll your office in the ABA-EPA Law Office Climate Challenge: www.abanet.org/enviro/climatechallenge/home.shtml; or the Chicago Green Office Challenge: www.chicagogreenofficechallenge.org/. Both of these websites provide resources and additional suggestions for greening your office. You can take some of these tips and create an intra-office challenge. For example, make monthly energy bills visible to the entire office and set a goal to reduce the billed amount every month. Give awards to those who produce the least garbage or consistently recycle.

The fact is that saving money happens by taking steps to be kinder to the environment -- a win/win situation!

Both Mr. Podlewski and Ms. Hayden are members of the ISBA's Environmental Law Section Council, which Mr. Podlewski also chairs.

Revelations from the first firm to join Chicago Climate Exchange

by **Jeffrey C. Friedman**, *Levenfeld Pearlstein LLC*
(Partner, Real Estate Group, Green Development Initiative and Environmental Task Force)

Several years ago, the members of Levenfeld Pearlstein, LLC (LP) committed ourselves to a formal corporate social responsibility program because of our unyielding belief that our leadership as a socially responsible global citizen will encourage other firms and businesses to follow. James D. Brusslan, head of LP's Environmental Law Service Group, spearheaded the task of setting the firm's environmental responsibility agenda as part of our corporate social responsibility program. Through his leadership, LP became the first U.S. law firm to adopt its own version of the American Bar Association's Model Law Firm Sustainability Policy. That required LP to develop and execute an implementation plan taking into account the Model Sustainability Policy's guidelines and checklists. LP's adopted checklist included its agreement to buy carbon credits to offset greenhouse gases created by business travel. We also included this particular item in our checklist because we saw possible federally mandated cap and trade legislation in the future and wanted to be an early adopter.

In April 2007, LP became the first and only Chicago-based law firm to join the Chicago Climate Exchange (CCX), North America's only greenhouse gas emissions registry, reduction and trading system. The Chairman and CEO of CCX is economist and financial innovator Dr. Richard L. Sandor, who was named a "Hero of the Planet" by Time magazine for his work in founding CCX. CCX is the world's first and North America's only legally binding rules-based greenhouse gas emissions allowance trading system, as well as the world's only global system for emissions trading based on all six greenhouse gases. CCX members commit to reduce their greenhouse emissions a minimum of 4% below the annual average of 1998-2001 by 2006 and 6% by 2010, depending on membership phase.

LP purchased Carbon Financial Instrument™ contracts (CFIs), the CCX tradable commodity, sufficient to match the greenhouse gas emissions of both its direct energy consumption and the business and commuting travel by its attorneys and staff. Using methodology developed by CCX, the quantity of LP's emissions is estimated to be approximately 700 metric tons of carbon per year. Each CFI is essentially a bundle of 100 metric tons of carbon. The market currently values a metric

ton of carbon at approximately \$0.10, so LP's CFIs are valued at approximately \$70. LP's indirect emissions are audited annually by CCX's third party verifier. Offsets purchased by the firm arose from third-party verified mitigation projects such as carbon sequestration and renewable energy projects.


LP probably values most the CCX process used to calculate our transportation and electricity usage. It provides us necessary incentive for transportation and electricity use reduction, which is good for the environment, for LP's bottom line and for assisting employees in thinking about energy at work - and at home.

LP sees many benefits to its CCX membership. We have reduced emissions through CCX's high compliance standards and standardized third party compliance. We have demonstrated our unique environmental commitment to our firm's members, clients and the world through a legally binding goal, which sends a positive message to the outside world. The positive publicity we achieve by being known as a carbon neutral law firm has been good for both recruiting as well as securing clients. We have established leadership recognition for taking early, credible and binding action to address climate change. We are continually learning more about how cap and trade works through member updates and networking.

LP probably values most the CCX process used to calculate our transportation and electricity usage. It provides us necessary incentive for transportation and electricity use reduction, which is good for the environment, for LP's bottom line and for assisting employees in thinking about energy at work - and at home. CCX's rigorous process for measuring carbon and greenhouse gas output forces corporate citizens, including service firms, to seriously consider (and reconsider) the impact of

their corporate travel and energy use. That exercise alone is worth the price of admission to CCX. It leads to new awareness and thereby institutional behavioral change, which we hope will force good global corporate citizens to move away from the same old way of doing business.

If you have any questions about CCX or any of LP's other environmental programs, please contact Jeff Friedman at jfriedman@lplegal.com or 312-476-7511. ♦



Chicago Climate Exchange (CCX) operates North America's only cap and trade system for all six greenhouse gases. It was founded in 2000 with a Millennium grant from the Joyce Foundation, a leading philanthropy based in Chicago. It now has approximately 300 members.

Contact Chicago Climate Exchange:
190 South LaSalle Street, Suite 1100
Chicago, Illinois 60603
(312) 554-3350
chicagoclimatex.com

The Courthouses of Christian County

by Judge Ronald Spears

Only three courthouses have been built on the same two-acre public square to serve the needs of the people of Christian County since the county's creation in 1839. These courthouses have centered the community, not just symbolically, but literally by occupying the center of the main square of the county seat in Taylorville. On that plot of ground have walked Lincoln, Douglas, Vandever, and some of the other important figures of Illinois legal history. The stories of these historic courthouses and the people and events linked to them are an important part of the development of the county.

After the county was created by legislation in 1839 (originally Dane County), the first courthouse was completed in 1840 at a cost of \$2,350. Court was held on the ground floor with other county offices on the second. Lincoln practiced law in this courthouse while riding the Eighth Judicial Circuit. During one trial the hogs wallowing under the courthouse made so much noise that Lincoln humorously asked Judge David Davis for a "Writ of quietus" to direct the Sheriff to quiet the swine. This original courthouse is now reconstructed at the Christian County Historical Museum.

The second courthouse was completed in 1856 at a cost of around \$15,000. There was one large courtroom on the second floor. As the county continued to grow this building lacked proper document storage and the lack of ventilation made it very uncomfortable for users. In early 1901 this building was demolished to make way for the third and current courthouse.

In February of 1901, Christian County contracted to construct a new courthouse for \$70,000 (\$100,000 including furnishings). The magnificent building was dedicated with great acclaim on Sept. 30, 1902. The tower and tower clock (still maintained and accurate) are a distinctive part of the building. The rotunda between the second and third floors has been restored and is open to a beautiful art glass dome for a ceiling. One wing of the first floor has been dedicated to display Lincoln's connections to the county. Preservation and renovation efforts have allowed the 107 year old building to continue to serve the needs of the people and preserve the building's architecture and history. ♦

Ron Spears is a judge on the 4th Circuit bench at Taylorville, and is President of the Illinois Judges Association.



The Lincoln and pig statue that sits on the Christian County Courthouse lawn stems from Lincoln's famous "Writ of Quietus" asking the judge to silence the serenade of pigs from under the courthouse.

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Book some face-to-face time with your colleagues this summer at the **ISBA 134th Annual Meeting in St. Louis** – an exciting city to discover as we explore the latest issues in our profession and network with friends, both new and old. In addition to the Assembly meeting, section and committee business meetings, and all the great social events planned, we will also be hosting the **CLE Fest Classic 2010** on June 24-25, where you can earn up to 10 hours of MCLE credit. Purchase as little or as much MCLE as you need, sold in 2 hour segments, just in time for the next reporting period.

Reserve your room early; the deadline for room reservations is May 21, so don't delay! To make your room reservation at our headquarters hotel – the Hyatt Regency St. Louis at The Arch – please call 888.421.1442; be sure to indicate that you are attending the ISBA Annual Meeting. You can also make your room reservation online by visiting our Website at www.isba.org/annualmeeting/hotel. The room rate is \$169 single or double, plus tax. (For full information on deposits, early departures, and check-in/check-out times, please visit the Website listed above.)

A complete schedule of events and programs for both the Annual Meeting and CLE Fest Classic 2010 will be available online in the near future. An e-mail notice will be sent to all ISBA members once this information is online and registration is open. You can also check the ISBA Events Website (www.isba.org/events) for the latest information on this and other events. We look forward to seeing you in St. Louis this summer!

Illinois Courthouse Tours

Visit IllinoisLawyerNow.com to view interior photos of these and other Illinois Courthouses.



Sycamore

The DeKalb County Courthouse was built in 1904 for \$137,000 at 133 W. State in Sycamore. Courtroom scenes for the 1981 film "Will" about G. Gordon Liddy were filmed in DeKalb's grand Courtroom 300.



Dixon

The Old Lee County Courthouse was built in 1901 at 112 E. Second Street in Dixon. Chicago Architect Herbert T. Hazelton used this building as a model for the DeKalb County Courthouse (see above).



Taylorville

The Christian County Courthouse was built in 1902 at 101 S. Main in Taylorville for \$100,535.80. The first courthouse built at this site was known as the "Last Stop" on Abraham Lincoln's route through the 8th Judicial Circuit.



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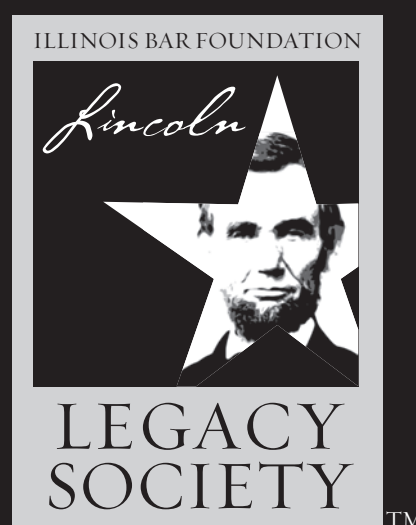
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Worker Adjustment and Retraining Notification (WARN) Act: Notice requirements prior to mass layoffs

by **Ronald B. Kowalczyk**

On January 1, 2005, a law took effect in Illinois that requires employers to provide 60-days advance notice to employees before implementing covered plant closings and mass layoffs. The law is known as the Illinois Worker Adjustment and Retraining Notification Act (WARN).¹ This law is modeled after the federal WARN.² The state and federal laws are similar; however, there exist important differences between the two acts of which employers must be aware.

Two main events require an employer to give notice under the WARN Act: 1. A layoff that constitutes at least 33% of the employer's total active workforce (excluding part-time workers) at a single site of employment; under the federal law this applies for employers with 50-499 workers while under the state law it is 25-249 workers; or 2. a reduction in work hours by 50% or more for each month in any 6-month period for 50 or more workers under the federal law, 25 under the state. Accordingly, mass layoffs need not be permanent to trigger a violation under the WARN Act.

A company is not required to provide notice under the WARN Act if a plant closing or mass layoff 1. results in fewer than 50 (or 25, respectively) employees losing their jobs at a single site of employment; 2. results in 50 – 499 (25-249) workers losing their jobs and that number is less than 33% of the employer's total active workforce at a single site; 3. the layoff is for 6 months or less; or 4. work hours are not reduced by 50% in each month of any 6-month period.

While the Illinois law applies to employers with 75 or more full-time employees or 75 or more employees who work at least a combined 4,000 hours per week (exclusive of overtime), the federal WARN sets the threshold at 100 employees. An employer should not count employees who have worked less than 6 of the prior 12 months, nor employees who work an average of less than 20 hours per week.

The federal law does not require advance notice of relocation whereas the Illinois WARN does. However, the Illinois WARN statute does not define "relocation." Some states, such as New York, are very specific. Employers may want to consult the federal WARN Act for guidance when defining relocation.

Both the Illinois and federal laws require that the employer provide the required written notice to: 1. affected employees and their unions, 2. the State Disclosed Worker Unit (in Illinois - the Illinois Department of Commerce and Economic Opportunity), and 3. the chief elected official of the unit of local government within which a closing or layoff is to occur. However, in Illinois, if an employer receives state or local economic development incentives they must provide additional notice. Employers must also provide additional notice to government officials including the Governor, the Speaker and Minority Leader of the House of Representatives, and the President and Minority Leader of the Senate pursuant to the Business Economic Support Act (BESA).³

The final key difference between the state and federal versions of the WARN Act is the enforcement of the statutory requirements. The federal Act allows affected employees to bring actions in federal court. However, the Illinois WARN Act allows for administrative hearings through the Illinois Department of Labor for affected employees.

Calculating Timeframes Under WARN: WARN also looks at the employment losses that occur over a 90-day period. An employer is required to give advance notice if it conducts a series of small terminations or layoffs, none of which would be covered under WARN individually, but which together rise to a level that would require notice. However, an employer is not required to give notice if it can show that the individual events occurred as a result of separate and distinct actions and causes and are not an attempt to evade WARN. In order to better understand this concept, below is a specific example of a situation in which 90-day aggregation might apply under WARN:

- Day 1: Company has 180 employees;
- Day 2: Company terminates 30 employees (150 is now the number for WARN computations);
- Day 31: Company terminates 29 employees (121 remaining employees);
- Day 60: Company terminates 6 employees (115 remain); and
- Day 90: Company terminates 5 employees (110 remain).⁴

Assuming that no notice was given, the company is liable to all 70 employees who were terminated because the mass layoff threshold has been reached through separate actions that did not occur for sepa-

rate and distinct causes within this 90-day period. All employees terminated within 90 days of the initial layoff have suffered a "mass layoff" as defined by the WARN Act and are entitled to advance notice of 60 days before the date of termination. For this purpose, the date on which the company size is measured is Day 1. There are exceptions to the 60-day notice requirement such as a faltering company, unforeseeable business circumstances, and natural disaster.

Penalties for Violation: The penalties for violating WARN can be costly to an employer. An employee can be entitled to receive back pay at the employee's current rate of pay or the regular rate of compensation received during the last three years of employment, whichever is higher. The employer could also be required to reimburse an employee the value of the cost of any benefits to which the employee would have been entitled. If an employer is found to have violated WARN, they could also be subject to civil penalties. These fines could be as high as \$500 per day.

Conclusion: It is imperative that Illinois businesses considering a reduction in workforce thoroughly examine the potential consequences of failing to adhere to both the federal and state WARN Acts. Conducting proper research regarding the steps needed to legally execute workforce reductions could result in significant savings in time and money for employers. ♦

1. 820 ILCS 65 (2005)

2. 29 U.S.C. § 2101-2109 (2007)

3. 30 ILCS 760 (2009)

4. U.S. Department of Labor's Employment and Training Administration Employer's Guide to Advance Notice of Closings and Layoffs

Ronald B. Kowalczyk is a partner at Kowalczyk Law Offices, P.C. His practice involves corporate law and various types of civil litigation, including antitrust class action, commercial contract, and labor/employment law litigation. Mr. Kowalczyk is also an adjunct instructor at Elgin Community College, and coaches the college's mock trial team. Mr. Kowalczyk can be reached at 630.665.2224 or rkowalczyk@kowalczyklaw.com. Mr. Kowalczyk would like to thank Rebecca Koper and James Mudgett for their invaluable assistance in the writing of this article.

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IN MEMORIAM

Alex M. Abate, Rockford, IL

Admitted 1974
Date of Death: 12/25/09

Richard J. Berry, Ottawa, IL

Admitted 1977
Date of Death: 12/16/09

Elmore Boeger, Hodgkins, IL

Admitted 1938
Date of Death: 11/22/09

James C. Chiakulas, Des Plaines, IL

Admitted 1985
Date of Death: 12/8/09

Timothy J. Condon Sr., Loves Park, IL

Admitted 1967
Date of Death: 12/25/09

Clarence J. Crooks, Peoria, IL

Admitted 1962
Date of Death: 01/11/10

**Sidney D. Davidson, Rochester, MN
(formerly Peoria, IL)**

Admitted 1939
Date of Death: 12/27/09

Edward J. Downs, Prospect Heights, IL

Admitted 1965
Date of Death: 01/28/10

John D. Drew, Benton, IL

Admitted 1979
Date of Death: 11/25/09

Bernard Grimes, Bloomington, IL

Admitted 1938
Date of Death: 11/1/09

Walter N. Larkin, Cary, IL

Admitted 1977
Date of Death: unknown

Michael Lavelle Sr., Chicago, IL

Admitted: 1970
Date of Death: 12/22/09

**Richard H. Levin, La Jolla, CA
(formerly Chicago, IL)**

Admitted 1937
Date of Death: 10/11/09

Edward A. Loss, III, Glendale, AZ

Admitted 1996
Date of Death: 10/22/09

Russell R. McLaughlin, Macomb, IL

Admitted 1998
Date of Death: 12/19/09

D. Glenn Ofsthun, Barrington, IL

Admitted 1950
Date of Death: 12/9/09

Eugene R. Pigatti, Rockford, IL

Admitted 1956
Date of Death: 10/10/09

Kaaren Plant, Evanston, IL

Admitted 1982
Date of Death: 12/13/09

William L. Randolph, Macomb, IL

Admitted 1953
Date of Death: 12/23/09

Adrien L. Ringuette, Bristol, IN

Admitted 1955
Date of Death: 1/6/10

E. Wayne Schroeder, Decatur, IL

Admitted 1938
Date of Death: 12/1/09

James K. Stucko, Aiken, SC

Admitted 1962
Date of Death: 11/25/09

M. James Termondt, Wheaton, IL

Admitted 1952
Date of Death: 12/19/09

Herbert L. Wisch, Rockport, TX

Admitted 1950
Date of Death: 6/18/09



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Book review: Your First Year as a Lawyer Revealed

By Heather Fritsch

YLD Secretary

This book markets itself as ‘a helpful and valuable guide-book for success on the job as a new lawyer – and beyond.’ As I picked it up, I was hoping to find all those practical tips about being an attorney that they forget to teach you in law school. As most practicing attorneys can attest to, law school does not really prepare you for the day-to-day practice of law. Unfortunately, this book just seemed to be more of a summary of the same blanket advice that you see everywhere, with a smidgen of good practical advice sprinkled throughout its 248 pages.

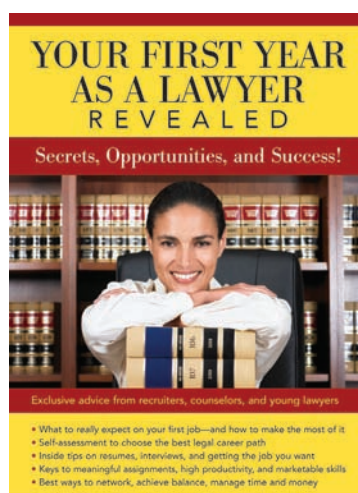
Perhaps the reason this book seemed to be lacking in substance is because it attempts to cover too much ground. It includes three main parts: Getting Your First Job, Making The Most Of Your First Year, and Thinking Ahead. Each of these sections could easily have taken up the entire 250 pages and then some. For this reason, this book reads more like an outline of issues instead of the practical advice that would be filled into the outline once the final book was written.

In my opinion, Parts I and III of this book are not worth more than a quick skim. Part I does not include a great deal of substance and does not go beyond

the cookie-cutter questions that all individuals in law school are most likely already thinking about. That in itself would not be that bad, but here’s the problem: Although it lists all of these standard questions, it doesn’t provide *any* answers to those questions. Part III really doesn’t even include any new information and is almost entirely a duplication of information from Parts I and II.

For these reasons, this book should have been limited to Part II. Part II of this book did include a great deal of good, practical substance - and could have included more if pages were not taken up with the minimally helpful and duplicative information in the other two sections of the book. Further, this topic is the topic that one would expect to be reading about when purchasing a book called “Your First Year As A Lawyer Revealed.” Although a number of the tips and guidelines appear to be geared towards very large firms and employers, there are a number of practical tips and checklists that could be quite helpful to all new lawyers. For example, the author covers difficult topics such as finding a mentor and networking quite well.

Overall, I would not recommend this book to a law student or brand-new lawyer if this is going to be the only book they buy on these topics. On the other hand, if you are looking for a book to supplement the other books you have read, this book would be good to provide a quick summation of the important topics. That being said, the author includes one piece of advice that is one of the most succinct statements on work-life balance that I have seen: **“Understand that the concept of balance is imperfect: Perfect balance is virtually unattainable, and you should simply aim to have some semblance of balance that keeps you happy on and off the job.”** If a new lawyer takes this advice and truly internalizes this idea at the start of a lengthy legal career, perhaps the benefit from that advice alone is worth the cost of the book. ♦



12th ANNUAL ISBA YLD HOLIDAY PARTY



The Young Lawyers Division expresses its sincere and heartfelt thank you to all of our friends and supporters who attended the 12th Annual Holiday Party at the Cubby Bear Lounge on Dec. 4, 2009. Our guests enjoyed wonderful drinks and appetizers provided by the Cubby Bear Lounge, a fantastic atmosphere, and live music by Black Betty. Over the past 12 years ISBA Young Lawyers Division raised over \$150,000 for children friendly waiting rooms in courthouses and children related legal programs in Illinois.

ISBA Young Lawyers Division Thanks:

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Please reserve December 3, 2010 for the 13th Annual ISBA YLD Holiday Party!

Once again we will enjoy the hospitality of the Cubby Bear Lounge and live music by Black Betty.

Please contact Anna P. Krolikowska, anna@kandrfamilylaw.com, or Jean A. Kenol, jkenol@msclawfirm.com with any inquiries regarding the 13th Annual ISBA YLD Holiday Party.

Save the Date!

YLD will host its annual
Summer Soiree
on Friday, June 4
at Germania Place in Chicago.

Visit www.isba.org/sections/yld
for more information
and to register

YLD Bean Bag Tournament



Players line up to begin the Bean Bag Tournament, which benefited the YLD Children's Assistance funds.



YLD Secretary Heather Fritsch, YLD Vice Chair Bob Fink and YLD Chair Kelley Gandurski enjoy the event.



Event organizers Meghan O'Brien and Elizabeth McKillip handled the tall task of organizing the 32-team bracket.

ISBA's Women in the Profession Luncheon



ISBA President John O'Brien, Ohio State Bar President Barbara Howard, Judge Jane Stuart and Justice Susan Hutchinson at the Celebrating Women Luncheon on March 9 at the Standard Club. President O'Brien presented Judge Stuart and Justice Hutchinson with Presidential Commendation Awards while Howard delivered the keynote address.

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ISBA's 5th Annual Solo & Small Firm Conference

For those who were unable to attend the live program in Springfield on October 22-24, 2009, the 5th Annual Solo & Small Firm Conference is now available via ISBA's FastCLE store! The program offers over 30 hours of MCLE credit, including 19 PMCLE credit hours – which can be purchased as a complete set or as individual programs. Topics include:

- Practice Management Software: Surviving the Malpractice Jungle
- Client Interviews/Accepting and Rejecting Clients
- Courtroom Demeanor: How to Behave in Court Without Irritating Judges
- Protecting Digital Goldmines: Safeguarding your Network and Your Data
- Improving Communication/Presentation Skills In and Out of the Courtroom
- Privacy Matters: Identity Theft and Data Security
- Websites: If I Build It, Will They Come? Can Websites Really Help My Practice?
- The Paperless Office for the Solo/Small Firm Attorney
- Durable Powers of Attorney
- Using Technology to Build Malpractice Avoidance Procedures
- Improving Client Loyalty Through Exceptional Client Service
- Tools and Techniques for Negotiating and Revising Electronic Documents
- Courtroom Confidence in Remembering Names
- Landlord/Tenant Laws
- And much more!

ISBA's annual Solo & Small Firm Conference is Illinois' premiere event for solo and small firm practitioners – so don't miss this opportunity to learn the latest on best practices in the field and how to stay competitive as a solo and small firm lawyer! The program is available as a streaming download, DVD, CD-ROM, audio CD, and podcast, and can be purchased through our FastCLE online store at: <http://isba.fastcle.com>

Get your copy of the 2009 conference now and you'll have plenty of time to review the program before the next live ISBA Solo & Small Firm Conference on October 21 – 23, 2010.



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■ MARCH 2010

26 – Rock Island

Illinois' New Rules of Professional Conduct

Presented by the Illinois State Bar Association

4.0 MCLE credit hours, including 4.0 APPROVED Professional Responsibility MCLE credit hours

26 – Chicago

Divorce, Deportation and Disciplinary Complaints: Avoiding Immigration Pitfalls in Family Law

Presented by the ISBA International and Immigration Law Section; Co-Sponsored by ISBA Family Law and the ISBA Human Rights Sections

4.0 MCLE credit hours, including 0.75* PMCLE credit hours

■ APRIL 2010

1 – Webinar

Advanced Research on FastCase

Presented by the Illinois State Bar Association

**An exclusive member benefit provided by ISBA and ISBA Mutual*
.75 MCLE credit hours, including 0.75* PMCLE credit hours

8 – Online Course

Durable Powers of Attorney

Presented by the Illinois State Bar Association

1.0 MCLE credit hours

8 – Springfield

Key Issues in Local Government Law: A Look at FOIA, OMA, Elections and Attorney Conflicts

Presented by the ISBA Local Government Law Section & the ISBA Standing Committee on Government Lawyers

3.75 MCLE credit hours, including 1.00* PMCLE credit hours

8 – Chicago

Resolving Financial Issues in Family Law Cases

Presented by the ISBA Family Law Section

6.5 MCLE credit hours

9 – Chicago

Civil Practice Update- 2010

Presented by the ISBA Civil Practice Section

5.50 MCLE credit hours

15 – Online Course

Labor Law Issues

Presented by the ISBA Labor and Employment Law Section

1.0 MCLE credit hours

12-16 – Chicago

40 hour Mediation/Arbitration Training

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40 MCLE credit hours, including 40 APPROVED Professional Responsibility MCLE credit hours

16 – Chicago

Legal Trends for Non-Techies: Topics, Trends, and Tips to Help Your Practice

Presented by the ISBA Committee on Legal Technology; Co-sponsored by the ISBA Senior Lawyers

4.0 MCLE credit hours, including 4.0 APPROVED Professional Responsibility credit hours

17 – Lombard

DUI, Traffic, and Secretary of State Related Issues - 2010

Presented by the ISBA Traffic Law and Courts Section

5.50 MCLE credit hours, including 0.50* PMCLE credit hours

20 – Bloomington

Hot Topics in Intellectual Property Counseling: From Start Up to Initial Public Offering - 2010

Presented by the ISBA Intellectual Property Section

5.50 MCLE credit hours

21 – Bloomington

Construction Law- What's New in 2010?

Presented by the ISBA Special Committee on Construction Law; co-sponsored by the ISBA Real Estate Law Section

5.0 MCLE credit hours

22 – Online Course

Mirabelli's Semi-Annual Case Law Update on Family Law

Presented by the ISBA Family Law Section
1.0 MCLE credit hours

23 – Champaign

Practice Tips & Pointers on Child-Related Issues

Presented by the ISBA Child Law Section; co-sponsored by the ISBA Family Law Section

6.0 MCLE credit hours, including 1.0* PMCLE credit hours

27 – Chicago

Construction Law- What's New in 2010?

Presented by the ISBA Special Committee on Construction Law

5.0 MCLE credit hours

28 – Chicago

Hot Topics in Intellectual Property Counseling: From Start Up to Initial Public Offering - 2010

Presented by the ISBA Intellectual Property Section
5.50 MCLE credit hours

29 – Chicago

Key Issues in Local Government Law: A Look at FOIA, OMA, Elections and Attorney Conflicts

Presented by the ISBA Local Government Law Section & the ISBA Standing Committee on Government Lawyers

3.75 MCLE credit hours, including 1.0* PMCLE credit hours

For more information and registration:
PHONE: 217-525-1760 or 800-252-8908;
ONLINE: www.isba.org/lawed

30 – Chicago

Anatomy of a Trial

Presented by the ISBA Tort Law Section

5.00 MCLE credit hours

■ MAY 2010

4 – Chicago

Boot Camp- Basic Estate Planning

Presented by the ISBA Trust and Estates Section

5.0 MCLE credit hours, including
1.0* PMCLE credit hours

5 – Chicago

Tips of the Trade: A Federal Civil Practice Seminar

Presented by the ISBA Federal Civil Practice Section

6.0 MCLE credit hours, including
2.0* PMCLE credit hours

6 – Chicago

6 – Webcast

7 – Bloomington

Ethical Strategies for Client Development and Service

Master Series Presented by the Illinois State Bar Association

4.00 MCLE credit hours, including
4.0 APPROVED Professional
Responsibility MCLE credit hours

7 – Bloomington

DUI, Traffic and Secretary of State Related Issues-2010

Presented by the ISBA Traffic Law and Courts Section

6.0 MCLE credit hours,

12 – Chicago

Mental Health Treatment in Illinois: Time for a Change

Presented by the ISBA Committee on Mental Health

6.00 MCLE credit hours

13 - 14 – Chicago

2010 Annual Environmental Law Conference

Presented by the ISBA Environmental Law Section

6.00 MCLE credit hours, including
2.0* PMCLE credit hours

14 – Chicago

Legal Ethics in Corporate Law

Presented by the ISBA Corporate Law Department Section

4.0 MCLE credit hours, including
4.0* PMCLE credit hours

19 – Chicago

Professional Strategies for Difficult Times

Master Series Presented by the Illinois State Bar Association

3.0 MCLE credit hours, including
3.0 APPROVED Professional
Responsibility MCLE credit hours

20 – Bloomington

Resolving Financial Issues in Family Law Cases

Presented by the ISBA Family Law Section

6.50 MCLE credit hours

21 – Chicago

2010 Labor and Employment Litigation Update

Presented by the ISBA Labor and Employment Section

2.75 MCLE credit hours

21 – Chicago

Roth Conversions in 2010- A Window of Opportunity

Presented by the ISBA Employee Benefits Committee

2.0 MCLE credit hours

21 – Moline

Civil Practice Update- 2010

Presented by the ISBA Civil Practice Section

5.50 MCLE credit hours

■ JUNE 2010

2 – Chicago

Ethical Considerations for Lawyers Practicing in Government Agencies

Presented by the ISBA State and Local Taxation Section

3 - 5 – Chicago

CLE Fest Classic Chicago-2010

Presented by the Illinois State Bar Association

Earn up to 20 MCLE credit hours
and all 4 PMCLE credit hours!

3 - 5 – Online Course

CLE Fest Classic Chicago-2010

Presented by the Illinois State Bar Association

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10 – Chicago

Legal Writing: Improving What You Do Everyday

Presented by the Illinois State Bar Association

4.0 MCLE credit hours, including
4.0 APPROVED Professional
Responsibility MCLE credit hours

11 – Chicago

Second Annual Animal Law Conference

Presented by the ISBA Animal Law Section

11 – Online Course

Second Annual Animal Law Conference

Presented by the ISBA Animal Law Section

24 - 25 – St. Louis

CLE Fest Classic St. Louis-2010

Presented by the Illinois State Bar Association

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and all 4 PMCLE credit hours!

SAVE THE DATE!

3rd Annual CLE Fest Classic

**June 3-5, 2010
Chicago, IL
(live webcast or on-site)**

**June 24-25, 2010
St. Louis, MO**

Just in Time for the End of the MCLE Reporting Period!

Don't miss this opportunity to attend some of the ISBA's top CLE programs from the past year, as well as all new programming created just for these events! With a broad array of CLE topics, there's bound to be something for everyone. Each course is offered in two-hour increments so you can earn as much or as little credit as you need for your June 30 MCLE reporting period deadline.

Join us June 3-5 and earn up to 20 hours MCLE credit, including all four hours of Professional Responsibility MCLE credit! This year there are two ways to attend the Chicago CLE Fest Classic - on-site at the ISBA Regional Office for live programming or from the comfort of your home or office via live webcast.

June 3 - 5 Fest topics include:

- Real Estate Case Law Update
- Preparing for Appeals
- Saving Your Client's Home
- Preparing for Trials
- Civility in the Courtroom
- Trial Tips From the Bench
- And much more!

Can't attend June 3 - 5? Then be sure to check out the second rendition of this popular program in St. Louis, Missouri on June 24-25, during the ISBA Annual Meeting where you can earn 10 hours of MCLE credit and all four hours of Professional Responsibility MCLE credit!

June 24 - 25 Fest topics include:

- Family Law Case Law Update
- Equitable Division of Moving Targets in Family Law
- Settling Financial Cases in Family Law
- Settlement Strategies for Contested Custody
- Cross Cultural Communication
- Real Estate Case Law Update
- Saving Your Client's Home
- Trial Tips from the Bench
- Illinois' New Rules of Professional Conduct: Selected Highlights
- And much more!

For more information and to register, please visit: www.isba.org/cle/upcoming

Can't attend either program but still need your credit before the end of the MCLE reporting period? Then be sure to check out the ISBA FastCLE store. Electronic programs are available 24/7!

* PMCLE denotes that the Professional Responsibility MCLE credit is subject to approval.

ISBA's New Admittee Virtual Coffeehouse: Basic Skills and More course completes its first session

The Illinois State Bar Association has created an educational community for new admittees in an electronic format that allows new lawyers to fulfill their Basic Skills requirement [see chart below] regardless of their geographical location.

The core of the program is ISBA's studio-produced basic skills video content, which offers a selection of well-defined, practical, and useful information tailored to new attorneys. By offering weekly assignments of 3-5 hours (available 24/7 via online streaming) over the course of several weeks, the program fits comfortably into hectic schedules. ISBA uses this unique format to assist new and recent admittees in completing their MCLE requirements; however, the course goes much further by offering several additional features:

- **Espresso of the Week** – features live, interactive webinars offering practical tips from experienced attorneys on topics such as *Sticky Situations and How to Respond* and *Judicial Grounds: Perspectives from the Bench*.
- **Complimentary Communal Coffee-pot Forums** – features online discussions, including live interactions each week with a Basic Skills faculty member. Forum topics include: *Wednesday Web Forum with Basic Skills Speaker of the Week*, *Questions They Didn't Answer in Law School*, and *Ask Technology*.
- **ISBA Video Tips** – features YouTube videos from experienced ISBA member attorneys offering practical tips to new admittees.
- **Bonus Brews** – offers all coffeehouse registrants a special price of \$25 for future live ISBA CLE programs, a complimentary full DVD set of the program, and 20% off all ISBA online streaming programs in the ISBA FastCLE New Admittee Category.

The positive comments received from participants prove the program's success; however, the program required a team effort. Section and committee members from Legal Technology, Law Office Management and Economics, Mentoring, Young Lawyers Division, and CLE played an integral role in making the program a success by regularly posting forum questions and monitoring the weekly question and answer discussions. **Karen Conti**, a partner with Adamski & Conti, served as the webinar moderator each week, while a number of attorneys donated their time as faculty speakers throughout the weekly webinars. "We couldn't have done it without people like Karen and the many members who came together to make this work," said **Jeanne Heaton**, ISBA's Director of Continuing Legal Education.

Although the first four-week session ended March 4th, plans for the next Virtual Coffeehouse Basic Skills Course – scheduled to begin May 4th – are currently underway. Visit www.isba.org/cle/newadmittees for more information. ♦



Coffeehouse Webinars

New admittees especially enjoyed the interactive webinars held each Thursday evening.

Karen Conti, a partner at Adamski & Conti in Chicago, volunteered her time as the weekly webinar moderator.

"Newly admitted attorneys are thrown into court and difficult situations without any training or warning," Conti says. "The topics we covered in our webinars really went directly to the concerns of new lawyers, giving them an opportunity to hear from seasoned professionals."



Karen Conti

...
Another webinar bonus, says Conti: "The new admittees could anonymously write in with questions that they might not have felt comfortable asking firm partners, associates, or even secretaries."
 ...

Conti is no stranger to helping law students in the transition to practice. For over 10 years, she has been an adjunct professor of law at the University of Illinois College of Law, where she has taught a course on the death penalty and a well-known litigation skills class called "Bootcamp." And she is a former professor at the National Student Leadership Conference at Stanford University and American University in Washington teaching trial advocacy skills. Her husband and law partner, Greg Adamski, shares the teaching duties with her.

In her practice, Conti has participated in many high profile cases – the final death row appeal of John Wayne Gacy and the murder trial of Pamela Smart (which inspired the film *To Die For*), among them. She was voted one of the "40 under 40 Lawyers to Watch" by Chicago Lawyer magazine, and one of the "100 Women Making a Difference" by Today's Chicago Woman Magazine.

For 4 years, Karen co-hosted and produced an award-winning legal radio show on WJJD in Chicago called, "Chicago Law" for which she won several "Achievement in Radio" awards. Today, she co-hosts "Legally Speaking," a highly-acclaimed legal talk show on Chicago radio station WGN, which won a prestigious Kogan Award for excellence in radio broadcast in 2009. Karen will be back in May to moderate a new session of ISBA's New Admittee Virtual Coffeehouse: Basic Skills and More course webinars.

	Admitted to Practice in May 2008	Admitted to Practice in November 2008	Admitted to Practice in May 2009	Admitted to Practice in November 2009	Admitted to Practice in May 2010
Basic Skills Requirement must be completed by:	May 31, 2009	November 30, 2009	May 31, 2010	November 30, 2010	May 31, 2011
Certify Compliance to Supreme Court MCLE Board by:	July 1, 2009	December 31, 2009	July 1, 2010	December 31, 2010	July 1, 2011
General MCLE Carry Over Hours Possible To Earn (between Basic Skills compliance and the first day of your first reporting period) (Sup. Ct. Rule 794(c)(2))	10 Hours	10 Hours	10 Hours	10 Hours	10 Hours
First MCLE reporting period for last names beginning with A – M: (30 hours)	July 1, 2010 – June 30, 2012	July 1, 2010 – June 30, 2012	July 1, 2010 – June 30, 2012	July 1, 2012 – June 30, 2014	July 1, 2012 – June 30, 2014
First MCLE reporting period for last names beginning with N – Z: (30 hours unless noted.)	July 1, 2009 – June 30, 2011 (24 hours)	July 1, 2011 – June 30, 2013	July 1, 2011 – June 30, 2013	July 1, 2011 – June 30, 2013	July 1, 2011 – June 30, 2013

To find out more about MCLE requirements, visit the MCLE Board website at www.mcleboard.org, email the Board at MCLE@MCLEboard.org, or read the Illinois Supreme Court MCLE Board Basic Skills information sheet at <http://www.mcleboard.org/PDF/Basic%20Skills%20Course%20Notice.pdf>

ISBA meetings calendar

May 21 (Friday) Champaign

Board of Governors Meeting, I Hotel

June 24 – 26 (Thursday – Saturday) St. Louis

ISBA Annual Meeting, Hyatt Regency St. Louis at the Arch

December 9-11 (Thursday – Saturday) Chicago

ISBA Midyear Meeting

Visit www.illinoislawyernow.com/bar-calendar for a list of bar events from around the state.

ISBA events calendar

April 15 (Thursday) Chicago

Illinois Bar Foundation Lincoln Legacy Society Recognition Event; Leslie Hindman Auctioneers; (312) 726-6072 or email icorrai@isba.org

April 23 (Friday) Naperville

Illinois Bar Foundation DuPage County Chapter Reception honoring Judge William Bauer and Ralph Gabric (posthumously); (312) 726-6072 or email icorrai@isba.org

April 29 (Thursday) Peoria

Illinois Bar Foundation and Peoria County Bar Foundation Law Day/Pillars of the Bar Dinner; Hotel Pere Marquette; Linda Raineri at (309) 674-6049 or pcba@mtco.com

May 6 (Thursday) Arlington Heights

Illinois Bar Foundation Reception honoring ISBA President John O'Brien; Metropolis Ballroom; (312) 726-6072 or email icorrai@isba.org

June 4 (Friday) Chicago

Young Lawyers Division Summer Soiree; visit www.isba.org/sections/ylid for more information and to register

Firm Announcements

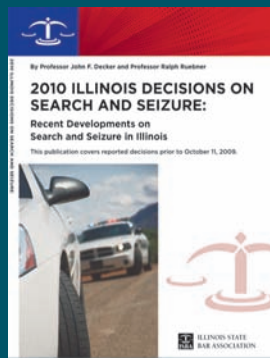
Are you adding a partner or associate... received a notable award...opening a new office, or moving from your current location? Placing an announcement ad in Illinois Lawyer Now Quarterly is a great way to tell your fellow ISBA members (all 33,000 of them) your good news. Rates and sizes are available to fit every budget, and as an ISBA Member you receive a substantial discount off the cost of advertising. Call Nancy Vonnahmen, Advertising Sales Coordinator for the Illinois State Bar Association, at 800-252-8908 for more information.

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GENERAL TOPICS

Illinois Handbook of Criminal Law Decisions - 2010 Edition **NEW!**

A must for all criminal-law practitioners—the first new edition of this classic in 10 years! Contains thousands of case summaries, with a topical index to help you quickly find the one you need. Compiled and edited by Deputy State Appellate Defenders David Bergschneider and Daniel Yuhas, and Assistant Defenders Elizabeth Botti and Kerry Bryson.

\$110.00 mbr./\$150.00 nonmbr.

Guide to Illinois Statutes of Limitation

This updated Guide contains Illinois civil statutes of limitation enacted and amended through September 2009.

\$35.00 mbr./\$45.00 nonmbr.

Illinois Client Interview Forms – 3rd Edition

Download this third edition (updated '08) and interview your clients the easy way! 28 basic forms covering family law, estates and wills, real estate, p.i., and more.

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Environmental Law for Non-Environmental Lawyers: Vols. 1 & 2

Written for "nonexperts," these books contain thumbnail sketches of common environmental issues prepared by Illinois and USEPA attorneys and other environmental-law practitioners.

Each volume is **\$24.50 mbr./\$34.50 nonmbr.** Buy both for **\$39.50 mbr./\$49.50 nonmbr.**

A Practical Guide to the Illinois Domestic Violence Act

Designed primarily for family law practitioners and other attorneys, this 2009 book is also valuable for assistant state's attorneys and criminal law practitioners. A clear and comprehensive review of the Act.

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Handbook of Illinois Administrative Law

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DUI and Traffic-Related Decisions

All new edition of digested traffic court decisions, conveniently categorized, back to 1986. Handy softcover format travels well. By Hon. Daniel Locallo.

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COVER PHOTO: Dixon attorneys Gary Gehlbach and Emily Vivian are believed to be the first father-daughter duo to practice and serve on an ISBA section council (Real Estate) together.

Photo credit: Jennifer Girard



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