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3

The amazing story of two African-American lawyers who sought refuge in Illinois after historic case.

7

Legal Tech - Bryan Sims provides tips on cost-effective ways to integrate technology into your office.

10

President-elect John Locallo invites all ISBA members to join an ISBA committee or section council.

Capitol Chronicle summarizes legislative activity of interest to ISBA members 5

Letter writing for lawyers: Improve your skills in this important area . . 8-9

Best Practice: How to implement new ways to determine partner compensation -- without dissolving your firm 11

Photo gallery from state's 5 bar admission ceremonies. 14-15

Judicial appointments from around the state. 16

George Mahoney is new president of Illinois Bar Foundation 16

List of Distinguished Counsellors from the Class of 1960 17

"I thought we could do so much for the world ... and we did"

Carole K. Bellows didn't wait long to become active in the Illinois State Bar Association – even in the 1960s when women were few and far between in the legal profession.

"I started being active in the ISBA the year after I got out of law school," Bellows said. "The president of the Illinois State Bar at the time – Owen Rall – knew my family and appointed me to be a member of the Bill of Rights committee, which in 1960 was very advanced and so I got active through the committee."

Judge Bellows made history when she was later elected as the first female president of the Illinois State Bar Association. It was the first time a woman had been elected to head any bar association in the country. She has been followed by fellow female ISBA Presidents Cheryl Niro, Irene Bahr and Paula H. Holderman (view photos and bios on Page 4).

But for Bellows, it was just a way to maintain her treasured spot as a bar leader.

"I ran for the Board of Governors in a contested election and I was the first woman on the Board of Governors -- which in the 60s was unusual," Bellows said. "When my term on the Board of Governors was over, I either had to get off or run for higher office – so that's how I ended up running for the higher office. I had three men run against me in the race for president and I won."



Judge Carole K. Bellows, who became the nation's first female bar president when she assumed leadership of the ISBA in 1977, will speak on behalf of the 1960 Class of Distinguished Counsellors on Dec. 8.

Bellows became ISBA president in 1977. That allowed her to continue extensive work with the bar that centered on civil rights – a dominant theme of the time.

"I loved my bar work, I loved the organized bar. I thought we could do so much for the world – and we really could and we did," Bellows said. "I had no idea [if I would win], but I had no where else to go."

Judge Bellows has been selected to speak for her Class of 1960 Distinguished Counsellors (full list on Page 17) being honored by the Illinois State Bar Association at a luncheon on Wednesday, Dec. 8, at the Sheraton Chicago Hotel & Towers. She will focus

her speech on the incredible changes in the area of civil rights since her class was sworn-in 50 years ago.

"It's pretty remarkable when you consider the world we entered professionally in 1960. How much things have changed for the better, lots of blood, lots of activity. In 1964 the civil rights workers were being murdered in Selma," Bellows said. "And for women, the same is true. In 1960, less than 3 percent of lawyers were women. Now, probably half of the law schools are women. We've already had four women on the Illinois Supreme Court, four women on the U.S. Supreme Court and African-Americans on both courts. That's pretty remarkable considering where we started."



Myra Bradwell



Ada Kepley

ISBA's first female members fought long and hard for law licenses

In 1879 the ISBA made Myra Bradwell and Ada Kepley honorary members, even though both had been denied licenses to practice law because they were women. It was a daring step for the infant organization – which was founded two years earlier.

Another woman, Alta Hulett, had been admitted in 1873 on her 19th birthday, becoming the first woman attorney in Illinois and the youngest female attorney in the world. Hulett died in March, 1877 at the age of twenty-three of "pulmonary consumption" just two months after ISBA was formed.

Myra Bradwell was a schoolteacher from Vermont. She married James B. Bradwell, a Chicago lawyer, and began to study law in her husband's office as a way to help in his practice. This later led to her decision to become a licensed attorney – which was denied by the Illinois Supreme Court after she passed

(Continued on page 4)



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"I am ready to die. But I never done it. I have said all the time that I did not do it, and it is true. I know I am going to die and I have no fear to die God bless you all. I am innocent."

Ed Johnson, before his lynching in 1906

Illinois became refuge for hero lawyers after historic case

Lawyer/author Mark Curriden's presentation at ISBA's Solo and Small Firm Conference in October was an eye-opening experience for many attendees. Curriden's book, *Contempt of Court: The Turn-of-the-Century Lynching that Launched a Century of American Federalism*, chronicles the extraordinary legal events surrounding the case of Ed Johnson, a young black man whose conviction and death sentence in 1906 for raping a white woman were on appeal before the U.S. Supreme Court when he was pulled from his jail cell and hanged by an angry mob in Chattanooga, Tennessee.

Elements of the story include two African-American lawyers who, fearful for their safety in Chattanooga, moved their practices to Illinois, and the only criminal trial ever held in the U.S. Supreme Court. The Court's opinion was written by Chief Justice Melville Fuller, a past president of the Illinois State Bar Association.

Styles Hutchins and Noah Parden were the most successful African-American lawyers in Chattanooga in the early 1900's. Somewhat reluctantly, they agreed to play a behind-the-scenes role in helping prepare Johnson's defense, advancing the case all the way to the U.S. Supreme Court. Parden relied on the little-used Habeas Corpus Act of 1867, which most legal authorities regarded as having no effect in state criminal trials. On March 17, 1906, Parden became the first African-American lawyer to argue as lead counsel in the U.S. Supreme Court, and did so with resounding success.

The victory was short-lived. Soon after the Supreme Court's action was announced in Chattanooga, a mob stormed the jail where only one guard, instead of the usual six or more guards, was stationed, and lynched Johnson from a bridge.

Reaction from the Supreme Court was swift. Justice John Marshall Harlan: "...the mandate of the Supreme Court

has, for the first time in the history of the country, been openly defied by a community." Justice Oliver Wendell Holmes: "In all likelihood, this was a case of an innocent man improperly branded a guilty brute and condemned to die from the start."

President Theodore Roosevelt ordered an investigation. The result was federal charges of criminal contempt of the Supreme Court against several suspected members of the mob and against Sheriff Shipp for failure to secure the prisoner. It was the first time the charge of criminal contempt of the Court had been brought, and it led to the only criminal trial ever held in the Supreme Court, *United States vs. Shipp et al.*

After a trial that stretched over two years, a 5-3 Court found the Sheriff, a deputy, and four other men guilty. Shipp and two others were sentenced to 90 days imprisonment, and the remaining defendants received 60 day terms.

The price paid by Parden and Hutchins was steeper. Taunted by death threats over their roles in the Johnson case, and enduring a fire at their office and gunshots fired into Parden's home, the two lawyers never returned to Chattanooga after the Supreme Court ruled.

Both re-settled in Illinois - Parden in East St. Louis, Hutchins in Peoria and later Kewanee and Mattoon.

Parden's professional life in Illinois is fairly well documented, thanks to Judge Milton Wharton of Belleville, who served as a reference for Curriden's book. Parden was a prosecutor for East St. Louis and St. Clair County before undertaking criminal defense work. He won two hundred cases, and argued three cases in the Illinois Supreme Court. According to a House resolution sponsored by Rep. Wyvetter Younge in 2003, Parden was often compared to Clarence Darrow as one of the best criminal lawyers in the country.

Styles Hutchins, the older mentor of Parden, is also known to have moved to Illinois but details of his time here are sketchy. He and his wife, Mattie, appear in 1910 U.S. Census records in Peoria, where he is believed to have been engaged in the practice of law. By the 1920 census, he is listed in Kewanee as the proprietor of a barber shop, and a later census shows Hutchins operating as a barber in Mattoon, where he died in 1950 at age 98. ♦



Styles Hutchins



Noah Parden

(Continued from page 1)

the bar exam in 1869. Their reason? Her “married condition” constituted a “disability” which impaired her ability to keep a client’s confidence.

In 1870, Kepley was the first woman to graduate from law school in the United States. She attended what is now Northwestern University School of Law. The state also refused her admission to the bar but a judge in Effingham County allowed her to practice in his court. She was finally admitted in 1881.

Bradwell acted as publisher, manager and editor-in-chief of the Chicago Legal News, a weekly publication that provided case law and legal information to lawyers. By her death, she had edited around 1,300 issues.

Bradwell, Kepley and Alta Hulett drafted legislation in 1872 that no person be barred from any occupation, profession or employment, except military, on account of their sex. The legislation passed.

ISBA female presidents past and future



Cheryl Niro, 1999-2000

Cheryl Niro broke an over 20-year drought for female ISBA presidents when she became the association’s president in 1999. She was elected to the Board of Governors in 1995 and 1997 and was the 1991 recipient of the Board of Governors Award. She is a graduate of the Northern Illinois University College of Law and is the founding director of the Illinois Institute for Dispute Resolution. She was Executive Director of the Illinois Supreme Court Commission on Professionalism from 2006-2009 and is currently a partner with RobinsonNiro PC.



Irene Bahr, 2006-2007

Irene Bahr was considered the first downstate female president when she was elected in 2003 (she took office in 2006). Both Bellows and Niro had served as presidents from Cook County before her election. She was elected to the ISBA Board of Governors in 1997 and served as secretary and treasurer. She graduated cum laude from the DePaul University College of Law and has a solo practice in Wheaton that focuses on liquor licensing, regulation and related litigation.



Paula Holderman, 2013-2014

ISBA Third Vice President Paula H. Holderman served in the ISBA Assembly for more than a decade before her appointment to the ISBA Board of Governors in 2006. Holderman is the chief attorney development officer at the Chicago firm of Winston & Strawn. Prior to joining the firm, she was an assistant state’s attorney for the Champaign County State’s Attorney’s Office from 1979-1989 and later was director of hiring, recruiting, and continuing legal education for the Cook County State’s Attorney’s Office.



What will your legacy be?

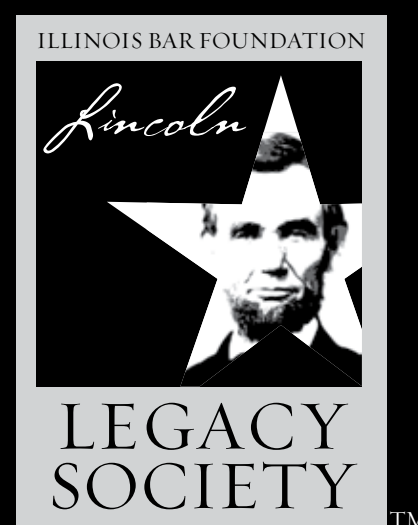
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Capitol Chronicle



by **Jim Covington**

Director of Legislative Affairs

As the 96th General Assembly gets ready to fade into the history books, here's a summary of legislative activity in Springfield.



Loans to litigants. Senate Bill 3322 (Harmon, D-Oak Park; Lang, D-Chicago) creates the Non-Recourse Civil Litigation Funding Act to regulate entities that loan money to consumers in exchange for an assignment of some of the potential proceeds of the consumer's legal action. It is scheduled for hearing in House Judiciary I Committee.

Mental health records. Public Act 96-1399 (Richter, R-Mattoon; Bellock, R-Westmont) is a substantial rewrite of the Mental Health and Developmental Disabilities Code and the Mental Health and Developmental Disabilities Confidentiality Act. It also makes two changes in getting a patient's mental-health records. (1) It prohibits a judge from issuing an order releasing mental-health records unless the patient and treatment provider are given written notice of the motion requesting these records. Before the order may be issued, each party or any other person entitled to notice must be given an opportunity to be heard under the Confidentiality Act. (2) It requires that each subpoena duces tecum issued by a court or administrative agency must include this notice: "No person shall comply with a subpoena for mental health records or communications pursuant to Section 10 . . . , unless the subpoena is accompanied by a written order that authorizes the issuance of the subpoena and the disclosure of records or communications." Effective July 29, 2010.

Emergency orders of protection. Public Act 96-1241 (Farnham, D-Elgin; Noland, D-Elgin) requires the judge who issued an emergency order of protection to promptly convey the order to the sheriff to facilitate the entry of the order into the Illinois State Police's LEADS database. Effective January 1, 2011.

Statute of limitation for childhood-sexual abuse. Public Act 96-1093 (Harris, D-Chicago; Collins, D-Chicago) increases the statute of limitation for personal-injury actions for childhood-sexual

abuse. It increases it from 10 to 20 years from the time the victim turns 18 or is no longer under other legal disability; or within 20 years (instead of five years) from the date the victim discovers or through the use of reasonable diligence should discover both (1) that the act of child-sexual abuse occurred and (2) that the injury was caused by the childhood-sexual abuse. It applies to all actions commenced on or after January 1, 2011 if the action would not have been barred by any statute of limitation or repose effective before January 1, 2011.

Red-light camera reform. Public Act 96-1016 (Cullerton, D-Chicago; D'Amico, D-Chicago) makes several changes to the use of red-light cameras that give tickets automatically. (1) Requires that a law-enforcement officer (or retired one) must review and approve all determinations by a technician that a car committed a red-light camera violation. (2) Units of government are prohibited from charging an additional fee to an alleged violator for exercising his or her right to an administrative hearing. In other words, no "trial tax." (3) The motorist must also be given at least 25 days after an administrative hearing to pay any civil penalty. (4) Requires governments that produce a recorded image of a red-light camera violation to make those images accessible to the motorist on a website address on the Internet. (5) Prohibits a red-light violation if the motorist moves past the stop line or cross walk if the vehicle comes to a complete stop and does not enter the intersection. But it appears to create an exception to this prohibition if there are pedestrians or bicyclists present. Effective January 1, 2011.

Liability insurance for motorists. House Bill 6942 (Holbrook, D-Belleville) requires the Secretary of State to verify that a vehicle is covered by liability insurance per state law before registering or renewing the vehicle's registration. It has been recently filed and is in House Rules Committee.

Arizona comes to Illinois. House Bill 6937 (Ramey, R-Carol Stream) creates the Immigration Law Enforcement Act. It requires any State or local law enforcement officer to make a reasonable attempt to determine (if practicable) the immigration status of a person who is lawfully stopped, detained, or arrested for violating State or local law if there is a reasonable suspicion that the person is an alien and unlawfully in the United States. The

officer is not required to do this if the determination may hinder or obstruct an investigation. It prohibits any official or agency of this State or a political subdivision of this State from limiting or restricting the enforcement of federal immigration laws to less than the full extent permitted by federal law. It requires that any person who is arrested must have his or her immigration status determined before the person is released and his or her immigration status must be verified with the federal government. It has been recently filed and is in House Rules Committee.

Cook County mortgage foreclosures. House Bill 3690 (Zalewski, D-Chicago; Harmon, D-Chicago) amends the Mortgage Foreclosure statute at the request of Sheriff Tom Dart. It requires the complaint include the following information (to the extent the party or parties entitled to the possession of such premises have actual knowledge of such information): (1) the name of each known occupant of the premises, along with each known occupant's date of birth; (2) if the actual date of birth is unknown, whether a known occupant is known to be under the age of 18 or over the age of 65; and (3) whether a known occupant has a disability, as defined by Section 10 of the Disabilities Services Act of 2003, but only to the extent that the occupant has self-reported the disability to the person claiming such possession. The failure to comply with the requirement to provide such information shall not affect the validity or the legal effect of any complaint or of any order or judgment entered in the action. Senate Amendment No. 2 may be acted on during this veto session.

Death penalty and civil unions. Abolishing the death penalty and recognizing civil unions may be heard during veto session before the 96th General Assembly adjourns and the 97th General Assembly is installed in early January. ♦

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.

WHEN RESULTS MATTER.. WHY CHOOSE ANYONE ELSE?

\$11.4 Million when a man died when doctors negligently performed a cervical fusion surgery

\$10.1 Million JURY VERDICT for a 72 year old woman severely injured by a truck

\$10.1 Million RECORD HIGH JURY VERDICT for a teenager killed by a Greyhound bus

\$7.8 Million for a woman who suffered a severe stroke after a delayed diagnosis of meningitis

\$7.65 Million for a man seriously injured when a piece of construction equipment malfunctioned

\$6.8 Million for a woman brain damaged after a tracheotomy was negligently managed

\$6 Million RECORD HIGH JURY VERDICT for a teenager injured when a truck crashed into her motorcycle

\$5.8 Million when a wheel assembly dislodged from a semi-trailer truck

\$5.5 Million when a baby suffered permanent brain damage as a result of wrongly administered drug

\$5.5 Million JURY VERDICT for a woman killed when her vehicle crashed into an improperly maintained construction area

\$5.3 Million JURY VERDICT when a 12 year old died when doctors and nurses negligently managed her airway

\$5 Million when a man suffered a herniated disc while undergoing physical therapy.

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\$5 Million when a newborn was left brain damaged when the hospital failed to diagnose fetal distress

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Integrating technology into your law office without spending a bundle

by **Bryan Sims**

Sims Law Firm, Ltd., Naperville

The ISBA recently held its Sixth Annual Solo and Small Firm Conference. From all accounts, the conference was a success. One of the topics addressed during the conference was on how to integrate technology into your law practice in a way that increases your efficiency -- but does not require you to spend a bundle.

In this column, I will address my philosophy on how to achieve this. Two principles undergird my philosophy. First, your technology purchases should be made with an eye toward making your practice as paperless as possible. This allows you to practice from anywhere that you wish. Second, to the extent possible, the items that you purchase should be easy to use. If the technology you buy is not easy to use, you will not use it.

Hardware

Computer

The first thing you need that meets the above principles is a laptop computer. It is often tempting to purchase one of the \$399 laptops sold by a variety of consumer electronic stores. In general, I am against this. The machine we are talking about purchasing will be your main computer. For many solos, it will be the backbone of your practice. This is not the place to be pennywise and pound foolish.

When purchasing a laptop, I recommend buying a business class machine from a company that regularly sells to customers. This includes companies such as Dell, HP and Lenovo. The business class machines come with tech support that is usually located in the United States and is generally well-trained. Further, the warranties available will allow you to get next business day service at your location to fix a hardware problem with your computer.

I recently assisted someone in purchasing such a computer. The computer, from Dell, included Windows 7 Professional, Microsoft Office Home and Business 2010, and three years of support and accident protection. It cost slightly less than \$1,400. This is a reasonable price to expect to pay for a good machine that should last you the three years of your service contract, without you having to worry about what you will do if it breaks.

Scanner

To be able to practice anywhere, you need a way to get your paper files into your computer. This is done by using a product called a scanner. If you are lucky

enough to have a networked copier, it likely has a scanner built into it. You are already paying for this, so you should use it.

If you don't have that solution, however, you will need a scanner. At the conference, there was one scanner that was mentioned over and over by both speakers and attendees. The Fijitsu ScanSnap S1500. The list price is \$495 (as of the writing of this column, it was available online for \$409.99).

There are two reasons that this scanner keeps getting mentioned. First, it is very easy to use. Once you install the software on your computer, you work the device by inserting the document you want to scan and pressing a single blue button. A few seconds later, the document shows up on your computer. The second great feature of this scanner is that it includes a full version of Adobe Acrobat Standard. As I will explain below, this is a piece of software that you will need.

Software

This is an area where I often see people spend money when they do not need to. As I noted above, many new computers come with the option of purchasing productivity software such as Microsoft Office. There is nothing inherently wrong or evil about Microsoft Office. However, that does not mean that everyone needs it. Of the price quoted above, \$211 of that was for Microsoft Office 2010.

If you do not exchange a lot of documents with other people, or if you use your word processor only as a glorified typewriter, consider other options. For example, you can often find a copy of WordPerfect Office less expensively than you can Microsoft Office. Alternatively, if you use only Word, and not any of the other programs in the Office suite, consider a standalone version of Word (\$124.99 online, as of the writing of this column). Even better, consider using Open Office, which is available for free from www.openoffice.org. This is a full featured office suite that will likely suit the needs of most users. Best of all, it's totally free.

On the flip side, if you truly are moving to a paperless practice, you will need a full version of Adobe Acrobat. If you purchased the ScanSnap described above, you will have this. If not, you will need to purchase a copy.

Adobe Acrobat will allow you to handle your documents electronically, mark them up, Bates Stamp them, add exhibit labels, redact sensitive information, remove metadata, and much more. There really is no substitute when it comes to handling electronic documents.

The retail price for Adobe Acrobat Standard is \$299 (upgrade for \$139). I recommend, however,

Adobe Acrobat Pro which retails for \$449 (upgrade for \$199). Pro includes more tools for attorneys, such as Redaction.

Backups

One of the most important things you can do is establish a backup procedure for your computer. A good backup system has multiple layers. This means that you need more than one backup and that the backups need to be at different locations.

My recommendation is the following. First you need a local backup. This is most easily accomplished by backing up to an external drive. To achieve this you will need an external drive (approximately \$100) plus backup software such as a Acronis True Image or Norton Ghost (approximately \$30). This will allow you to automatically make a backup of your system on a regular schedule. Consequently, when your hard drive fails, you can restore your entire system from this backup.

To establish this properly, however, you will need multiple external drives. This allows you to rotate your drives, keeping them in separate locations (such as your home and office). This insures that all of your local data is not lost in the event that your home or office suffers a catastrophe.

Second, I also recommend some sort of online backup service. Depending on how much storage space you need, these plans start at about \$10 a month. The online backup is great in the event that your entire location suffers a catastrophe. In that event, your information is safely stored somewhere else. However, this should not be your only or your primary backup. First, you have no real control over information if the company that you use disappears. Second, it takes a long time to restore a lot of data through the internet. Online backup is best suited for catastrophic emergencies only. You want to make sure that you have a local backup to use in the event of a normal emergency (such as a hard drive failure).

Also, the purpose of a backup is to be able to restore your data when needed. The purpose is not to backup your data. Thus, any good backup plan requires you to regularly check your backups and make sure that you can restore files from your backups. Do not let a corrupted backup, or a bad drive ruin your backup system.

The items above are just some ways in which you can integrate technology into your practice in a cost effective manner. Other items such as selecting printers, fax services, and telephone services may be the topic of future columns. ♦

Letter writing for lawyers

The letters lawyers write are important -- see how you can improve your skills.

by **Ronald J. Broida**

Broida and Associates, Ltd., Naperville

While many books and articles have been written about drafting briefs and preparing pleadings, it seems that the art of letter writing for lawyers is a neglected topic. Since effective communication is the cornerstone of good lawyering, the following may be helpful.

Letters to attorneys

For clarity, as in any letter, it is always a good idea to identify the parties and who you represent. Get to the point and be specific about what you are saying or demanding. If time is an issue, be specific. If an opponent is late on discovery, set a time limit when a response is expected.

Never write a letter when you are angry -- or if you do, let it sit until the next day. There is a whole book of letters unsent by President Harry Truman, who had a temper and was not shy about using it. (Poen, *Strictly Personal and Confidential*). Unfortunately for him, not all of his angry letters went unsent. Anger will guarantee that you say something that you wish could be unsaid or stated differently.

It is seldom a good idea to threaten to do something that the other side knows will not happen. Typical is the Supreme Court Rule "201(k)" letter sent three days after the due date threatening that non-compliance will bring an immediate motion to do bad things. Unless this style of letter is being sent to showcase yourself to your client, opposing counsel is unlikely to be moved to tears of fear. A low key approach is actually more deadly; just inform your worthy opponent that the interrogatories are overdue and that compliance is expected by "x" date (and when that date comes and goes, you make your required telephone call and if that doesn't work, then the motion is filed).

There are few instances where it is not a good idea to send a copy of the letter to your client; why not blind copy (bc rather than cc) your client since your communications with your client are none of your opponent's business? Keep the salutation to counsel formal (Mr., Mrs., Ms.) for even if you know your opponent very well, the appearance of familiarity may leave your client with the wrong impression.

When sending a settlement proposal, be safe and note at the top of the letter that it is for settlement purposes only.

Please don't be stupid by threatening your opponent or making sexual comments, even if in presumed jest (the humor will get lost in the mail). This is sure to lead to difficulties with the Attorney Registration and Disciplinary Commission.

And for heaven's sake, please stop telling me that if I have any questions "I should not hesitate to call." I know perfectly well how to use a telephone and if I have anything to say to you, you bet I'll call. Away with this vacant phraseology and needless blather!

Letters to the court

Letters to the judge, usually transmitting courtesy copies of pleadings, should be short and to the point. Identify who you represent, what pleadings are enclosed, what the hearing is about and when it is to be heard. Even if supplying courtesy copies to the Judge is required by local rule, it is also a courtesy to send and show that a copy of the transmittal letter is forwarded to your opponent -- and it avoids any suspicion of *ex parte* communications with the court. Address your letter to "The Honorable I. M. Fair, Judge of the Fifty-Fifty Judicial Circuit" or to "Judge I. M. Fair." "Honorable Judge Fair" is not correct.

Client letters

Writing good, effective letters to your clients is very important at a number of levels. Regular progress reports or special reports on significant developments will be much appreciated by your clients who will be able to better follow their cases. It is also a good way to show your clients the things that you are doing for them and, in the meantime, you are creating for yourself an ongoing record of events in the case much like a doctor's chart.

A good letter is an effective way of counseling clients on strategy and choices and it is also a great way to "protect thy bottom" if later accused of not advising a client of the consequences of a certain course of action or to take other precautions.

Remember that your clients are not attorneys. So, if you must use legal terms, explain them. Your letter should tell a story, most often in a chronological manner, of what you are reporting. Include copies of the order of court or the pleadings to which you refer (clients will better understand your charges and be satisfied that you really did go to court).

While client letters should not be stiff, they should be grammatically correct (spelling and punctuation too) and avoid slang. If some slang really effectively carries a message, consider putting the slang in quotes.

Avoid long paragraphs; breakup your thoughts with sub-paragraphs with, for example, numbers or dots.

If you need something from your client, spell it out and be specific with what you need and when you need it.

If you are to send, for example, a settlement proposal to the other attorney, consider sending a draft first to your client for correction and approval.

Regular and effective written communications with your clients will greatly improve your attorney-client relationships. If you have a case that does not traditionally call for a great deal of written communication with your client, such as a personal injury claim, it is not a bad idea to tell your client, at the beginning of the case, that there should be no expectation of regular letters but that you will get in touch when there have been significant developments (invite them to call anytime).

Specialized letters

Opinion letters

If a client comes to you and asks you whether or not she has a cause of action and you have been retained to provide an opinion letter which may require research or analysis, then this letter needs special attention. Open by reciting all of the documents you have reviewed and other facts known to you and affirmatively state that your opinion is based on these facts and documents, if there are changes or additions, you should be so informed as that might affect your opinion. If appropriate, state any limitations in the scope of your opinions.

If your opinion includes citations to statutes and cases, consider preparing a separate memorandum and summarizing that memorandum in your letter. Don't clog the opinion with citations that your reader will not understand.

Your opinion may include a fee quote and other requirements for going forward and it should include a statement of the statute of limitations if thought is being given to pursuing a claim. This is especially important if you are declining to handle the matter -- then be very clear that you are not going to handle the case and that if the claim is going to be filed, it should be done so by "x" date. Suggest that other opinions can be sought.

Auditor letters

If you represent corporate or business clients, you may receive an annual letter from your client (really the CPA) asking for your assessment of existing and possible claims against your client. There is a format

(Continued on page 9)

that should be used in responding to these inquiries that is consistent with the ABA Statement of Policy Regarding Lawyers' Responses to Auditors' Request for Information and the applicable requirements of Statement of Financial Accounting Standards No. 5. You are giving an opinion letter to a third party and you should not be casual in making that response.

Third party opinion letters

You may be asked to provide an opinion, on behalf of your client, to a third party. For example, a lender may ask whether or not your client's corporation is in good standing and whether or not the loan documents to be signed are enforceable against your client. Responding to these letters requires great care and an effort should be made to narrow the scope of your response to exactly what is asked. Make it clear that the letter is not to be used for any purpose other than for the narrow reasons for which it is required. Remember, by giving your opinion to a third party, you will be standing behind it and could be liable if you have made an incorrect representation.

Collection letters

Generally, collection letters should be simple with just the right amount of "table pounding." But

remember that you may have to comply with the Fair Debt Collection Act so be careful, in those instances, to include the necessary cautionary language.

Form letters

Busy practitioners can save themselves time by developing form letters for routine communications, especially with other attorneys. This is an efficient way to communicate (and verify the forwarding of the communication, pleading, etc.) and with the miracle of modern computers, this is easy.

Attorney Registration and Disciplinary Commission

An answer to an inquiry from the ARDC should be timely, detailed and accompanied with applicable documents. Keep it even-toned. If there is a potential for real trouble then you should have your lawyer send the letter.

And finally

The mode of sending is something to think about. If notice is being given, for example, pursuant to a contract -- make sure that the method of sending the notice complies with the contractual requirements. Traditional mail still works but in this world of speed,

well. ... The Internet, for all its lack of charm, is fast becoming the preferred form of communication, especially as the world moves on to paperless letters. My personal preference is facsimile transmission because it is the one form of written communication by which receipt of sending can be most easily confirmed.

And, while we are at it, take a look at your stationary and consider whether or not your letterhead conveys the image and message you want to publically display about your office. Most lawyers use traditional letterheads and there is a public perception, if not expectation, that this is what a lawyer's letter should look like. Anything short of that seems to fall wide from the mark and fails to create the impression that the letter is coming from a professional who has something important to say.

Always remember that letters may not be the best or most effective form of communication. If you have good news for a client, pick up the phone and call -- and then follow up with a letter. Do the same if it is bad news -- it will be better received that way.

Remember: a good letter is a great way to enhance your message and your reputation as the sender as well. ❖

Ronald J. Broida is President of Broida and Associates, Ltd. in Naperville; his practice concentrates in civil litigation at the trial and appellate levels in state and federal courts.



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A MESSAGE FROM THE PRESIDENT-ELECT

Your ISBA Family Invites You to Join an ISBA Committee or Section Council



As president-elect, it is both my privilege and responsibility to appoint members to the section councils and committees for the 2011-2012 term. Committees and councils are the lifeblood of the Illinois State Bar Association. I encourage each member – and particularly young lawyers and others whose participation will make our committees and councils more diverse – to seek active participation in our Association by either completing and returning the slip below or completing the form online at isba.org/membergroups/nominations.

Over a thousand ISBA members serve on the various committees and section councils. Those who actively participate make new friendships and benefit both personally and professionally from the experience. All members have the opportunity to be considered for service, and I invite you to seek appointment.

Current committees and section councils are listed below. The areas of focus and activity span many disciplines. Be aware an appointment presumes you

will attend the meetings and be an active participant in the committee's/section council's agenda and activities. The ISBA partially reimburses its members for many of the expenses they incur in participating.

I cannot honor every request, for experience demonstrates the number of requests for appointments to certain sections and committees exceed the number of available positions. However, your chances of appointment are enhanced if you indicate more than a single area of interest, but no more than three.

Please join me and other members of our Association in serving both the profession and the public.

John G. Locallo, President-Elect

ISBA COMMITTEES

Attorney Registration and Disciplinary Commission Committee
Bar Services and Activities
Continuing Legal Education
Corrections & Sentencing
Delivery of Legal Services
Disability Law
Diversity Pipeline
Government Lawyers
Illinois Bar Journal Editorial Board
Judicial Advisory Polls
Judicial Evaluations–Cook County
Judicial Evaluations–Outside Cook
Law Office Management & Economics
Law Related Education for the Public
Legal Education, Admission and Competence
Legal Technology

Mental Health Law
Mentoring
Military Affairs
Professional Conduct
Public Relations
Racial & Ethnic Minorities and the Law
Sexual Orientation and Gender Identity
Women and the Law

ISBA SECTION COUNCILS

Administrative Law
Agricultural Law
Alternative Dispute Resolution
Animal Law
Antitrust and Unfair Competition Law
Bench and Bar
Business Advice and Financial Planning
Child Law
Civil Practice and Procedure

Commercial Banking, Collections, and Bankruptcy
Construction Law
Corporate Law Departments
Corporation, Securities, and Business Law
Criminal Justice
Education Law
Elder Law
Employee Benefits
Energy, Utilities, Telecommunications & Transportation
Environmental Law
Family Law
Federal Civil Practice
Federal Taxation
General Practice, Solo and Small Firm
Health Care
Human Rights

Insurance Law
Intellectual Property Law
International and Immigration Law
Labor and Employment Law
Local Government Law
Mineral Law
Real Estate Law
(includes Drainage Law)
Senior Lawyers
State and Local Taxation
Tort Law
Traffic Laws and Courts
Trusts and Estates
Workers' Compensation Law
Young Lawyers Division

Please Return this slip by February 4, 2011, or complete the form online at isba.org/membergroups/nominations

Mail to: Executive Director, ISBA, Illinois Bar Center, 424 S. Second St., Springfield, IL 62701-1779

I would like to be considered for appointment to the following committee or section council:

1st Choice _____ 2nd Choice _____

3rd Choice _____

Name: _____

Firm name or employer: _____

Address: _____ City, State and Zip: _____

Phone: _____ Fax: _____ E-mail: _____

Type of Practice (Corporate, Probate, Business Litigation, Plaintiff, Defense, Employer-oriented, Government, Labor, etc.): _____

Number of Lawyers in Your Firm: _____

Law School: _____ Date Admitted to Illinois Bar: _____

(To assist in the appointment of diverse committees and section councils, if you wish, please answer the following:)

I am a member of the following minority/ethnic group(s): _____

Cutting the pie: Determining partner compensation

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

Our firm is often asked to help law firms evaluate, design, and overhaul partner compensation systems. Partners frequently advise us in confidential interviews that they are more dissatisfied with the method used to determine compensation than with the amount of compensation itself. How much and how partners are paid are probably the two most challenging management issues that law firms face. Many law firms are struggling with compensation systems that no longer meet the needs of the firm and the individual partners. Failure to explore alternatives to failing systems often result in partner dissatisfaction leading to partner defections and disintegration of the firm.

People tend to behave the way they're measured and paid.

What gets measured and rewarded - is what gets done.

However, be advised that compensation does not drive behavior – it maintains status quo. Motivation requires leadership which can have a greater impact upon a firm than anything else.

Symptoms of Failure

Law firms don't have to look far to find evidence of failure. Here are a few examples:

- Partner defections
- Firm splits and breakups
- Personal fiefdoms
- Maverick partners
- Hoarding work
- System perceived as unfair
- Problems acquiring and retaining top legal talent
- Low productivity
- Client dissatisfaction
- Low morale
- Disputes with former partners

Firms experiencing these symptoms should consider evaluating and systematically redesigning their compensation system.

Objectives

Objectives of a well designed system include:

- A system that is aligned with the firm's business strategies, culture and personality.
- A reduction in partner dissatisfaction.
- A system that rewards performance and contribution as well as other behaviors that the firm desires to reinforce.
- A system that is perceived as fair by the partners.

Firms must ask themselves what kind of firm they want to be – team based or lone ranger (group of space sharers or partnership of individual firms). Eat-what-you-kill systems might be appropriate for lone ranger firms. However, such systems are not appropriate for law firms wanting to build and create a team-based practice since such systems typically reinforce "lone ranger" behavior resulting in a "me first vs. firm first" orientation.

Compensation systems should do more than simply allocate the pie – they should reinforce the behaviors and efforts that the firm seeks from its attorneys.



How to Begin

First the firm must design a system that is perceived as fair by partners in the firm. To determine if a system is fair, ask the following questions:

- Do I understand the system?
- Are individual contributions recognized?
- Are group contributions recognized?
- Are the rules clear?
- Are the rules followed and applied consistently to all partners?
- Are the partners making compensation decisions trusted and respected?

The system should be simple and understood by all.

The next step is to determine the criteria or the behaviors that the firm desires to reinforce. Typically the following unranked compensation criteria are used as a general framework:

- Ownership
- Seniority
- Pro bono
- Teaching, writing, speaking
- Collegiality and team play

- Training staff
- Expertise
- Profitability
- Leadership and management
- Client retention and generation
- Participation in community and bar activities

After compensation criteria have been determined a plan must be adopted, approved and implemented.

Types of Plans

Plan types include:

- Subjective Plans
- Objective Plans
- Hybrid Plans
- Bonus Pools

Subjective or combination plans are most appropriate for firms desiring to build and reinforce a team-based practice. They focus on the long as well as the short term and all contributions (compensation criteria) to the firm. They also require more work from firm management. While total formula plans are increasingly falling in disfavor they can be appropriate in lone ranger firms that only want to eat-what-they-kill – nothing more.

Start Slow

Avoid the temptation of making dramatic changes to an existing plan too quickly. Don't blame other management problems on compensation and attempt to solve them by overhauling your system.

Change your system gradually. Consider bonus pools and other adjustments initially and gradually deploy other plan changes. **Go slow** - it can take 3-4 years to completely change a compensation plan. ♦

John W. Olmstead, MBA, Ph.D., CMC, (www.olmsteadassoc.com) 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, which the John and other committee members reviews, or view archived copies of *The Bottom Line* Newsletters at <http://www.isba.org/sections/loe/newsletters.asp>. John may be contacted via e-mail at jolmstead@olmsteadassoc.com.

ILLINOIS STATE BAR ASSOCIATION

'Tis the Season to Give!



In the spirit of giving, we're providing you with a gift card to pass along to any colleague who is not an ISBA member so that you can invite them to become part of our legal community.

**In your name, we will provide them with
6 months of free membership* in the ISBA.**

***Offer good through January 31, 2011.**

Eligibility Requirement: Only lawyers who are listed as "active" with the ARDC, and who've not been a member of the ISBA within the last 2 years are eligible for this promotion.

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Visit www.isba.org/gift or call 800.252.8908 to activate.

*Offer good through January 31, 2011.
Must be "active" with the ARDC and not have been a member within the last 2 years.*



ILLINOIS STATE BAR ASSOCIATION

*Be on the lookout for a special holiday gift for you,
in your mailbox this month!*

Know someone who is excelling? Nominate them for an ISBA award

Nominations are being accepted for ISBA awards that will be presented on Friday, June 17, 2011, at the 135th ISBA Annual Meeting at the Abbey on Lake Geneva, Fontana, Wis. Nominating forms are available at www.isba.org/awards

General Practice

Nominees for the Matthew Maloney Tradition of Excellence Award must be ISBA members who have been in general practice for at least 20 years and have made significant contributions to the profession and community. Nominations are due by March 25, 2011.

Community Leadership

Nominees for the Community Leadership Award should be 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.

Young Lawyers

The ISBA Young Lawyers Division 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.

Law Students

Nominees from ISBA-affiliated law schools should be participating in activities that enhance professional responsibility and provide service to the public. The award recipient will receive all expenses paid to the ISBA Annual Meeting including transportation and one night's lodging.

Nominations sought for McAndrews Pro Bono Service Award

The Illinois State Bar Association's Standing Committee on Delivery of Legal Services is currently seeking nominations for the 2010-2011 ISBA John C. McAndrews Pro Bono Service Award.

The ISBA has established the John C. McAndrews Award to honor the extraordinary commitment of individuals, bar associations, or law firm/corporate legal departments to providing free legal services to the income eligible in Illinois or expanding the availability of legal services to the income eligible in Illinois. Presentation of the awards will take place on Friday, June 17, 2011, at the ISBA Annual Meeting Awards Luncheon at the Abbey Resort in Fontana, Wis.

The ISBA Committee on Delivery of Legal Services is also excited to announce that the Illinois Bar Foundation will award a \$1,000 grant in honor of each John C. McAndrews Award recipient to the Illinois not-for-profit legal aid organization through which the awardee provides pro bono legal services. The Illinois Bar Foundation, in partnership with the Illinois State Bar Association, seeks to enhance the recognition of this prestigious award as part of the Foundation's effort to encourage and acknowledge pro bono legal work.

Lawrence A. Wojcik of DLA Piper in Chicago was the previous award winner.

Nominations are due by **March 18, 2011**. Nomination forms and criteria are available at www.isba.org/awards/mcandrews

★ Lawyers Rock Legends ★



Wednesday, February 3rd, 2011
7:00 p.m. - 11:30 p.m.

To see the bands who submitted auditions,
please visit the IBF's facebook page, become a fan,
and you'll have access to all posted auditions!

Thank you to everyone who submitted an audition for Lawyers Rock Legends!

Winning bands/performers will be announced at the Fellows Breakfast at the ISBA Midyear Meeting on Friday morning, December 10th.

These bands/musicians will be featured from 7:00-10:00 p.m. at Lawyers Rock Legends, and will each have 25 minutes to perform at the event. They will also be the lead-in bands for the featured Buddy Guy's Legends band, Brother John!



Tickets and sponsorships available now!

Ticket prices are \$85/\$125 for reserved main floor seating, \$35 for upstairs access only.

Main floor price includes all drinks and appetizers, and upstairs tickets include 2 drink coupons.

Questions?

Please call the IBF at 312.726.6072!
www.illinoisbarfoundation.org

Illinois Supreme Court MCLE Requirements

New Admittees, Did You Know . . .

...that the MCLE rules—adopted by the Illinois Supreme Court and administered by the MCLE Board of the Court, require that you complete an MCLE Board accredited 15 hour Basic Skills course (such as the ISBA Basic Skills course available at isba.org) within one year of your admission to practice in Illinois? And that you must certify compliance to the Supreme Court’s MCLE Board within 31 days after your Basic Skills course year has ended (unless you qualify for an exemption) ?

...that attorneys must report MCLE requirement compliance to the MCLE Board either online at mcleboard.org or via the certification form that will be mailed by the MCLE Board to the attorney (at

the address on file with the Attorney Registration and Disciplinary Commission—ARDC)? And that failure to timely report to the MCLE Board will result in late fees and the risk of removal of your name from the Master Roll of Attorneys?

...that lawyers should retain their Certificates of Attendance for individual courses (including the Basic Skills course) in their files for three years after the end of the reporting period in case they are audited?

...that after completing the Basic Skills course period, your initial two-year MCLE reporting period begins on the next July 1st, pursuant to the MCLE Board reporting schedule? And that the schedule is based on the first letter of your last name? (See chart below)

...that you are exempt from the General CLE requirements during this one year period and may NOT begin earning General MCLE credit until the 12-month period in which to satisfy the Basic Skills course requirement ends? But that after compliance with the Basic Skills requirement and before your two year reporting period begins, you can earn and carry over up to 10 general MCLE hours, excluding professional responsibility hours?

...that you can continue learning new legal skills at live ISBA CLE programs for only \$25 per program for your first three years of admission to the bar? And that you can visit ISBA.org for a full calendar of CLE programs?

	Admitted May 2008	Admitted November 2008	Admitted May 2009	Admitted November 2009	Admitted May 2010	Admitted November 2010
Basic Skills Requirement must be completed by:	May 31, 2009	Nov. 30, 2009	May 31 2010	Nov. 30, 2010	May 31, 2011	Nov. 30, 2011
Certify Compliance to Supreme Court MCLE Board by:	July 1, 2009	Dec. 31, 2009	July 1, 2010	Dec. 31, 2010	July 1, 2011	Dec. 31, 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	10 Hours
First 30 Hour MCLE reporting period for last names beginning with A – M:	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	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	July 1, 2013 – June 30, 2015

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>.

Over 2,200 new attorneys admitted



White House senior advisor Valerie Jarrett (rear, left), her daughter, new admittee Laura Jarrett and friend Anthony Balkissoon pose with (seated from left) Justices Anne Burke, Charles Freeman and Mary Jane Theis at the 1st District Ceremony at McCormick Place West in Chicago.



ISBA Past President Irene Bahr, new admittee Max Rettis and Justice Kathryn E. Zenoff attend the 2nd District Ceremony at Hemmens Memorial Building in Elgin.



Chief Justice Thomas L. Kilbride presided over the 3rd District Ceremony in Moline. He is pictured with new admittees Shannon Stoffey (left) and Jaimie Uphoff.

YLD Vice Chair Heather Fritsch publishes book to help young lawyers

by Anna Krolikowska

The ABA and ISBA recently published *The Illinois Survival Guide: Best Practices for New Lawyers* by Heather Fritsch, the ISBA YLD Vice-Chair and John H. Maville. Ms. Fritsch is a solo-practitioner based in Sycamore, while Mr. Maville practices in a small firm in Belvidere. They joined forces to offer advice to young attorneys beginning the practice of law in Illinois on how to be an attorney and open their own law firms.

For those who recently started the practice of law, *The Illinois Survival Guide: Best Practices for New Lawyers* offers advice on topics ranging from everything they forgot to teach you in law school -- importance of character, reputation and social responsibility, ethics and conflicts, communicating with clients, attorneys, and judges, the top 10 mistakes new lawyers make, and the importance of achieving balance and avoiding burnout.

For those dreaming of starting their own practice -- or those who have recently taken the plunge into that exciting endeavor -- *The Illinois Survival Guide: Best Practices for New Lawyers* offers advice on hiring staff, communicating in the office, the practice, clients funds and malpractice, billing and collecting fees, and finally building your business and keeping it. The book includes numerous practice forms, which are invaluable to a new attorney, or a new business owner. Ms. Fritsch and Mr. Maville filled *The Illinois Survival Guide: Best Practices for New Lawyers* with practical, realistic advice combined with personal anecdotes, and make the

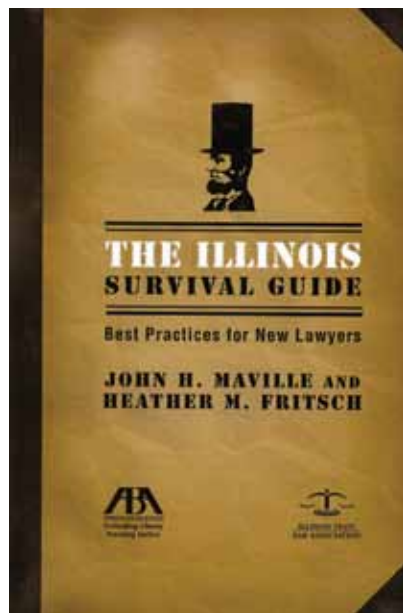
practice of law, and running a law firm come alive. Their book is interesting, humorous, fast paced, and informative. It should find its way to every attorney's reference bookshelf, right alongside the *Illinois Court Rules and Procedures* and Jay G. Foonberg's *How to Start and Build a Law Practice*.

As for Ms. Fritsch, she is currently the Vice-Chair of the ISBA Young Lawyers Division. She graduated with honors from the University of Illinois in Urbana and attended Chicago-Kent College of Law. She was awarded the ISBA's Young Lawyer of the Year Award (Downstate) in 2007 in recognition of significant dedication and contribution to the legal profession. Prior to opening her solo general practice in Sycamore she worked as an associate at two general practice firms. She decided to open her solo general practice firm to practice law in the way that felt right to her, by devoting as much time to each client as she felt was appropriate and acting in the clients best interest. In addition to her law practice, she also devotes time to farming with her father, and participates in numerous volunteer and pro bono services.

More information about the ISBA and the Young Lawyers Division can be found at www.isba.org/sections/yld. Visit www.ababooks.org to purchase *Illinois Survival Guide: Best Practices for New Lawyers*. ♦

ababooks.org to purchase *Illinois Survival Guide: Best Practices for New Lawyers*. ♦

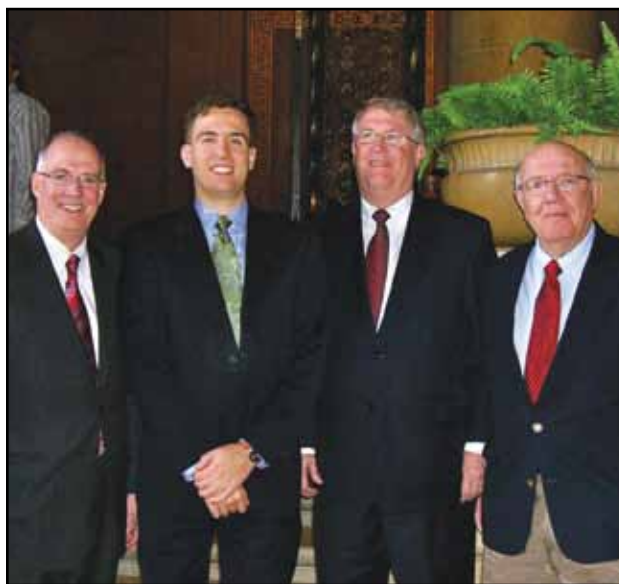
Anna P. Krolikowska is an attorney and a trained mediator based in Northbrook, Illinois. She represents clients in family law matters. Anna also serves on the ISBA YLD Council, the ISBA General Practice, Solo, and Small Firm Council and the ISBA Assembly.



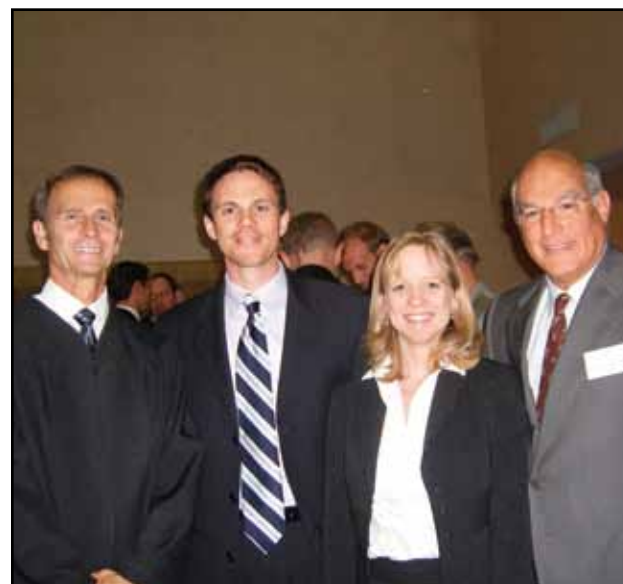
to practice in Illinois



Justice Rita Garman presided over the 4th District Ceremony in Springfield. She is shown with new admittees Terence Trapane and Isabel Rosa.



Three generations of Thies lawyers at the 4th District Ceremony in Springfield: ISBA 2nd Vice President John Thies, new admittee Daniel Thies, Daniel's father and ISBA member David Thies and ISBA Past President Richard Thies.



Judge Mark Shaner (from left), new admittees Eric Bronner and Kay Parish, and ISBA President Mark D. Hassakis attend the 5th District Ceremony in Carbondale.

Recent judicial appointments from around the state



Hartigan



Schleifer



Smoot

Appellate

1st District

Maureen E. Connors, Chicago

2nd District

Joseph E. Birkett, Wheaton

Circuit Courts

1st District

Cook County

Thomas R. Allen, Chicago

Tommy H. Brewer, Chicago

Maureen L. Delehanty, Oak Lawn

Russell Hartigan, Chicago

Stanley L. Hill, Chicago

Kevin W. Horan, Chicago

James L. Kaplan, Chicago

C. Kate Moreland, Markham

Jean M. Prendergast, Chicago

Lorna Propes, Chicago

Erica L. Reddick, Chicago

Andrea M. Schleifer, Des Plaines

Alfred M. Swanson, Jr., River Forest

Mary S. Trew, Chicago

2nd District

16th Circuit

John A. Barsanti, St. Charles

3rd District

13th Circuit

Michael C. Jansz, Ottawa

4th District

7th Circuit

Brian T. Otwell, Springfield

8th Circuit

Alan D. Tucker, Havana

11th Circuit

Paul G. Lawrence, Bloomington

5th District

1st Circuit

Carolyn B. Smoot, Marion

2nd Circuit

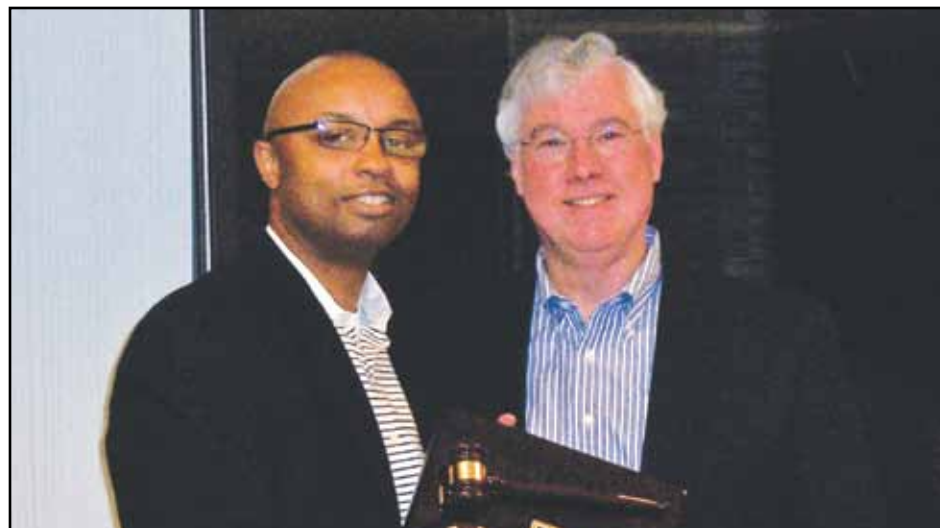
Thomas J. Dinn, III, Benton

20th Circuit

Eugene E. Gross, DuQuoin

Julie K. Katz, Belleville

Stephen P. McGlynn, Belleville



Illinois Bar Foundation President Vincent Cornelius passes the gavel to new IBF President George Mahoney at the Foundation's recent board meeting. Mahoney will serve until 2012.

Illinois Bar Foundation welcomes new president

Illinois Bar Foundation President **Vincent Cornelius**, of the Law Offices of Vincent F. Cornelius, recently passed the gavel to Board Vice President **George F. Mahoney**, of Mahoney, Silverman & Cross, making Mahoney the new President of the IBF Board of Directors for 2010-2012. Also nominated that day was board member **Shawn Kasserman** of Corboy & Demetrio, who will be Secretary of the Executive Committee

for the next two years.

Mahoney is a Gold Fellow of the IBF, and is also the previous Chair of the IBF Development Committee. Kasserman is a Diamond Fellow, was the 2009 Board Gala Chair, and is the current Development Committee Chair. Cook County Circuit Judge **Debra Walker** was previously appointed as IBF Vice President. She will serve for two years after Mahoney's term. ♦

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ISBA to recognize 1960 Class of Distinguished Counsellors

President Mark D. Hassakis and the Illinois State Bar Association will recognize the 1960 Class of Distinguished Counsellors on Wednesday, Dec. 8, at the Sheraton Chicago Hotel & Towers.

The event will begin with a reception at 11:15 a.m. and will continue with a luncheon at noon.

CONGRATULATIONS TO THE 1960 CLASS OF DISTINGUISHED COUNSELLORS

John Armstrong, Mattoon
J. Robert Barr, Evanston
Carole K. Bellows, Chicago
Greshon Berg, Skokie
Dean Bilton, Chicago
Robert L. Bombaugh, Ashburn, VA
Patrick O. Boyle, Florissant, MO
Ralph Butler, Monmouth
Joel Carlins, Chicago
Sheldon Chertow, Evanston
Victor Ciardelli, Chicago
Ronald Cohen, Toronto, Canada
Marie Conway, Kenilworth
John Cooper, Western Springs
Keith Corbin, Hawthorn Woods
Jerome Croke, Tinley Park
George Cullen, Chicago
Edward Cunningham, Springfield
Richard Daley, Chicago
Joseph E. Davis, Chicago
Muller Davis, Chicago
Kenneth Denberg, Chicago
Burton DuBoe, Morton Grove
Laurence Dunlap, Libertyville
C. William Fechtig, Evansville, IN
Arthur Fedder, Wheaton
Seymour Fishman, Wheeling
Richard Fitzgerald, Evanston
Marshall A. Fleischman, Winnetka
Larry Flynn, Jacksonville
Norman Fombelle, Decatur
Anthony Fornelli, Chicago
Glenn Fuller, Decatur
Paul Gerding, Scottsdale, AZ
James R. Gillespie, St. Petersburg, FL
Marvin Glick, Chicago

Russell Goehl, Quincy
Howard Goffen, Highland Park
Ronald M. Gonsky, Chicago
Milton Gordon, Northbrook
George Groble, Chicago
Charles E. Hamilton, Belleville
Martin Hauselman, Chicago
Merrick Hayes, Hilton Head Island, SC
James Hecht, Woodstock
Howard Heidlauf, St. Charles
Bernard Heiligenstein, Carlyle
Claireen Herting, Park Ridge
Thomas A. Hett, Palos Park
Robert Hill, San Francisco, CA
Charles Hines, Carbondale
David Holland, Golf
Lee Howard, Chicago
Patrick Hughes, Springfield
Lawrence Inglis, Antioch
William C. Ives, Chapel Hill, NC
Myles Jacobs, Joliet
Milton C. Jacobson, Chicago
Daniel Kadjan, Winnetka
Alan Kahn, Chicago
Claude B. Kahn, Chicago
Clive D. Kamins, Chicago
George Karcazes, Chicago
Morris A. Kravitz, Highwood
Charles W. Kunderer, New Orleans, LA
Thomas Lamkin, Clinton
J. Herbert Landon, Chicago
Frederic Lane, Chicago
Gordon Lang, Chicago
Richard James Lannon, Jr., LaSalle
Sheldon L. Lebold, Orland Hills
Arnold Lev, Chicago
Michael Leviton, Encino, CA
Paul M. Levy, Chicago
Fred Lifton, Highland Park
Terence MacCarthy, Chicago
Ronald Magnes, Oakland Park, FL
David Martenson, Rockford
Joseph McDonnell, Swansea
Earl T. Medansky, Chicago
Neal Mermall, Skokie
Patricia Mullin, Chicago
Gerald Munitz, Chicago
David Murray, Rock Falls

Regina Narusis, Cary
Herb Nechin, Evanston
Nicholas Neiers, Decatur
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John Raffaele, Collinsville
Jerry M. Reinsdorf, Chicago
Van Richards, Elgin
Fredric Richman, Los Angeles, CA
G. Gale Roberson, Wilmette
Sidney Robin, Chicago
Sheldon Rubin, Los Angeles, CA
Angelo Ruggiero, River Forest
Andre M. Saltoun, Santa Barbara, CA
Thomas Santora, Glenview
George Saunders, Chicago
Leonard Schrager, Chicago
Philbert Seals, San Clemente, CA
Morton Segall, Rockford
J. Roger Sewell, Melrose Park
David Shayne, Chicago
Gerald Shea, LaGrange
Norman Shubert, Chicago
Louis Siciliano, Homewood
Morton Siegel, Chicago
Ernest Simon, Chicago
Shelvin Singer, Northbrook
John Slevin, Peoria
Harry Smith, River Grove
William Snively, Rockford
Perry Snyderman, Chicago
William Stanczak, Waukegan
Thomas Stepanich, Naples, FL
Harvey Stephens, Springfield
Richard Stevens, Sarasota, FL
Hugh Strickland, Carrollton
Charles Thomas, Rockford
Willis Tribler, Chicago
John Tuohy, Chicago
Howard Turner, Chicago
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Arnold Van Etten, Dubuque, IA
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Harry Weber, Chicago
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James Womack, Kildeer
Charlotte Ziporyn, Chicago

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(Effective January 1, 2011)



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October 2010

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GENERAL TOPICS

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This new, updated Guide contains Illinois civil statutes of limitation enacted and amended through September 2010. **\$35.00 mbr./\$45.00 nonmbr.**

NEW!

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The ISBA Daily Diary is an attractive book, with a sturdy, flexible sewn binding, ribbon marker, and elegant navy cover. It includes useful reference information, ample space for daily appointments and client record-keeping and month-at-a-glance calendars with plenty of space for phone numbers and addresses. **\$27.95**

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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 Defender David Bergschneider and Daniel Yuhas, and Assistant Defenders Elizabeth Botti and Kerry Bryson. **\$110.00 mbr./\$150.00 nonmbr.**

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obituaries

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IN MEMORIAM

Paul L. Bartolain, Lindenhurst, IL
Admitted 1948
Date of Death: 11/10/10

Diane Bruzas, Chicago, IL
Admitted 1978
Date of Death: 11/2/10

Gregory L. Deporter, Colona, IL
Admitted 1970
Date of Death: 9/18/10

Samuel J. Doy, Wheaton, IL
Admitted 1953
Date of Death: 10/5/10

James T. Foley, Bloomington, IL
Admitted 1958
Date of Death: 8/18/10

John F. Harvat, Reno, NV (formerly LaGrange, IL)
Admitted 1990
Date of Death: 7/27/10

John T. Karnezis, Western Springs, IL
Admitted 1991
Date of Death: 10/24/10

Douglas J. Lauret, Chicago, IL
Admitted 1973
Date of Death: 8/25/10

Lance R. Mallon, Wood River, IL
Admitted 1973
Date of Death: 11/11/10

John F. Lynn, Marion, IL
Admitted 1984
Date of Death: 10/10/10

Madalyn Maxwell, Springfield, IL
Admitted 1951
Date of Death: 11/6/10

Michael A. Murray, Chicago, IL
Admitted 1979
Date of Death: 10/7/10

Joseph M. Nemeth, IV, Oak Park, IL
Admitted 2009
Date of Death: 9/15/10

Harold Z. Novak, Northbrook, IL
Admitted 1939
Date of Death: 7/10/10

Alexander G. Poulakidas, Palatine, IL
Admitted 1925
Date of Death: 8/13/10

Christian R. Rivera, Chicago, IL
Admitted 1994
Date of Death: 7/17/10

Lawrence W. Schad, Chicago, IL
Admitted 1970
Date of Death: 11/10/10

Dale Schempp, Springfield, IL
Admitted 1997
Date of Death: 9/29/10

Marshall ("Zeke") H. Smith, Edwardsville, IL
Admitted 1949
Date of Death: 11/18/10

John C. Tucker, VA (formerly Chicago, IL)
Admitted 1958
Date of Death: 10/9/10

Harry S. Wolin, Evanston, IL
Admitted 1959
Date of Death: 7/22/10



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CLE calendar

MASTERS
SERIES

Back By Popular Demand!

Lane & Calkins' 40 Hour Mediation/Arbitration Training

Chicago

March 7-11, 2011

**ISBA Regional Office
20 S. Clark Street, Suite 900**

Don't miss this opportunity to learn how to resolve conflicts in a non-adversarial, non-confrontational manner. In one week, Richard Calkins and Fred Lane will introduce you to the art of mediation, with each day expanding on the previous day's material. Topics include the caucus form of mediation, ethical considerations, Alternative Dispute Resolution mechanisms, closing techniques, arbitration, and conference mediation—all with an emphasis on peacemaking techniques. In addition to the lecture material, the program offers hands-on training and requires each participant to complete two full mediations as a mediator.

The program, which is sponsored by the Illinois State Bar Association and the ISBA Alternative Dispute Resolution Law Section, qualifies for 40 hours of MCLE credit, including 40 hours of approved Professional Responsibility MCLE credit.

The program is taught by Richard Calkins and Fred Lane—two nationally recognized mediators, authors, and educators. Until 20 years ago, both Mr. Calkins and Mr. Lane were well-known and highly regarded litigators. Since then, however, they have successfully mediated over 5,000 cases. Together, Mr. Calkins and Mr. Lane co-founded the International Academy of Dispute Resolution and co-authored two books: *Mediation Practice Guide* (published by the ISBA) and *Lane & Calkins Mediation Practice Guide* (published by Wolters Kluwer/Aspen).

**Registration for the 40-Hour
Mediation/Arbitration Training
program includes a copy of
Lane & Calkins Mediation
Practice Guide.**

Comments from past attendees –

- The book for this course is excellent and it was a privilege to learn from the authors. The practical experiences gained are probably more valuable than anything I've gotten from a CLE before. – Anonymous, Fall 2010
- This was an excellent program that included great material and hands-on practical advice. – Anonymous, Fall 2010
- Mr. Lane and Mr. Calkins are both engaging speakers and have a wonderful rapport. I loved the "war stories." They are as instructive as they are engaging. – Anonymous, Spring 2010
- I had 32 years as a circuit judge, and absorbed every kind of seminar that the judicial Conference subcommittee on education tossed at judges. [Yours] is the best seminar I have ever attended. I carried away more from [this program] that is of value than you can ever be thanked for. – David Slocum, Fall 2009



■ DECEMBER 2010

1 – Teleseminar
**Estate Planning for Family
Businesses, Part 1**
1.0 MCLE credit hour

2 – Teleseminar
**Estate Planning for
Family Businesses, Part 2**
1.0 MCLE credit hour

3 – Webcast
**Corporate Attorneys and the
Duty to Report**
Presented by the ISBA Corporate Law Section
1.0 MCLE credit hour

7 – Teleseminar
**Offers-in-Compromise:
Settling Disputes with the IRS**
1.0 MCLE credit hour

8 – Teleseminar
**Structuring Real Estate
Investment Vehicles**
1.0 MCLE credit hour

9 – Chicago
**Green-Surfing the Internet:
A Practical Guide for the
Environmental Practitioner**
*Presented by the ISBA Environmental Law
Section; Co-Sponsored by USEPA Region V*
2.0 MCLE credit hours

ISBA LAW ED
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WINTER CLE

www.isba.org/lawed

13 – Teleseminar
**Employees v. Independent
Contractors: Employment &
Tax Implications**
1.0 MCLE credit hour

14 – Teleseminar
**What Employment Lawyers
Need to Know About Social
Media**
1.0 MCLE credit hour

15 – Teleseminar
**Partnership/LLC Agreement
Drafting, Part 1**
1.0 MCLE credit hour

16 – Teleseminar
**Partnership/LLC Agreement
Drafting, Part 2**
1.0 MCLE credit hour

17 – Webcast
**Attorney-Client Privilege:
Who's Your Client?**
*Presented by the ISBA Corporate Law
Section*
0.75 MCLE credit hours

21 – Teleseminar
Family Feuds in Trusts
1.0 MCLE credit hour

22 – Teleseminar
**Structuring Joint Ventures in
Business**
1.0 MCLE credit hour

■ JANUARY 2011

4 – Teleseminar
**Patent and IP Law for the
Business Lawyer**
1.0 MCLE credit hour

6 – Teleseminar
**Business Planning for the New
Health Care Law: What You
Need to Know About the Year
Ahead**
1.0 MCLE credit hour

7 – Chicago
2011 Family Law CLE Fest
Presented by the ISBA Family Law Section
6.0 MCLE credit hours, including 1.0*
Professional Responsibility PMCLE
credit hour

11 – Teleseminar
**Restoration of the Estate &
Gift Tax in 2011: Planning &
Drafting Issues, Part 1**
1.0 MCLE credit hour

12 – Teleseminar
**Restoration of the Estate &
Gift Tax in 2011: Planning &
Drafting Issues, Part 2**
1.0 MCLE credit hour

14 – Webcast
New Laws for 2010 and 2011
*Presented by the ISBA Standing Committee
on Legislation*
2.0 MCLE credit hours

14 – Chicago
New Laws for 2010 and 2011
*Presented by the ISBA Standing Committee
on Legislation*
2.0 MCLE credit hours

9 - 10 – Chicago





Mid-Year Meeting Law Ed Programming


Presented by the Illinois State Bar Association

- **Pro Bono Basics for Assisting Youth in Need - 2 hours**
- **Become a Champion Attorney: Practice Tips (For All Lawyers) From a Family Law Specialist - 6.50 hours, including 4.75* PMCLE credit hours**
- **Navigating the Changing Landscape of Estate Planning - 3.25 hours, including 0.5* PMCLE credit hours**

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

18 – Teleseminar 
Asset-Based Finance: Business Borrowing Against Assets in a Tight Credit Environment, Part 1
 1.0 MCLE credit hour


19 – Teleseminar 
Asset-Based Finance: Business Borrowing Against Assets in a Tight Credit Environment, Part 2
 1.0 MCLE credit hour


21 – Teleseminar 
Ethics in Representing Elderly Clients
 1.0 MCLE credit hour

21 – Chicago
The Health Care Reform Act- An Overview for the Health Care Attorney
Presented by the ISBA Health Care Section
 3.0 MCLE credit hours

21 – Collinsville
Tips of the Trade: A Federal Civil Practice Seminar - 2011
Presented by the ISBA Federal Civil Practice Section
 3.0 MCLE credit hours

25 – Teleseminar 
Alternatives for Financially Distressed Mid-Size Businesses, Part 1
 1.0 MCLE credit hour


26 – Teleseminar 
Alternatives for Financially Distressed Mid-Size Businesses, Part 2
 1.0 MCLE credit hour


26 – Webcast 
Divorce Basics for Pro Bono Attorneys
Presented by the ISBA Standing Committee on Delivery of Legal Services
 3.5 MCLE credit hours

28 – Teleseminar 
Attorney Ethics in Social Media- Blogs, Facebook, Twitter, YouTube and More
 1.0 MCLE credit hour


31 – Teleseminar 
Dangers of Using “Units” in LLC Planning
 1.0 MCLE credit hour


■ FEBRUARY 2011

1 – Teleseminar 
2011 Ethics Update, Part 1
 1.0 MCLE credit hour


2 – Teleseminar 
2011 Ethics Update, Part 2
 1.0 MCLE credit hour


4 – Normal
Hot Topics in Agriculture- 2011
Presented by the ISBA Agriculture Law Section; co-sponsored by the ISBA Mineral Law Section
 6.5 MCLE credit hours, including 1.0* Professional Responsibility PMCLE credit hour

8 – Teleseminar 
Sophisticated Choice of Entity Analysis, Part 1
 1.0 MCLE credit hour

9 – Teleseminar 
Sophisticated Choice of Entity Analysis, Part 2
 1.0 MCLE credit hour


11 – Chicago
Alternative Dispute Resolution - Arbitration and Mediation Issues- 2011
Presented by the Civil Practice and Procedure Section
 6.0 MCLE credit hours


15 – Teleseminar 
The New Normal of Buying and Selling Commercial Real Estate, Part 1
 1.0 MCLE credit hour

16 – Teleseminar 
The New Normal of Buying and Selling Commercial Real Estate, Part 2
 1.0 MCLE credit hour

21 – Chicago
Advanced Worker's Compensation- 2011
Presented by the ISBA Worker's Compensation Section
 5.25 MCLE credit hours, including 1.0* Professional Responsibility PMCLE credit hour

21 – Fairview Heights
Advanced Worker's Compensation- 2011
Presented by the ISBA Worker's Compensation Section
 5.25 MCLE credit hours, including 1.0* Professional Responsibility PMCLE credit hour

22 – Teleseminar 
Asset Protection for the Middle Class, Part 1
 1.0 MCLE credit hour

23 – Teleseminar 
Asset Protection for the Middle Class, Part 2
 1.0 MCLE credit hour

24 – Peoria
Family Law-Nuts & Bolts for Downstate 2011
Presented by the ISBA Family Law Section
 7.0 MCLE credit hours

25 – Chicago
Developments in Wage and Hour Law and Employment of Foreign Workers
Presented by the Labor and Employment Section
 3.5 MCLE credit hours

Dynamic Presentation Skills for Lawyers

Master Series
Presented
by the
Illinois State Bar Association



March 4, 2011
 12:30 – 4:45 p.m.

ISBA Regional Office
 20 S. Clark, Suite, 900
 Chicago, Illinois

**4.0 hours MCLE Credit,
including PMCLE* credit**

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

**Professional Responsibility MCLE credit subject to approval*

* Professional Responsibility MCLE credit is subject to approval.

Illinois Supreme Court disbars 8 lawyers, suspends 9

The Illinois Supreme Court has announced the filing of disciplinary orders involving a number of licensed lawyers. Sanctions were imposed because the lawyers engaged in professional misconduct by violating state ethics law. More information on each case is available at the ARDC website (bit.ly/aQGW2n). Suspensions are effective Dec. 3, 2010.

DISBARRED

John Lansing Isaac, Littleton, Colo.

Mr. Isaac, who was licensed in 1973, was disbarred on consent. He neglected several patent applications, made misrepresentations to clients and to the United States Patent and Trademark Office, and engaged in the unauthorized practice of law.

Gerald John Jansen, Santa Ana, Calif.

Mr. Jansen, who was licensed in 2005, was disbarred on consent. Prior to his admission to practice law in Illinois, he engaged in the unauthorized practice of law when he and a California lawyer opened a law office in Chicago and proceeded to represent about 100 clients with cases before the Illinois Workers' Compensation Commission.

Gary Lynn Kaplan, San Anselmo, Calif.

Mr. Kaplan, who was licensed in 1972, was disbarred on consent. He represented Pepperdine University in collecting funds on delinquent accounts receivable. He collected delinquent funds and deposited those funds into his client trust account, but he did not notify Pepperdine that he had received the funds nor did he remit any portion of the proceeds to the school. Without Pepperdine's authorization, he used at least \$39,774.49 of the funds for his own business or personal purposes.

Manso Kavvadias, Batavia
Mr. Kavvadias, who was licensed in 1984, was disbarred on consent for failing to comply with a prior order of lawyer discipline. He also neglected

client matters, engaged in conduct involving misrepresentation, failed to promptly return unearned fees and engaged in the unauthorized practice in a driver's license reinstatement matter.

Tom George Kontos, La Jolla, Calif.

Mr. Kontos, who was licensed in 1966, was disbarred on consent. He pled guilty of conspiring to obstruct a federal investigation into money laundering and drug trafficking.

Paul Ira Nemoy, Chicago

Mr. Nemoy, who was licensed in 1978, was disbarred on consent. He misappropriated a total of \$165,499.76 from fifteen different clients.

Michael Nicholas Skoubis, Chicago

Mr. Skoubis, who was licensed in 1985, was disbarred. He neglected nine different client matters, failed to refund unearned fees to clients, and did not cooperate with the ARDC investigation. He failed to appear at his own disciplinary hearing. He was suspended on an interim basis on November 1, 2010.

Sam Tuzzolino, Skokie

Mr. Tuzzolino, who was licensed in Illinois in 1991, was disbarred on consent. He neglected several client matters, misrepresented the status of cases to his clients, and delivered \$9,000 in NSF checks to his office landlord.

SUSPENDED

Stephan Walter Addison, Madison, Wis.

Mr. Addison, who was licensed in 2004, was suspended for 60 days. He was convicted in the Circuit Court of Green Lake County, Wis., of felony second degree reckless endangerment and two counts of misdemeanor sexual gratification in public after engaging in sexual activity with a woman on the hood of an automobile in a public area. He was sentenced to three years of probation, thirty days in jail, and he was ordered to perform 500 hours of community service work.

Heather Anne Burns, Indianapolis, Ind.

Ms. Burns, who was licensed in 1995, was suspended for three months and ordered to attend the program offered by the Illinois Institute of Professional Responsibility. She engaged in a conflict of interest when she accepted \$90,000 in gifts from an elderly client.

Benjamin Butler, Chicago

Mr. Butler, who was licensed in Illinois in 2004, was suspended for 30 days. He was convicted in the Circuit Court of Green Lake County, Wis., of felony second degree reckless endangerment, after engaging in sexual activity with a woman on the hood of an automobile in a public area. He was sentenced to three years probation, a term of one year and six-months confinement, stayed in full, and he was ordered to complete 300 hours of community service.

James Merle Childs, Jr., Chicago

Mr. Childs, who was licensed in 1978, was suspended for one year and until he makes certain restitution. He engaged in improper business transactions with two clients when he solicited the clients to invest in two companies in which he had an interest.

Gerald Michael Dunne, St. Louis, Mo.

Mr. Dunne was licensed in Missouri in 1979 and in Illinois in 1980. He was suspended indefinitely in Missouri with the provision that no application for reinstatement could be filed there within six months of May 13, 2010. A jury in a civil case found him liable for fraud when he entered into a stock purchase agreement, stock pledge agreement, and employment, consulting, and non-compete agreements to purchase an interest in a business. The Illinois Supreme Court imposed reciprocal discipline and suspended him until he is reinstated in Missouri.

Garry Alonzo Payton, Algonquin

Mr. Payton, who was licensed in 1987, was suspended for 45 days and until

he pays certain restitution. He was also ordered to successfully complete a record-keeping and office management course. He failed to expedite litigation on behalf of a client in a civil rights matter. As a result of Mr. Payton's delays, the client was ordered to pay \$9,055.14 in sanctions.

Victor Rabinowitz, Sherman Oaks, Calif.

Mr. Rabinowitz was licensed in Illinois in 1984 and in Colorado in 1992. He was suspended for one year and one day in Colorado for misconduct after he was convicted for using and driving under the influence of cocaine and causing injury to another person. He subsequently violated the terms of his criminal probation by using cocaine and driving an automobile on a suspended license. The Illinois Supreme Court imposed reciprocal discipline and suspended him for one year and one day and until he is reinstated in Colorado.

Frederick Robert Redell, Lockport

Mr. Redell, who was licensed in Illinois in 1984, was suspended for two years and until further order of the Court. He failed to maintain client funds in a trust account, converted client funds, neglected a client matter, failed to refund unearned fees, did not respond to requests for information about the status of his clients' legal matters, failed to enter into a written contingent fee agreement in a personal injury matter and shoplifted a can of sardines, some turkey deli slices and a light bulb from a grocery store.

Edward Francis Ryan, Burr Ridge

Mr. Ryan, who was licensed in 1968, was suspended for 90 days. While working at a law firm, he shifted time that he and other attorneys recorded on behalf of a client to other timekeepers, so that the bills that were sent to the client did not show the full extent of the time he had spent on the client's case. He later filed copies of those bills with a court in support of a request for fees. ♦

ISBA events calendar

2010

December 3 (Friday, 6 p.m.) Chicago

YLD Holiday Party, Cubby Bear, 1059 W. Addison

December 8 (Wednesday) Chicago

Distinguished Counsellor Luncheon honoring class of 1960

December 9-11 (Thursday – Saturday) Chicago

ISBA Midyear Meeting

2011

January 21 (Friday) Chicago

ISBA Board of Governors meeting

Feb. 3 (Thursday, 7 p.m.) Chicago

Illinois Bar Foundation Lawyers Rock Legends; IBF
312-726-6072

March 11 (Friday) East Peoria

ISBA Board of Governors meeting

April 12-23 Athens, Greece

Group travel: Jewels of the Mediterranean and Greek Isles
Luxury Cruise

June 6 (Monday) Washington, D.C.

ISBA Group Admission Ceremony at the U.S. Supreme
Court

June 16-18 (Thursday – Saturday) Fontana, Wis.

ISBA Annual Meeting

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

FIRM ANNOUNCEMENTS

• New Partner/Associate • Received an Award • New Office Space



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The four female presidents of the Illinois State Bar Association from the 16th floor of the Daley Center just outside Judge Carole Bellows chambers. From left: Judge Bellows (ISBA President 1977-78), Cheryl Niro (1999-2000), Irene Bahr (2006-07) and Paula Holderman (2013-2014). Photo credit: John Wheeler



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