

ILLINOIS LAWYER NOW

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Hartigan, Sosin compete in race for 3rd VP

Other contested race is for Under-37 Board seat for Cook

The race to elect a new 3rd Vice President from Cook County is almost here. Here's what Russell W. Hartigan and David B. Sosin have to say on issues facing our association.

How has your legal career prepared you to lead ISBA?

Russell W. Hartigan: I have been involved in a small firm environment for over 30 years, which is the majority of my career. This has allowed me to practice in multiple legal areas and given me the freedom to involve myself heavily in the ISBA. I have seen the organization from inside and out.

David B. Sosin: First and foremost I have and will always be a practicing lawyer. That experience and orientation is necessary to serve as President of our association. I currently serve on the Board of Governors and have served as ISBA Bar Foundation President, local bar president, ISBA Assembly member and committee chair.

What do you feel ISBA members want from their Association?

Hartigan: Members want the ISBA to assist them in their practice, whether through technical assistance, marketing, CLE, Fastcase or legal/ethical advice. ISBA allows networking for attorneys to help market their practice. I have worked in the trenches writing



Russell Hartigan

articles and speaking at ISBA seminars. It allows me to hear from members on a one-to-one basis.

Sosin: Continuing legal education, access to online research tools and social interaction are important expectations of the membership. Our representation of the profession to the public, lobbying efforts, bar services and protection of the practice of law as a profession are valued by our members as well.

What is the most pressing challenge facing the legal profession?

Hartigan: Making sure there is a viable job market for young lawyers and helping our own members "reinvent themselves" to a changing legal environment. My goal is to try to help members with their practice and keep ISBA a leading bar with a focus on membership, to help with practical tools in members' law practices.



David Sosin

Sosin: Maintaining balance in the personal and professional demands placed upon us is of paramount importance on an individual basis. Professionally the most pressing issue facing the legal profession is the challenge of providing quality legal services to our clients and the underserved in a professional and efficient manner.

Wild card question: This is a Cook County race, so do you root for the Cubs or the Sox?

Hartigan: As a child, my father took me to both Cubs and Sox games. I started out as a Sox fan in grade school, but grew more into a Cubs fan through efforts of my next-door neighbor (Dan Leahy of Roddy Power & Leahy). I am more of a Cubs fan, but go to games at both parks – I am not a Sox hater.

Sosin: While I am a lifelong White Sox fan, I still love watching the very heated rivalry between the Cubs and Cardinals, enjoying games in St. Louis with both our Young Lawyers Division and the Illinois Bar Foundation. I'd love to see all three teams in the postseason someday.

The winner of the 3rd Vice President race will serve one year in each of the three vice presidential offices and become president in 2017. Following **Paula H. Holderman** in the office of president will be **Richard D. Felice** of Wheaton, **Umberto S. Davi** of Willowbrook and **Vincent F. Cornelius** of Wheaton.

Full bios of candidates for 3rd VP and the Board of Governors can be found on Pages 8-10. Ballots will be mailed/emailed on March 28. ♦



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Krolikwoska, Lynch face off for Board seat

The one contested Board election is for the Under-37 Cook seat and features **Dennis Lynch** of Chicago and **Anna Krolikowska** of Northbrook. Four veterans of the Board of Governors will serve additional three-year terms after running unopposed in the current election. **Jennifer Walsh Hammer** of Springfield is unopposed for the Under-37 seat for outside Cook. **Mark Karno**, **Steve Komie** and **John Nisivaco**, all of Chicago, will represent Cook County.

Lynch is an associate with the Healy Law Firm. He concentrates in complex personal injury and workers' compensation cases.

Krolikowska is a partner at K & R Family Legal Services L.L.P. She primarily represents clients in family law matters.

Hammer is the Associate Vice President of Government Affairs and Executive Director and Legal Counsel of the Health Care Council for the Illinois Chamber of Commerce. She has been on the Board since 2011.

Karno is Principal of the Law Offices of Mark L. Karno & Associates in Chicago. He previously served on the Board from 2012-2013.



Dennis Lynch



Anna Krolikowska

Komie is Principal of Komie and Associates. He has served on the Board from 1992-1997, 1998-2004 and 2011-present.

Nisivaco is a Principal with Boudreau & Nisivaco, LLC. He has been on the Board since 2010.

Full biographies for all Board candidates are on Pages 8-10. ♦

3 female supreme court justices to speak at Women's History Month event

A panel of six female Illinois justices, including the three who serve on the Illinois Supreme Court, a chief judge and ISBA President Paula H. Holderman will headline "Myra Bradwell: The Practice of Law in the Wake of Her Legacy," a panel discussion at Northern Illinois University, DeKalb, on Friday, March 21, from 1-5 p.m.

In celebration of Women's History Month, the program panelists will discuss the progress women lawyers have made since Myra Bradwell was denied admission to the Illinois bar because of her gender in 1893. Panelists will include Illinois Supreme Court Chief Justice Rita B. Garman; Supreme Court Justices Anne M. Burke and Mary Jane W. Theis; First District Appellate Court Justices Joy V. Cunningham and Shelvin Louise Marie Hall; Second District Appellate Court Justice Susan F. Hutchinson; and Diane P. Wood, chief judge, U.S. Court of Appeals for the 7th Circuit. Jennifer K. Gust, a partner in Hinshaw & Culbertson, LLP, Chicago, will also participate.

President Holderman will moderate the discussion, focusing on personal career obstacles and the future for women in the profession. A copy of Myra Bradwell: In Light of Experience, a book by state historian John Lupton, will be given to each attendee.

"Today, one out of three lawyers is a woman, and female enrollment in U.S. law schools is almost 50 percent," said Holderman, the fourth woman president of ISBA. "But the impressive increases are tempered by the continuing challenges facing women lawyers. Women still aren't paid at the same level as men, nor do they have the same opportunity to become equity partners at law firms, judges, or corporate counsels."

The program is presented by the ISBA's standing committees on Women and the Law and Racial and Ethnic Minorities and the Law, and NIU College of Law. For further information or to register, visit www.isba.org/cle/2014/03/21/myrabradwell. ♦

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Capitol Chronicle



by **Jim Covington**

Director of Legislative Affairs



The General Assembly has started its spring session, and the following are some of the bills currently pending.

HJRCA 1 (Lang, D-Skokie) amends the Illinois Constitution to give crime victims standing as a party in criminal proceedings.

UM/UM arbitration. House Bill 5575 (Zalewski, D-Chicago) amends the Insurance Code to make arbitration binding in UM cases regardless of the amount awarded. Under current law, arbitrators' decisions are binding only if the award doesn't exceed \$50,000 for bodily injury to or death of any one person or \$100,000 for bodily injury to or death of two or more persons in one motor-vehicle accident.

Sale of distressed condominium units. Senate Bill 2664 (Hastings, D-Matteson) seeks to protect innocent purchasers of foreclosed condominium units. It amends the Condominium Property Act to stop the current practice in which purchasers of distressed condominium units discover at the closing table that they owe back assessments to the association. Under the current statute, there is no mechanism to determine the amount of back assessments and other charges that the purchaser will be liable for.

It clarifies and caps the total amount the purchaser may be liable for—no more than an amount equal to the unit's unpaid regular monthly assessments for the nine-month period immediately preceding the judicial foreclosure. This maximum amount can include attorney's fees and costs incurred by the association prior to closing because of the nonpayment of these assessments.

It will apply to distressed units in a purchase at a judicial foreclosure sale (other than by a mortgagee) and a purchase from a mortgagee that acquired title through a judicial foreclosure, a consent foreclosure, a common-law strict foreclosure, or the delivery of a deed in lieu of foreclosure.

The proposal also improves the notice provisions to prospective purchasers to be more clear and timely by requiring the board of managers to produce for the seller and the prospective purchasers

within 14 days information about the condominium unit, such as a copy of the condominium instruments, amounts due, and any rules and regulations. Current law allows 30 days, which is often too slow, and the proposal allows the Board the flexibility to do it either electronically or in writing. Assigned to Senate Judiciary Committee.

Probate Act and child's award. Senate Bill 2904 (Silverstein, D-Chicago) amends the section of the Probate Act of 1975 for the child's award. It replaces references to "adult dependent child" with "adult child."

Mechanics Lien Act. House Bill 5663 (Sims, D-Chicago) makes the Mechanics Lien Act inapplicable unless there is a written and executed contract to improve the lot or tract of land or for the purpose of improving the tract of land or to manage a structure under construction.

Ticket quotas prohibited. Senate Bill 3411 (Manar, D-Bunker Hill) prohibits a county or municipality from requiring a law enforcement officer to issue a specific number of citations or warnings within a designated period of time. It also prohibits a county or municipality from using the number of issued citations by an officer as a means to evaluate that officer. Makes it an unfair labor practice to require a peace officer to perform a duty that conflicts with the provisions of this amendatory Act.

Small Estate Affidavit. Senate Bill 2985 (Bivins, R-Dixon) expands the Small Estate Affidavit (SEA) to do the following: (1) Clarifies that all of the decedent's known unpaid debts must be listed and creates classes of debts similar to the classification of creditors in the Claims Against Estate Article in the Probate Code. Includes in the form an acknowledgement that these claims must be paid in this order and pro rata by class before any distribution to any heir or legatee. (2) Makes clear the relationship of the affiant to the decedent. (3) Makes another acknowledgement that the claims must be paid before any distribution to any heir or legatee and agrees to indemnify creditors of the estate, the heirs and legatees, and anyone else relying on the SEA who incurs any loss because of any act or omission by the affiant. Indemnification will also include reasonable attorney's fees and the

expenses of recovery. (4) Any person, corporation, or financial entity that acts in good faith in reliance on a SEA that is substantially in compliance with this Act is fully protected. (5) Provides that the affiant (instead of other specified persons) may in writing appoint one or more persons, or himself or herself, to access the safe deposit box of a decedent. Provides that the lessor shall authorize a representative of a decedent's estate or a person designated in a small estate affidavit, upon presentation of letters of office, other applicable court order, or small estate affidavit, to open the box and examine and remove the contents.

IMDMA. House Bill 5425 (Cabello, R-Rockford) Amends the Illinois Marriage and Dissolution of Marriage Act. Recognizes in the aspirational part of the Act that the involvement of each parent for equal time and not less than 35% of residential parenting time per week is presumptively in the children's best interests. Provides that in cases in which the court finds that it is not in the best interests of the child for the parents to have equal time or that it is not possible for both parents to share time equally, a minimum of 35% residential time per week should be ordered for the non-custodial parent. It allows the non-custodial parent to waive his or her right to a 35% minimum residential time per week. Provides that parents may agree to an alternate parenting schedule, subject to the court's approval.

Loans to litigants. Senate Bill 3169 (Haine, D-Alton) creates the Non-Recourse Civil Litigation Funding Act to regulate lending to litigants. Requires that all contracts for non-recourse civil litigation funding must be written, provide the total funding amount to the customer, itemize one-time fees, and allow the customer to cancel contract within 10 business days following receipt of the funding amount without penalty or further obligation. Any attorney's fee, Medicare lien, Medicaid lien, or health-care provider lien takes priority over any lien of the non-recourse civil litigation funding company. ❖

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.

Using cloud computing to practice more effectively

by **Bryan Sims** bsims@simslawfirm.com

Sims Law Firm, Ltd., Naperville

One of the first columns that I wrote for this publication was about cloud computing. At the time, the question facing most attorneys was whether they could use cloud computing and still comply with the ethical rules. Since then, that ethical question has essentially been answered.

Although the exact specifics vary, the ethical bodies that have reviewed the issue concluded that attorneys may ethically integrate cloud services into their practice. A summary of these decisions can be found at that ABA's Legal Technology Resource Center at tinyurl.com/733gyr8.

Given that the consensus is attorneys may integrate cloud services into their practice, questions arise as to what cloud services are available and how they can assist attorneys.

The idea behind cloud services is that they are

provided by a company via the internet. By doing so, the provider makes the product or service available to you from anywhere that you have an internet connection. Also, many of the services that are discussed in this article also have apps that make it easy for you to access these services from either your tablet or smartphone.

Document Storage

One of the most popular uses of cloud services for attorneys is to store documents. With the legal profession becoming more and more mobile, attorneys often need to access documents while out of the office. Whether you need to review files in court or during client meetings, the ability to pull up a client file on a laptop, tablet or smartphone is not just convenient but a critical part of many attorneys' practice.

Cloud-based technologies allow this to occur. Instead of storing your documents in your office on a server that you must maintain and replace. You can,

instead, use a cloud based service to store those documents and make them available to you (and anyone else you want) anywhere that you can access the internet. Further, some of the services allow you to synchronize your stored documents so that they are available both in the cloud and on your local hard drive.

Popular services that provide document storage include Dropbox (www.dropbox.com), SpiderOak (www.spideroak.com), Box (www.box.com), and NetDocuments (www.netdocuments.com).

Email

Another popular use of cloud services is for email. With respect to email, you have essentially two choices for a business-grade cloud solution. First, you can opt for Google Apps for Business. (www.google.com/apps/intl/en/business/). If you are a Google or a Gmail fan, this is a great solution for you. It gives you the power of Google to handle your email tasks. Additionally, it is designed to work with your own domain, so you can maintain your custom email address.

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Keep in mind that this product differs from the free Gmail that is available to everyone. With Google Apps for Business, you are paying for the use of a service, you have different terms of service (more favorable to you), and you have rights to your email that you do not get with a free account.

The other option is to use a hosted Microsoft Exchange Server. This gives you the full benefit of an Exchange Server without the costly upgrades and the need to have someone regularly monitor and maintain your Exchange Server.

Either of these solutions works well and will meet your needs. Further, both are competitively priced at about \$5 per user per month. This is one of the best deals out there. If you are still using a free email solution or a POP3 email, I urge you to check out one of these solutions.

Practice Management

Another area in which cloud services are particularly popular is with practice management solutions. Because you can access these services from anywhere, you have access to all of the information in your practice management system anyplace that you have an internet connection.

Cloud-based practice management solutions typically include features such as the ability to keep contacts, calendars and to-do lists, track time, add notes, and link to documents. This is all done in a matter centric manner, so that the particular case that you are working on is the focus of the software. Some of these services allow you to integrate with document storage cloud services such as Dropbox and Box.

Popular practice management solutions include Clio (www.goclio.com), Rocket Matter (www.rocketmatter.com), MyCase (www.mycase.com), LexisNexis Firm Manager (www.firmmanager.com), Advologix (www.advologix.com), HoudiniESQ (www.houdiniesq.com), and Credenza Pro (www.credenzasoft.com). Please note that HoudiniESQ also has a local, non-web based version. Also, Credenza Pro is a hybrid product in that it integrates with Microsoft Outlook, so that part of the service is installed locally, and the remainder of the service is over the internet.

Hosted Law Firm

The latest trend with cloud services has been to move all of a firm's applications to the cloud in a hosted environment. This is a great solution if you have a lot of traditional software that you want to use,

or if you are already invested in a traditional time and billing system or practice management system.

What these services do is provide you with computing space to store and run all of these applications from. No one has these applications installed on their individual workstations. Instead, everyone accesses all of their programs over the internet.

With a solution such as this, you don't have to worry about reinstalling software when the hard drive on one of your computers crashes. Instead, you simply go to a different computer, log back in, and it is as though your computer never crashed.

The downside to this solution, of course, is that if your internet is slow or goes down, you are out of luck.

Companies providing a service such as this include Uptime Systems (www.uptimesystems.net), Legal Workspace (www.legal-workspace.com), and Cloud 9 (www.cloud9realtime.com).

If you have ever been somewhere other than your office and wished you could access a critical piece of information, then I urge you to explore some of the options that cloud computing offers. Not every service is right for everyone. However, there is likely a service out there that would allow you to practice law more effectively. ♦

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Russell W. Hartigan, Western Springs. Judge, Circuit Court of Cook County. Prior private practitioner in tort, workers' compensation, real estate, and municipal law. St. Ignatius High School; B.S.C. and M.B.A. program, DePaul University; J.D., John Marshall (1976). Past president, John Marshall Alumni Board. ISBA activities: Board of Governors (1998-2003, 2007-2012); Secretary (2002-2003); Treasurer (2001-2002); Assembly (1979-1984, 1988-1993, 1995-2003, 2005-present). Former board liaison to Insurance Law, Workers' Compensation Law, Civil Practice and Procedure, and Local Government Law section councils. ISBA speaker. Speaker and author for the

Allerton House Conference. *Civil Practice and Procedure Newsletter* author: "Rule 213 Disclosure"; "Uninsured and Underinsured Motorist"; "Effective Cross-Exam"; and "Daubert/Frye Expert Testimony". Former director, Illinois Bar Foundation (9 years); co-chair, 2013 Illinois Bar Foundation Gala; member and past chair, Lawyers Care Subcommittee. Other Activities: Member: Chicago Bar; Northwest Suburban Bar; Southwest Bar; West Suburban Bar (current president); DuPage Bar; Justinians'; Illinois Appellate Lawyers; Phi Alpha Delta; Illinois Judges Association, American Board of Trial Advocates. Former member: Illinois Trial Lawyer; Illinois Real Estate Lawyers and D.R.I. Frequent lecturer for West Suburban Bar and Northwest Bar associations. Current adjunct faculty: DePaul University, Northwestern University and John Marshall Law School. Former member, and former board member, Chicagoland Metropolitan Agency for Planning (CMAP). Executive Committee, Des Plaines Valley Boy Scouts. Awards: 2012 President's Award, John Marshall Law School; inductee, St. Ignatius High School Athletic Hall of Fame; member, DePaul "D" Basketball Club. Recognized by the Illinois High School Association for forty (40) years of football officiating. Lyons Township Supervisor (2006-2010); Village of Western Springs Trustee (2000-2004). Member, Marist High School Law Society. Current member, P.I.L.L.A.R.S. **Issues Statement:** If elected ISBA president, I will work to improve member benefits, marketing and membership. Twelve (12) years on the Board of Governors brings an experience of many legal issues.



David B. Sosin, Orland Park. Founding partner in the Orland Park firm of Sosin & Arnold, Ltd. He has served his clients in his private commercial practice for 42 years. B.S., University of Illinois; J.D., Northwestern University (1972). ISBA activities: He is a current member of the Illinois State Bar Board of Governors (2013-present); past president of the Illinois Bar Foundation (2006-2007); and member of the Board of Directors of the ISBA Mutual Insurance Company. He chaired ISBA standing committees on Bar Services and Activities (chair, 1998-1999); Minority and Women's Participation (chair,

1995-1996); and Insurance Program (chair, 2001-2003); as well as the Bar Leadership Program for Affiliated Bar Associations (chair, 1999-2000). Other activities: David has served as a facilitator for the Illinois Supreme Court Town Hall meetings on Professionalism, and has spoken at numerous ISBA educational programs including the People's Law School and Small Firm Conferences. He is the past president of the Southwest Bar Association. Awards: He has been honored as a 2011 Laureate of the ISBA Academy of Illinois Lawyers, an ISBA Board of Governors Award; and has received the David Hilliard Award for Committee Service from the Chicago Bar Association. Service to his community includes election to the District 146 Elementary School Board and District 228 High School Board of which he served as vice-president. He serves as general counsel to the Southwest Suburban Home Builders Association and the Disabled Patriot Fund in his southwest suburban area.

Your vote counts!

Ballots will be mailed and e-ballots will be emailed on March 28th. Voting concludes April 30, 2014 at 4:30 p.m. Central Time. All ISBA members in good standing are eligible to vote. The following are contested races for 2014: 3rd Vice-President and Board of Governors: Under 37 Cook County.

**Please participate –
vote in the ISBA Election!**

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

Mark L. Karno, Chicago, Illinois. Principal of The Law Offices of Mark L. Karno & Associates, a five (5) attorney law firm with offices located in Chicago and Aurora, Illinois. Practice primarily consists of plaintiff personal injury and petitioner workers' compensation claims, along with some general civil litigation and transactional matters. B.S. Finance, high honors, University of Illinois, Champaign (1979); J.D., I.I.T./Chicago-Kent College of Law (1982). Admitted Illinois (1982); Seventh Circuit Court of Appeals (1984); U.S. District Court N.D. Illinois (1982) and Trial Bar (1985). ISBA activities: Board of Governors (2012-2013); Assembly (2010-present). Member, section councils on Civil Practice and Procedures (chair, 2011-2012); Insurance Law (chair, 2002-2003); and 22 year member of the Tort Law Section Council. Former member of the Standing Committee on Judicial Evaluations-Cook County (1997-2000). Member, Allerton House Conference steering committees (2008 and 2011); co-chair, 2013 Allerton House Conference. Frequent contributor to and former co-editor of ISBA's *Tort Trends* (1999-2003). Frequent lecturer and moderator at ISBA seminars. Testified before the state legislature regarding ISBA sponsored legislation. Gold Fellow of the Illinois Bar Foundation. Other Activities: Member, 2013 Diversity Scholarship Foundation Unity Award Dinner Advertising Committee; past chair of two sub-sections of the Chicago Bar Association's Civil Practice Committee (1995-1996 and 1997-1998). Member of ITLA, AAJ, The National Trial Lawyers and Decalogue Society of Lawyers. Awards: AV Preeminent Rating by Martindale-Hubbell; Super Lawyer from 2009 to 2014; Lead Counsel Rated; Million Dollar Advocates Forum. Past president of two condominium associations where I have resided. **Issues Statement:** It is my goal to see the Illinois State Bar Association strive to pursue more lawyer friendly legislation through encouraging more member initiated proposals in the various section councils and standing committees. I also want to see more outreach to younger members of the bar.



Stephen M. Komie, Chicago. Incumbent. Principal, Komie and Associates, Chicago. Trial and appellate practice. J.D., DePaul College of Law (1976); National College of Criminal Defense Lawyers and Public Defenders (1978); Admitted: Illinois Supreme Court; U.S. Supreme Court; U.S. Court of Appeals, 5th, 6th, 7th, and 8th Circuits; U.S. District Court for Central, Northern, and Southern Illinois. ISBA activities: Member since 1976. Board of Governors (1992-1997, 1998-2004, 2011-present); Secretary (1996-97); Assembly (1985-1990, 1992-1997, 1999-present). Special committees on GATS; Mandatory CLE; and Judicial Compensation. Assembly committees on Credentials (chair); and By-Laws. Standing committees on Professionalism; and ARDC. Section councils on Criminal Justice (25 years) and Traffic Laws and Courts. Former director, Illinois Bar Foundation. Speaker: ISBA CLE and Young Lawyers Section. CBA: past chair of both Criminal Law and Defense of Prisoners committees; member, Matrimonial Law; delegate, CBA Conference on Cuban Law (2010). Other activities: Member: ABA Task Force, Small Firm & Solo Practitioners; North Suburban Bar; Northwest Suburban Bar; Illinois Trial Lawyers; and American Trial Lawyers (ATLA) associations. Past director & parliamentarian, National Association of Criminal Defense Lawyers. Articles: *IICLE Illinois Family Law* (1998, 2008, 2012); "Little RICO Bill Should Not Be Passed." *The Bar News* (1984); "Little RICO in Illinois, The Case Against It," *Chicago Law Bulletin* (1984). Author, *Allegations of Child Abuse in Custody Disputes*, IICLE (issued annually, 1998-2013); "ISBA Legislation Proposed to Protect Attorney/Client Relationship" *Chicago Law Bulletin* (1987). Awards: ATLA, National Public Service Award for Pro Bono Legal Representation (1994); ATLA Top 100 Trial Lawyers Award (2012); ISBA Board of Governors Award for Service to the Bar (1991); ISBA Certificates of Appreciation (1986, 1990, 1991, 2001, 2006); CBA Certificates of Appreciation (1984, 1987).



John L. Nisivaco, Chicago. Incumbent. Employer: Boudreau & Nisivaco, LLC. B.A., Northern Illinois University (1990); DePaul University College of Law (1993). Admitted Illinois (1993); United States District Court, Northern District (1993). Principal areas of practice: plaintiffs' personal injury. ISBA activities: Appointed to Board of Governors in 2010 to fill the vacancy created by the appointment of Justice Mary Jane Theis to the Illinois Supreme Court; elected to Board of Governors in 2011. Assembly member (1998-2003, 2006-2009). Member, standing committees on Judicial Evaluations-Cook County (chair, 2009-2011) and Assembly Program & Agenda (2006-2008); member, Young Lawyers Division. Member, Tort Law Section Council (chair, 2006-2007); editor, *Tort Trends* newsletter. Past chair and trustee of LAW PAC. Former director, Illinois Bar Foundation. Other Bar Association Activities: Past co-chair of the Alliance of Bar Associations for Judicial Screening; past chair, CBA Tort Litigation Committee. Member: ITLA; the Justinian Society of Lawyers; American Association for Justice; and the America Bar Association. Awards: Named as one of "40 lawyers under 40 years old to watch in Illinois" (2011); selected as both a "Leading Lawyer" and "Super Lawyer"; named as one of the "Top 100 Trial Lawyers" by The American Trial Lawyers Association (2010). He has been given an AV rating, the highest possible, from Martindale-Hubbell. Received the "Trial Lawyer Excellence" Award in 2011 for obtaining the largest railroad crossing verdict in Illinois history. He is an adjunct professor at DePaul University College of Law teaching a course on Pre-trial Civil Litigation Strategy. Other Involvement: Appointed Commissioner of the Lyons Township Mental Health Commission (2009).



Board of Governors – Under 37 Cook CONTESTED - (1 to be elected)

Anna P. Krolikowska, Northbrook. Partner at K & R Family Legal Services L.L.P. Attorney at law, trained mediator, and collaborative practitioner. Primarily represents clients in family law matters. B.A., Loyola University Chicago; J.D., Loyola University Chicago School of Law. ISBA activities: Assembly (2009-present); General Practice, Solo and Small Firm Section Council (2009-present, current secretary); Young Lawyers Division Council (2007-present). From 2009 to 2011 Anna served as the co-chair of the ISBA YLD Holiday Party, which raised over \$35,000.00 for the Children's Assistance Fund intended to fund children friendly waiting rooms in courthouses throughout Illinois. Other activities: Member, ISBA Mutual Insurance Company Marketing Committee; three-year editor, *Advocates' Society Newsletter*. Member, Justinian Society; member, Women's Bar Association of Illinois; immediate past president, North Suburban Bar Association. Since 2007 Anna has actively volunteered with the Chicago Volunteer Legal Services Foundation, and in 2008 received the CVLS Service Award. She is an adjunct professor at Loyola University Chicago School of Law and teaches an advanced family law seminar. **Issues Statement:** As an attorney practicing in a small firm, and an immediate past president of a suburban bar association, Anna is keenly aware of the daily challenges faced by both solo and small firm attorneys, and bar associations aiming to maintain current membership and attract young attorneys. To maintain diverse and active bar association membership, which Anna believes is vital to professional and business development, bar associations must offer measurable and tangible benefits. She hopes to bring her experience as a local bar association leader to the ISBA Board of Governors.



Dennis M. Lynch, Chicago. Associate, The Healy Law Firm. B.A. with highest honors, Lewis University; J.D. magna cum laude, Loyola University Chicago School of Law. Admitted Illinois (2007). Concentrates in complex personal injury and workers' compensation and has handled all aspects of cases through trial and appeal, including appeals to the Supreme Court of Illinois. ISBA activities: Member, Tort Law Section Council (2008-present) where he currently serves as secretary and previously served as legislative liaison and CLE coordinator. Fellow, Illinois Bar Foundation. Other activities: Board of Directors, American Association for Justice (AAJ) Interstate Trucking Litigation Group; secretary, AAJ Motorcycle Litigation Group. Volunteer, American Mock Trial Association. Frequent invited lecturer and author for ISBA, Illinois Trial Lawyers Association, Association of Plaintiff's Interstate Trucking Lawyers of America, and AAJ. Awards: Super Lawyers, Illinois Rising Star (2009-present). **Issues Statement:** He believes that one of the most important roles of the ISBA is in suggesting and reviewing proposed legislation in an effort to recommend realistic laws to our legislature.



Assembly - Cook County UNCONTESTED (22 to be elected)

Deidre Baumann	Matthew R. Huff	Julie Ann Sebastian
Deane Beth Brown	Michael T. Huguelet	Ava George Stewart
Dennis J. Burke	Bob Oleszkiewicz	Edna Turkington-Viktora
Timothy J. Chorvat	Maren Ronan-Kantas	Patrick Wartan
Geraldine (Geri)D'Souza	Curtis B. Ross	E. Kenneth Wright, Jr.
Michael V. Favia	Stephanie Sainsbury	John C. Wroblewski
Richard S. Gutof	Naomi H. Schuster	

Board of Governors – Under 37- Downstate UNCONTESTED

Jennifer Walsh Hammer, Springfield. Incumbent. Associate Vice President of Government Affairs and Executive Director and Legal Counsel of the Health Care Council for the Illinois Chamber of Commerce. She practices healthcare law and directly lobbies the legislature. Jennifer is responsible for leading the Health Care Council's charge to develop and take actions to achieve affordable, accessible, efficient, high quality healthcare for the employers and residents of our state. B.S., Arizona State University; J.D., Southern Illinois University School of Law. "Best Editor" Award, *Southern Illinois University Law Journal*. ISBA activities: Board of Governors (2011-present). Member, standing committees on Scope and Correlation (2013-present); Review of Collaborative Law Proposals (2012-2013); and Budget and Audit (2012-2013). Past member, Young Lawyers Division Council (2010-2012). Other activities: Past president, Central Illinois Women's Bar Association; current treasurer, Sangamon County Bar Association; director at large, Government Bar Association. Vice president, Lincoln Library Board of Trustees; and past president, Junior League of Springfield. She has the following accomplishments. Published author, *Illinois Bar Journal*, "Efficient and Effective Internet Research for Young Lawyers" (2010). Guest speaker for the following: Illinois Supreme Court, Admissions Ceremony (2011, 2013); Illinois Supreme Court, Commission on Professionalism (2011); Central Illinois Women's Bar Association, Continuing Legal Education Luncheon (2013); National Business Institute, Continuing Legal Education Seminar (2013); Greater Springfield Chamber of Commerce, Leadership Springfield Graduation (2013). Guest professor at the University of Illinois, Springfield, LSAT Preparation (2010-present). Graduate, Greater Springfield Chamber of Commerce, Leadership Springfield (2011). Awards: Nominee for the Athena Award by the Greater Springfield Chamber of Commerce (2013); recipient, *Springfield Business Journal*, Forty Under 40 Award (2012) and recipient, *Today's Chicago Woman*, Women to Watch (2011). She is married to Grant Hammer. They have two children, son, Cam and daughter, Josephine.



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ILLINOIS STATE BAR ASSOCIATION SERVICE

- Elected 12 yrs. - Bd. of Gov. 1998-1984, 1985-1990, 2007-2010, 2010-2012
- Elected Assembly Member 1979-2004, 2005-2008, 2012-2015
- Elected Treasurer 2001, 2002, Secretary 2002, 2003
- Appointed to the Illinois Bar Fndn., 2004-2007, 2007-2008, 2009-2013, Gala Co-Chair 2013
- President and member John Marshall Alumni Board, 2007- 2008
- Current member John Marshall Alumni Board

ISBA/LEGAL EXPERIENCE

- Voted for Free CLE, Fastcase and Unauthorized Practice of Law
- Managed a small law firm for over 30 years representative of ISBA membership
- Past Chairman and current member of Lawyers Care Committee, Illinois Bar Foundation
- Current section Council Member; Civil Practice, A.D.R. and Local Government
- Allerton House Speaker and Writer
- Frequent CLE Speaker and Writer
- Cook County Judge, March 2012 - Present
- Adjunct Faculty Northwestern, DePaul and John Marshall

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Philip "Flip" Corboy
John G. O'Brien
Michael McCluskey
Robert A. Clifford
Jesse G. Reyes
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VOTE FOR DAVID B. SOSIN
BALLOTS ARE EMAILED ON MARCH 28, 2014

Chicago office expansion underway

Will feature lawyers lounge, meeting space

Following the renovation of the ISBA's Chicago Office in 2011, an expansion has begun that will give the association the entire 9th floor at 20 S. Clark St. Construction on the northwest corner space, once home to ISBA Mutual Insurance Company, began on Feb. 17 and is scheduled to finish by the end of March 2014.

"The new space will be a multi-purpose facility," said ISBA Facilities & Technology co-chair James F. McCluskey. "It will feature state-of-the-art technology and serve every aspect of the association's activities."

The additional space has been designed around ISBA members. It will feature a lawyers lounge where members can relax or share a story with a colleague. The two new conference rooms will have the latest technology for audio/video conferencing and presentations. Both rooms will also connect to the CLE classroom for overflow space during onsite CLE programs. The two additional rooms give the association up to six conference spaces to accommodate meeting requests.



Construction on the ISBA's Chicago Office expansion is expected to be complete by the end of March.

The conference rooms will also be made available to ISBA members for use, particularly on the slow meeting days of Monday-Wednesday. Members interested in using the space should call (800) 252-8908 (Starting in May 2014). ♦

Vote for **ANNA P. KROLIKOWSKA** ISBA Board of Governors Cook County Under 37

BACKGROUND AND EXPERIENCE

- ◆ Partner at K & R Family Legal Services L.L.P., practicing family law
- ◆ Adjunct Professor at Loyola University Chicago School of Law
- ◆ Immediate Past President – North Suburban Bar Association
- ◆ ISBA Assembly, 2nd term
- ◆ Current Secretary and member from 2009 to present ISBA General, Solo and Small Firm Section Council
- ◆ 2008 to present ISBA Young Lawyers Division Council
- ◆ 2009 to 2011 Co-Chair of the ISBA YLD Holiday Party
- ◆ ISBA Mutual Insurance Co. Marketing Committee (appointed)
- ◆ Member: Advocates Society, Justinian Society, North Suburban Bar Association, Northwest Suburban Bar Association, Women's Bar Association of Illinois.



Local bar association leader keenly aware of daily challenges facing solo and small firm attorneys, and bar associations. Dedicated to maintaining a diverse and active association and increasing ISBA membership.

**Elect a proven leader – vote for Anna P. Krolikowska
ISBA Board of Governors – Cook County Under 37**

DENNIS M. LYNCH *Candidate for* **ISBA Board of Governors** **Under 37 - Cook County**



Experience:

- ISBA Tort Law Secretary 2014
- ISBA Tort Law Committee 2008-2013 (served as both legislative liaison and CLE coordinator)
- Fellow, IL Bar Foundation
- Board of Directors, AAJ Interstate Trucking Litigation Group
- Secretary, AAJ, Motorcycle Litigation Group

Honors:

- Super Lawyers: Illinois Rising Star 2009-Present
- Frequent invited lecturer and author for ISBA, ITLA, AAJ and APITLA

Dennis is an associate of Healy Scanlon Law Firm (formerly The Healy Law Firm) and concentrates in complex injury and workers' compensation cases. He has handled all aspects of cases through trial and appeal, including appeals to the Appellate and Supreme Courts of IL.

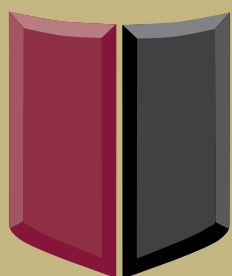


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The deadline for making reservations for lodging is on or before May 19, 2014.

Reservations received after this date will be subject to availability. The deposit will be forfeited for all no-shows, early departures and cancellations less than 7 days prior to arrival. **Please Note:** It is unlikely that all ISBA Annual Meeting attendees will be able to be accommodated at the Grand Geneva therefore, overflow accommodations have been blocked at the Timber Ridge Lodge at Grand Geneva (7036 Grand Geneva Way, Lake Geneva, WI 53147.) To make a reservation at the Timber Ridge Lodge call 866.636.4502; rates are \$177 for a one bedroom suite (includes 4 water passes) and \$277 for a two bedroom suite (includes 6 water passes), based on single or double occupancy and subject to the resort fee and tax.

Watch for additional details, schedule of events and registration information on our website:

WWW.ISBA.ORG/ANNUAL

Finding, hiring and retaining top associate attorneys

Are you getting the right associates on the bus for the long term?

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

jolmstead@olmsteadassoc.com

Many senior partners in law firms are approaching retirement age and are beginning to think about succession strategies. As they examine their associate lawyer ranks some partners are often surprised to learn that there may be few takers. While their associates may be great lawyers, none bring in business or seem to be interested in partnership. Such firms have hired a bunch of folks that just wanted jobs and have no interest in owning a law firm. While this hiring approach may have satisfied the firm's short term needs – it may fall short in the long term.

Hiring For the Long Term

Years ago it seemed that all the associates working in law firms wanted to eventually become a partner in the law firm. This has changed as a result of the new mix of women and men graduating from law schools and entering the legal profession, changing attitudes toward work life balance, other opportunities outside law firms, and other variables. While partnership/ownership is still important to many – don't assume all the associates you hire will even want to be equity partners – especially if it means a hefty capital contribution and signing personal guarantees for a large amount of firm debt.

A question that I would ask - have you really discussed with your associates their interests in equity ownership? As a group? Recently an associate, whom the firm had written off, advised me that while he was not interested now due to his present situation in life, he would be in maybe five years – especially if others also were brought in as well. In other words, he did not want to have the responsibility alone and be an equity owner by himself.

I suggest that you talk with your people and see where they really stand. Help them to begin acquiring client development skills. Depending on you and the other partner's retirement timeline – you may have to consider other options such as laterals or merging with another firm.

A key suggestion is to look for entrepreneurial associates when you hire. The desire for ownership of a business is often in a person's blood. Don't start the interview with a discussion from law school until the present. Dig deeper into hobbies, family, etc. which will provide clues as to whether you may be hiring someone who just wants a law job or someone who eventually wants to own or be a partner in a law firm.

Implement a Law Firm Associate Career Progression/Partnership Admission Program

A common complaint that I hear from interviews of associates is lack of feedback on short term performance, what it takes to "make partner" and how they are progressing toward eventual partnership. During a recent interview an associate told me – I would like to know:

1. What does it take to become a partner – consideration criteria?
What do I have to do?
2. What is the timeline for consideration?
3. How am I doing – am I partnership material?
4. What does partnership mean in this firm?
5. What are the mechanics of admission? (Is there a buy-in)

I suggest that you and your partners consider developing what I call a Law Firm Associate Career Progression/Partnership Program and put it in writing. Here is an approach you might take:

1. Determine if you want more partners? How many – evaluate the appropriate ratio.
2. Consider non-equity partners as a first step and determine what that means.
3. Establish a minimum number of years for consideration – i.e. seven years.
4. Determine competencies and expectation for associate development and document.
5. Develop an associate performance evaluation form and conduct formal annual evaluations.
6. Develop partner admission criteria (associate to non-equity and non-equity to equity partner) and document.
7. Write up an overall program document and include as attachments the competencies document, the performance evaluation form, and the admission criteria document.
8. Present the program to associates in a live meeting format to launch the program.

Regarding equity partnership – make the criteria tough – and require a buy-in or capital contribution. Business development and a client following should be required by most firms for the equity tier.

Associate Performance Evaluations

One of the most frequent complaints I hear during interviews with associates in law firms of all sizes is lack of specific detailed feedback, unclear or non-existent expectations concerning their performance and future career progression, and vague informal performance reviews.

Here are a few suggestions:

1. Institute a system where associates, especially when they are new, have a chance to work with all of the partners in the firm.
2. As managing partner, solicit feedback from your partners and meet monthly with each associate and discuss their performance during their first two years of employment with the firm.
3. Annually conduct formal performance reviews with each associate. Before the review obtain specific feedback from each of the partners and have each partner complete a written review of each associate using the associate performance rating form. Ask each associate to conduct a self-evaluation using the firm's associate performance rating form and then conduct a detailed review with each associate. The review should be detailed and specific and should be developmental with specific goals and timelines established. Document the review in the associate performance rating form.
4. Consider developing an associate career progression program (partnership track) and committing it to writing. The program should outline the timeline for first consideration for partnership, competencies and performance factors, what partnership means in your firm, how an associate becomes a partner, buy-in or capital contribution requirements, voting, etc.
5. Be honest and open with your associates - don't try to be Santa Claus - tell them the truth, have the difficult discussions, and make the tough calls. Be accessible.

Mentoring Law Firm Associates: Getting the Basics Right

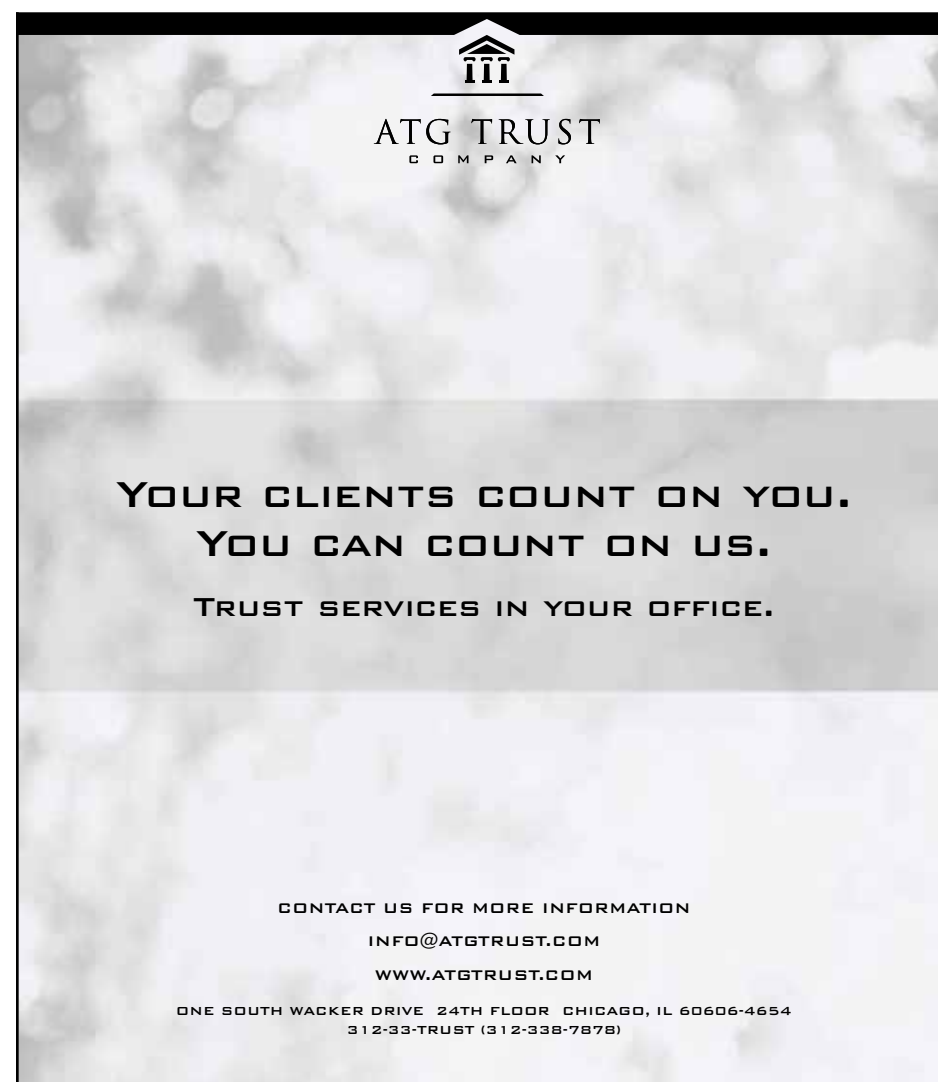
A law firm's greatest asset is its people and your associates are your firm's future. Lack of mentoring is one of the biggest complaints that I hear from associates in on-site interviews. While you may be too small for a comprehensive formal mentoring program, you should at least explore an informal program. Start with baby steps and go from there.

The keys to successful mentoring relationships involve the mentor and mentee deciding on the logistics up front. Many potential mentoring pairs fail to form because the parties did not agree on the little things up front. Below are tips designed to help both participants in formal and informal programs:

1. Meeting schedule: Decide on an approximate meeting schedule. Suggest that meetings be scheduled at least once a month.
2. Means to schedule meetings: Share the best way to get on each other's calendar.
3. Scheduled meetings: Don't wait until the end of one meeting to schedule the next. Always have the next two or three meetings on the calendar.
4. Length of program/partnership: For formal programs; the firm may suggest a length of time to meet (usually a year). For informal mentoring, suggest having a date on the calendar to review goals and examine the relationship.
5. Confidentiality: Mentors and Mentees need to discuss what confidentiality means to them. It is the foundation of trust, which is the basic currency of mentoring. ♦

*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 listserver, which John and other committee members review, or view archived copies of **The Bottom Line** Newsletters.*

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A new proposal for the ISBA YLD Children's Assistance Fund Grant Committee

by **Chris Niro**

ISBA YLD Vice Chair and Grant Committee Chair

For years, the ISBA Young Lawyers Division, in connection with the Illinois Bar Foundation, has raised funds and awareness for the Children's Assistance Fund. That fund seeks to provide grants to organizations across the state related to children and law. Over the past decade, the Young Lawyers Division has raised and awarded over \$197,000 to nonprofit organizations throughout the state of Illinois dedicated to helping children and their interaction with the legal system. As state budgets have declined, more and more nonprofit organizations have turned to alternative funding to carry out their missions. Accordingly, the YLD Children's Assistance Fund has seen an increase in both the number of grant applications as well as the amount of dollars requested.

During the 2013 Bar year, the ISBA YLD Grant Committee has studied the history of the grant awards, applications and fundraising in order to prepare a long range strategic plan recommendation to the YLD Council. Our study has concluded that several alterations to the grant process and fundraising by the YLD should be altered to ensure the continued sustainability of the Children's Assistance Fund.

Grant Application Reform

The Grant Committee study has found that in each of the past three years, the number of nonprofit organizations applying for grants as well as the dollar amounts requested has steadily increased. Further, grant applications are accepted on a rolling basis throughout the fiscal year. All of the awarded funds are the result of fundraising by the Young Lawyers Division's members. For the past two years, the funds awarded have been greater than the amount of dollars contributed to the fund—which has reduced the small amount of reserves accumulated over the past decade.

During the 2012-2013 Bar year (June 2012 through June 2013) over \$45,000 was awarded to Illinois nonprofit organizations including CASA of Lake, Kane and Saline counties as well as the DeKalb County Youth Services Bureau. This was a steep increase above the \$19,700 awarded in FY 2011. Unfortunately, the Children's Assistance Fund cannot always award the full amounts requested by applicants. For example, recently the Grant Committee reviewed grant applications from several organizations, and if each application received the full amount awarded, the award would exceed \$45,000, leaving no remaining funds for other organizations for the rest of the fiscal year.

Based on these findings, the Grant Committee recommends that the YLD and Illinois Bar Foundation institute an annual grant application period with a firm deadline. This will accomplish two important goals: 1) the Grant Committee (and YLD Council) will be able to establish a budget and establish fundraising goals so that deficits do not threaten the viability of the fund; and 2) grant applicants will be evaluated at the same time and not subject to availability of funding later in the fiscal year. The exact timing of the deadline has not been determined at this time, however any implementations are aimed to take place beginning in the 2015 Bar year.

Fundraising Reform

Because every dollar awarded for approved grants comes from the fundraising activities of the YLD, evaluating the fundraising efforts of the YLD has been a

second focus of the Grant Committee's study. That study has evaluated dozens of YLD hosted events that have taken place over the past decade including the annual Holiday Party, Soiree, Bean Bag Tournament, Golf Outings, etc. The analysis of these events is aimed to determine which events are (were) successful, and how "success" is defined.

It is axiomatic that the mission of the YLD is to serve as a resource for young lawyers practicing in Illinois to develop, enhance, and foster a balanced professional life. In furtherance of that mission, the YLD sponsors and hosts events that allow lawyers from all over the state, across every practice area to meet outside the confines of our offices and courtrooms. Several of these events also serve the dual purpose of raising funds for the Children's Assistance Fund. With the increased debt burden and employment challenges facing recent graduates, in the past few years, the YLD has tried to focus on providing low or no-cost events that encourage greater participation by all members. It is with these findings the Grant Committee recommends that 1) the YLD set an annual fundraising goal; and 2) explore alternative fundraising structures including annual or semi-annual sponsorship of the Division's events in addition to single-event fundraising. These proposals, if adopted by the YLD Council, will allow for members to provide needed funding to the Children's Assistance Fund and continue to host low or no-cost events available to all young lawyers.

Again, the spirit of the YLD is to foster a balanced professional life that will guide the careers of our members. The Grant Committee has worked over the past year reviewing records and spending many lunches on conference calls and debating issues. A full report is being prepared that will be distributed to the full YLD Council and it is anticipated that resolutions will be proposed and potentially adopted during the YLD's Annual Meeting in June. If you would like to make proposals or comments on this process, feel free to contact me directly by email (cniro@nshn.com) or phone (312) 377-3287. ♦

Save the Date!

YLD will host its annual

Soiree

on Friday, April 25

at the Hard Rock Hotel in Chicago

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

Want to honor a colleague? Nominate them for an ISBA Award

Nominations are being accepted for ISBA awards that will be presented on June 20, 2014, at the Annual Awards Luncheon. Additional information is available at www.isba.org/awards

Community Leadership Award

The Standing Committee on Sexual Orientation and Gender Identity has established an award for community leadership. Individuals who have, by individual example and education, worked to eliminate discrimination based on sexual orientation or gender identity, and who have worked towards fostering understanding of lesbian, gay, bisexual, and transgender persons and the legal issues of concern to them, are eligible to be nominated.

Award recipient may include judges, lawyers, members of state or local legislative bodies, educators or community activist groups involved in legal issues relating to the LGBT community. Members of the ISBA are encouraged to nominate persons who meet the criteria. **Deadline for Nominations is April 4, 2014.**

Diversity Leadership Award

The Diversity Leadership Award recognizes long standing, continuing and exceptional commitment by an individual or an organization to the critical importance of diversity within the Illinois legal community, its judiciary and within the Illinois State Bar Association. The recipient shall have made significant contributions to the advancement of diversity within the Illinois legal community, its judiciary and/or the Illinois State Bar Association. The recipient may be a lawyer or non-lawyer or an organization of lawyers or a combination of both. **Deadline for Nominations is April 4, 2014.**

Law Student Division Public Service Award

The ISBA Law Student Division's Public Service Award is awarded annually to a law student participating in activities that enhance professional responsibility and provide service to the public. The award is based on extracurricular accomplishments and service related activities during the law school career.

A finalist will be selected from each accredited law school affiliated with the ISBA Law Student Division from which qualified nominees are submitted. The final award recipient will be chosen from these finalists. Each winner will receive a commemorative plaque. The final award recipient will receive all expenses paid to the ISBA Annual Meeting including transportation and one night's lodging and will be honored at the Awards Luncheon. A \$250 donation to a



ISBA Past President John E. Thies (left) and ISBA President Paula H. Holderman (right) present the Young Lawyer of the Year Awards to Angel Wawrzynek of Mattoon and Todd Belcore of Chicago at the 137th Annual Meeting in 2013.

non-profit organization of the winner's choice will be made by the Association in the name of the final award winner. All decisions are final. **Deadline for Nominations is April 4, 2014.**

Matthew Maloney Tradition of Excellence Award

The Illinois State Bar Association General Practice, Solo and Small Firm Section Council is seeking nominations for the ISBA Matthew Maloney Tradition of Excellence Award. The award is named in memory of Princeton attorney Matthew Maloney, who was a past chair of the ISBA General Practice, Solo and Small Firm Section Council and is awarded to individual lawyers who are in a general solo or small firm practice. Matt Maloney's passion, zealous advocacy and personal service to the profession and to the bar of Illinois are what the Tradition of Excellence Award represents. **Deadline for Nominations is March 31, 2014.**

Young Lawyer of the Year Award

Each spring the Young Lawyers Division recognizes two outstanding young lawyers – one practicing outside Cook County and one within – at an awards luncheon. Award recipients must be members in good standing of the Illinois State Bar Association and have not yet reached age 36. **Deadline for Nominations is April 4, 2014.** ❖



Lawyers Rock Legends again for programs of IBF

The Illinois Bar Foundation hosted its fourth Lawyers Rock Legends concert on Feb. 27 at Buddy Guy's Legends in Chicago. Over 220 people attended the event, which raised approximately \$15,000 for the programs of IBF.

Illinois Lt. Gov. Sheila Simon (at left) broke out her banjo to play with ISBA Past President John G. Locallo and his band, 5-thirty. Four bands competed in the event with Disbard taking the Hall of Fame Award, The Thornes taking the Fan Favorite Award and 5-thirty taking home the Best Dressed Award. The Objections also performed.

Illinois Bar Foundation gearing up for great year

by **David M. Anderson**

Executive Director, Illinois Bar Foundation

Warren Lupel Lawyers Care Fund Receives a Major Gift

From time to time throughout our lives, we all need some help. If we're lucky, it's not too often, the problems aren't too serious and we have family and friends to lean on. For others, however, the challenges are greater and the need lasts longer.

For one attorney who practiced law for 45 years in suburban Chicago, the final 16 years of his life were difficult as he lived with a debilitating disease that ultimately took his life. During the hardest final years, Dennis (not his real name) could no longer practice law and needed help. In addition to support from a loving family, Dennis had the support of the Illinois Bar Foundation's Warren Lupel Lawyers Care Fund. The monthly support wasn't huge, but its impact was. Dennis was able to stay in his home where family members could properly care for him in a dignified setting and maximize his quality of life.

Dennis' practice was successful; he was well respected by his peers and had established himself as a trusted and competent attorney who was a leader in so many ways. Dennis was also a man who understood that others weren't as fortunate as he, and that he had the power to help them. Part of Dennis' practice was devoted to helping the little-guy who faced daunting legal challenges, but didn't have the resources to pay for an attorney. Dennis didn't let that get in his way and helped those who needed it, because he believed he had a professional responsibility to use his skills to help those less fortunate.

When it was Dennis that needed help, the Illinois Bar Foundation, thanks to the support of countless supporters over the years, was able to subsidize Dennis' income and allow him to stay in his home.

It's been several years since Dennis passed away, but to his family it seems like only yesterday. His family remembers how the Illinois Bar Foundation was there in his time of need. Out of a desire to thank the IBF and to help other lawyers like Dennis, one of his family members made a substantial gift to the Warren Lupel Lawyers Care fund in 2013. Because of this generous gift, the IBF can be sure to meet the needs of other struggling lawyers.

The power to help is within all of us and as lawyers, we know how close we can be to financial distress. Many solo and small firm practitioners fear a medical crisis that can wreak havoc on their practice and threaten their family's well being. Limited health insurance often leads to draining savings and exposes them to bankruptcy, foreclosure, and other major negative life changes.

A little help can go a long way and we hope you'll consider supporting the IBF so we can help the next Dennis in his or her time of need.

If you are aware of an attorney in need, please contact us so we can provide an application for support.

Access to Justice Grants

Bar Foundation staff, board members and committee volunteers are touring Illinois, visiting 32 potential grantee organizations to evaluate whether they meet our criteria for funding. The legal aid community is over-worked and under-paid but they play a vital role in providing critical legal services to low-income individuals and families that would otherwise go unmet, exposing them to life-

altering judgments. Between the IBF efforts to directly fund legal aid, promoting pro-bono efforts to maximize impact, and educating Illinois residents about their rights and responsibilities, the IBF reaches thousands of individuals and helps to provide critical services. Stay tuned for our announcement in April of the organizations we will fund in the coming fiscal year.

Fellows Receptions

The IBF Fellows are the backbone of our organization. More than 400 Fellows provide core funding annually that enables us to undertake our mission. Each year, we host several receptions around the State to honor local Fellows and members of local bar associations. These honorees are well known and respected in their community and the Fellows of the IBF are pleased to recognize their contributions to our profession and their community.

We recognized the Hon. Michael McCuskey in Champaign County in November and had a warm and fun gathering of Judge McCuskey's friends and colleagues. Upcoming events and honorees are listed below:

April 4 – Peoria County, recognizing Hon. John Gorman at a luncheon at the Pere Marquette Hotel from 11:30-1 pm

May 6 – Winnebago County, recognizing Joe Dailing, Roberta "Bobbi" Holzwarth and Nancy Hyzer at Prairie State Brewhouse from 5-7 pm

May 22 – Kane County, recognizing Patrick Kinnally and Susan Rogaliner at The Herrington Inn from 5-6:30 pm

Sponsorship and ticket information are available on our web site (illinoisbarfoundation.org) or by contacting us at (312) 726-6072.

Illinois Bar Foundation Post-Graduate Legal Fellowships

In our ongoing effort to help attorneys and enhance access to justice, we have announced the establishment of three post-graduate legal fellowships in partnership with three law schools. Our goal is to share the cost of a one-year fellowship to place recent graduates in their alma mater's legal aid clinic. Graduates receive a salary, benefits and vital training to help them establish their practice, while simultaneously helping low-income Illinois residents with their civil legal needs. Stay tuned for the announcement of the selected graduates.

2014 IBF Gala

Each year for the past 15 years, the IBF has hosted a black-tie event at the Four Seasons to honor one of Illinois' leading lawyers. In addition to being a fun night to recognize the commitments of the leaders of our profession, we raise substantial sums of money to help us achieve our mission. The Gala is our most significant source of revenue and has netted, over the years, over \$2 million.

This year's event will honor Peter Birnbaum, President & CEO of Attorney's Title Guarantee Fund and longtime supporter of the IBF's charitable mission. We hope you'll consider joining us once again at the Four Seasons, on Friday, Oct. 17 to have fun, recognize a colleague and raise vital funds for the IBF's mission. ♦



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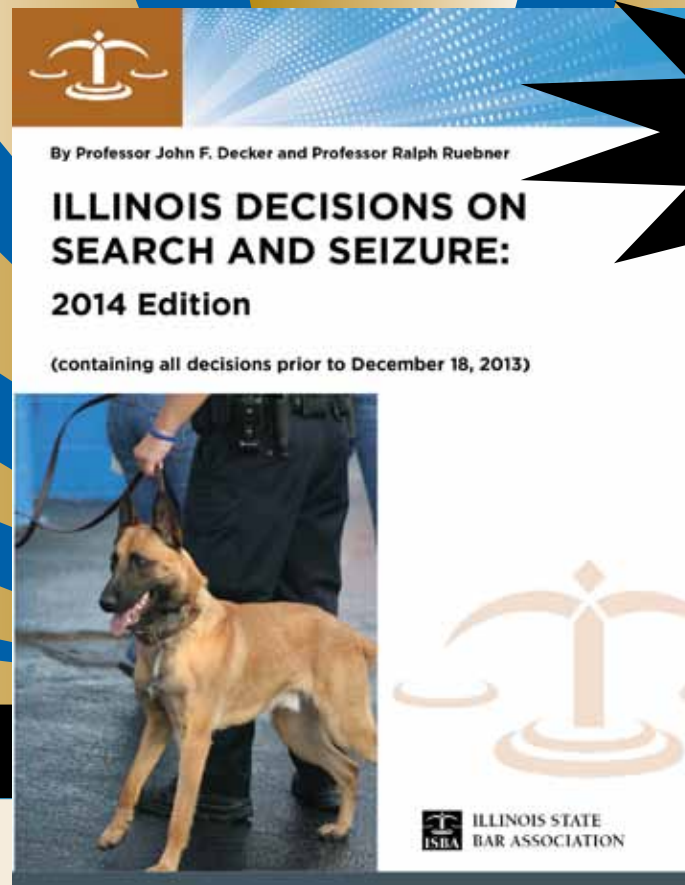
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Illinois has a history of
some pretty good lawyers.
We're out to keep it that way.

Lawyers Care stories highlight profession's giving nature

Lawyer Devotes Life to Mentoring Others

ISBA 3rd VP **Vincent F. Cornelius** knew at a very young age he wanted to be a lawyer, and not just any lawyer but the primary shareholder in his own firm – by the age of 30. He reached that milestone and has gone on to enjoy a successful 18-year career in private practice with a concentration in criminal defense.

But it's his eagerness to serve as a role model and mentor that sets him apart. A native of Joliet, Cornelius sees many of his childhood friends when he walks through the Will County Courthouse. Some are lawyers, but others have ended up on the wrong side of the law. His true calling, he believes – almost a ministry of sorts – is helping those in need, be they people who made wrong choices and want to change, or law students of color who need extra support.

As one of only two black students in his graduating class at NIU College of Law, Cornelius was distressed to learn about the significant dropout rate among black students at the school. After graduating, he set about reversing that trend and enlisted some of his law school buddies to return to NIU for a few days and help black law students study for their midterm exams. Slowly over time, the tide began to turn, and the percentage of black students who graduated increased.

One of the many success stories is Chrystel Gavlin, who, under Cornelius' tutelage, went on to graduate from NIU and practice law. Today, as an associate judge in Will County, she is quick to credit Cornelius and his friends with the help and encouragement they provided. ♦



Lawyer-Veteran Helps Other Vets Get Disability Benefits

An 89-year-old World War II veteran is now receiving back pay and monthly disability benefits from the Veterans Administration, after a Chicago area lawyer provided pro bono legal assistance to cut through red tape.

Joseph Groner developed cancer from exposure to radiation as an Army X-ray technician serving in both the European and Pacific theaters. After a frustrating four years to get back pay and disability, he got the help he needed from lawyer **Frank Del Barto**, an associate in the Schaumburg office of Masuda, Funai, Eifert & Mitchell Ltd.

Himself a veteran, Del Barto is among 350 volunteer lawyers who represent military veterans on a pro bono basis through The John Marshall Law School's Veterans Legal Support Center & Clinic (VLSC).

Groner's story is typical of many veterans who find considerable roadblocks in receiving payment for their claims. Having a lawyer involved can make a big difference because the lawyer helps the veteran put together information in a logical way to present the appropriate legal arguments to the Veterans Administration. The Groner case was the third one Del Barto has successfully handled for the VLSC. He is currently working on claims to help an additional three veterans.

When Del Barto needed to get his own disability benefits as a result of his military service in the Army from 1987 to 1991, he was able to represent himself. He had a leg up because of his legal training, but he understands that most veterans don't have that advantage. ♦

DePaul Law Student Gets Head Start on Volunteering

Brandon Clark came to DePaul University College of Law with public service on his mind. And if his volunteer activities as a student are any indication of what's to come after graduation, the public will be well-served.

Recently, he led a group of fellow students on a trip to Washington, D.C. as part of a DePaul-sponsored service immersion program. Founded in 2005, the program's initial trip was organized in response to Hurricane Katrina. In 2010, the annual trip was expanded to include Washington to help the homeless and others who live on the margins of society.

Clark participated in that first trip to D.C., but this was his first year as a trip leader. His team worked at various food pantries, assisted at a homeless shelter, and helped the Washington Legal Clinic for the Homeless update its volunteer handbook.

Two years ago, Clark made waves of a different kind – at Chicago's Shedd Aquarium where he received a fellowship to participate in an eight-week summer program to explore environmental law. Mentors in the project included the Shedd's conservation experts and a practicing environmental lawyer.

This third-year law student isn't above having a little fun in his effort to help others. Last November, he formed the Handlebar Association, a group of fellow law students who ended up raising nearly \$1,400 for charity as part of a month-long campaign called "Movember": individuals raise donations and compete for the furriest, fuzziest beards possible. ♦



Lawyers Provide Pro Bono Support for Holocaust Documentary

Pro bono work can be heart-felt and also heart-wrenching.

For **Howard Swibel** and **Judith Grubner**, partners at the Chicago law firm of Arnstein & Lehr, it was both as they provided free contractual and intellectual property advice to a Chicago filmmaker, Todd Whitman, who created a historical documentary about a painful subject: the 1977 march staged by neo-Nazis in Skokie.

The 60-minute documentary, "Skokie: Invaded, But Not Conquered," is a project of the Illinois Holocaust Museum and Education Center. It has aired on WTTW-TV in Chicago and will be shown nationally on PBS in April 2014. The film recently won two Emmy awards.

At the time, residents of Skokie – home to thousands of Holocaust survivors and their descendants – fought back against the neo-Nazis by taking their battle to court. (Ultimately, the neo-Nazis didn't march in Skokie but in Chicago.) The fight, which gained national attention, led to the formation of the Holocaust Museum. It also led to Illinois becoming the first state to mandate Holocaust education in public schools.

The extensive legal work for the documentary involved reviewing permissions for TV network footage, historical interviews, and excerpts from other films to make sure there were no copyright or trademark issues. Swibel and Grubner reviewed the film numerous times to ensure there were no errors.

The two lawyers have admitted they found it tough to review the footage from a strictly legal standpoint. Personal emotions surfaced. Working on the project enabled Grubner to work through some of the issues from her past: her father is a Holocaust survivor. Swibel, who was moved by the educational appeal of the film, now sits on the museum's Board of Trustees. ♦

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Guide to Illinois Statutes of Limitations and Repose – 2013 Edition

This Guide contains Illinois civil statutes of limitations and repose (with amendments) enacted through September 15, 2013. It concisely brings together provisions otherwise scattered throughout the Code of Civil Procedure and other chapters of the Illinois Compiled Statutes. Also including summaries of cases interpreting the statutes, the Guide is designed as a quick reference for practicing attorneys. It provides comprehensive coverage of the deadlines you can't afford to miss! **\$35.00 mbr./\$50.00 nonmbr.**

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Are you still not fully familiar with the intricacies of the Illinois Rules of Evidence? Then you shouldn't be without this handy hardcopy version of Gino L. DiVito's authoritative color-coded reference guide. It not only provides the complete Rules, with insightful commentary, but also a side-by-side comparison with the full text of the Federal Rules of Evidence (*both* pre- and post-2011 amendments). DiVito, a former appellate justice, serves on the Special Supreme Court Committee on Illinois Evidence, the body that formulated the Rules approved by the Illinois Supreme Court. **\$35.00 mbr./\$50.00 nonmbr.**

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ISBA Family Law Handbook – 2011 Edition

This comprehensive, must-have practice handbook covers nearly everything for general practitioners who handle family law matters. Written by 36 authors who concentrate in the field and edited by John Marshall Professor Cynthia D. Bond, the handbook is a complete update of an ISBA bestseller from the mid-90s. Topics include jurisdiction, premarital agreements, settlement agreements, modification of judgments, mediation, custody and visitation, assisted reproductive technology, grandparent visitation, guardians ad litem, property, support and finances, maintenance, child support, civil unions, immigration law, discovery, appeals, insurance matters, property valuation, adoption, paternity, and much more. Add it to your collection today! **\$60.00 mbr./\$90.00 nonmbr.**

ISBA's Supreme Court Rule 213(f) & (g) – Quick Reference Guide

From Dog Bite to Divorce! Illinois Supreme

Court Rule 213(f) & (g) applies to all civil litigation in Illinois. It governs the procedure for identifying trial witnesses and disclosing their proposed testimony. No civil litigator should be without this essential reference guide! **\$35.00 mbr./\$50.00 nonmbr.**

A Practical Guide to the Illinois Domestic Violence Act

If you take family law cases, you'll find this book an essential aide. Although intended primarily for attorneys who practice in civil court, this book is also valuable for assistant state's attorneys and domestic violence advocates. It provides a clear and comprehensive understanding of the Act, and can be used as a quick reference for researching specific problems. Prepared by attorney Jan Russell from the Chicago Police Department, a highly-rated trainer on domestic violence and child abduction issues who has trained more than 15,000 police officers, lawyers, and social service providers from Florida to Hawaii. **\$40 mbr./\$50 nonmbr.**

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IN MEMORIAM

Hugh James “Jim” Bagley, Rockford
Admitted 1973
Date of Death: 9/27/13

Carroll W. Dukes, Danville
Admitted 1961
Date of Death: 11/13/13

William E. Kaske, Addison
Admitted 1950
Date of Death: 10/31/13

Sean P. O’Brien, Chicago
Admitted 2005
Date of Death: 9/22/13

Robert C. Scott, Ft. Lauderdale, FL
Admitted 1949
Date of Death: 10/2/13

Kenneth Baumgarten, Petersburg
Admitted 1985
Date of Death: 12/7/13

Keith E. Eastin, Arlington, VA
Admitted 1967
Date of Death: 1/3/14

Robert S. Kersch, Grayslake
Admitted 1976
Date of Death: 10/13/13

William H. Powell, Park Ridge
Admitted 1947
Date of Death: 12/10/13

Richard P. Thorsen, Winnetka
Admitted 1971
Date of Death: 8/1/13

Richard J. “R.J.” Belmonte, Chicago
Admitted 1973
Date of Death: 11/7/13

Hon. Nello P. Gamberdino, Northbrook
Admitted 1961
Date of Death: 12/28/13

William P. Laird, Moline
Admitted 1975
Date of Death: 12/21/13

John J. “Jack” Reidy, Orland Park
Admitted 1966
Date of Death: 11/2/13

Joel W. Townsend, Placida, FL
(Formerly Mt. Carmel, IL)
Admitted 1947
Date of Death: 9/30/13

Dan Brusslan, Highland Park
Admitted 1950
Date of Death: 10/25/13

Daniel L. Houlihan, Wilmette
Admitted 1962
Date of Death: 11/13/13

Sheldon P. Miller, Jacksonville, FL
(formerly Chicago)
Admitted 1952
Date of Death: 1/25/14

Dean B. Rhoads, Peoria
Admitted 1976
Date of Death: 10/31/13

Hon. Creed D. Tucker, Champaign
Admitted 1955
Date of Death: 9/6/13

Victor J. Cacciatore, Chicago
Admitted 1959
Date of Death: 12/30/13

Bradley Ipema, River Forest
Admitted 1991
Date of Death: 8/27/13

Lorri A. Mott, Belleville
Admitted 1990
Date of Death: 12/26/13

Fredric N. Richman, Los Angeles, CA
(Formerly Chicago, IL)
Admitted 1960
Date of Death: 11/10/13

Gerald F. Tuite, Naples, FL
(formerly Rockford)
Admitted 1958
Date of Death: 1/31/13

William J. Campbell Jr., Chicago
Admitted 1973
Date of Death: 9/4/13

Charles E. Jones, Urbana
Admitted 1950
Date of Death: 12/2/13

Hon. Gene Nottolini, Elgin
Admitted 1968
Date of Death: 9/5/13

Hon. Richard R. Rochester, Northbrook
Admitted 1959
Date of Death: 1/28/14

Ernest O. Wilhelm Jr., Leesburg, FL
Admitted 1962
Date of Death: 12/25/13

Scott C. Colky, Chicago
Admitted 1977
Date of Death: 11/30/13

Earle S. Karno, Palos Park
Admitted 1955
Date of Death: 9/23/13

Anthony E. Novak, Urbana
Admitted 1977
Date of Death: 2/8/14

Charles M. Rock, Peoria
Admitted 1980
Date of Death: 10/16/13

16th Annual ISBA YLD Holiday Party

The ISBA and Young Lawyers Division would like to thank our 2013 sponsors and attendees, along with our host, the Cubby Bear, for making this year’s Holiday Party such a successful event! This year, we raised over \$12,000 for the IBF/YLD Children’s Assistance Fund. The Children’s Assistance Fund provides funding to organizations throughout Illinois that provide legal assistance to children, open/maintain children’s waiting rooms in courthouses, work to reduce recidivism of juveniles, and/or work to reduce the incidents of domestic violence in families with children. The Children’s Assistance Fund has distributed grants in excess of \$285,000 over the past fifteen years, due, in large part, to the widespread support and participation in our annual Holiday Party. Once again, thank you for your generosity.



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Tapella & Eberspacher LLC

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ISBA Second Vice President Umberto S. Davi

Law Offices of Nathan Lollis, LLC
ISBA President-Elect Richard D. Felice
Brian Ashe & Associates
Law Offices of Cheryl M. Berdelle
Anna Krolikowska

Contributors

ISBA Past President Mark D. Hassakis
ISBA Past President Irene F. Bahr

Lisa Nyuli
Brion Doherty

Reach Local – Matt Finder
James F. McCluskey

CLE calendar

1st Annual Elder Law Bootcamp: Basics and Beyond

Presented by the
ISBA Elder Law Section
Co-Sponsored by the ISBA Administrative
Law Section, ISBA Animal Law Section, ISBA
Bench & Bar Section, ISBA Business Advice
& Financial Planning, ISBA Child Law Section,
ISBA General Practice, Solo & Small Firm
Section, ISBA Senior Lawyers Section, ISBA
Trusts & Estates Section, ISBA Standing
Committee on Attorney Registration &
Disciplinary Commission, and ISBA Standing
Committee on Military Affairs

Thursday, April 24, 2014 –

Friday, April 25, 2014

Thursday – 8:50 a.m. – 4:15 p.m.

Friday – 8:45 a.m. – 5:00 p.m.

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

13.25 hours MCLE credit including
2.50* hours PMCLE credit

The ISBA Elder Law Section would like
to dedicate the
“1st Annual Elder Law Conference”
in memory of Dan Moore.

Within the next decade, the aging
population will explode due to the wave
of baby boomers reaching retirement
age, making it imperative that attorneys
be prepared to assist and counsel both
the elderly client and their children.
Don't miss this first annual elder law
bootcamp that offers you the guidance
and information you need to effectively
represent an aging client! Attorneys with
all levels of practice experience who
attend this two-day seminar will gain a
better understanding of:

- How to communicate with clients of
diminished capacity;
- How to handle the cognitively
impaired attorney;
- The new Elder Justice Center in Cook
County;
- The alternatives to guardianship;
- Wills vs. trusts;
- Estate planning for families with a
special needs member;
- Guardianship litigation;
- Grandparents raising grandchildren;
- Important case law and statutory
developments; and
- Much more!

For more information and to
register, please visit:

[http://www.isba.org/
cle/2014/04/24/elderlaw](http://www.isba.org/cle/2014/04/24/elderlaw)



ISBA LAW ED
CLE FOR ILLINOIS LAWYERS

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www.isba.org/lawed

■ MARCH

18 - Live Webinar



City Dogs: Dog Complaints, Shootings, and Other Issues Arising in Urban Environments

Presented by the ISBA Animal Law Section

2.0 MCLE credit hour

18 - Teleseminar



Crowd Funding in Business Ventures: Raising Capital from the Public

Presented by the Illinois State Bar Association

1.0 MCLE credit hour

20 - Teleseminar



Employment Law Torts in the Workplace

Presented by the Illinois State Bar Association

1.0 MCLE credit hour

21 - DeKalb, Northern Illinois University

Myra Bradwell: The Practice of Law in the Wake of Her Legacy

Presented by the ISBA Committee on Women
and the Law

2.0 MCLE credit hours, including 2.0*
PMCLE credit hours

25 - Chicago and Live Webinar



The Cybersleuth's Guide to the Internet: Super Search Engine Strategies and Investigative Research

Presented by the Illinois State Bar Association

6.0 MCLE credit hours

25 - Teleseminar



Designing and Drafting GRATS in Estate Planning

Presented by the Illinois State Bar Association

1.0 MCLE credit hour

26 - Teleseminar



LIVE REPLAY: Joint Ventures in Business, Part 1

Presented by the Illinois State Bar Association

1.0 MCLE credit hour

27 - Teleseminar



LIVE REPLAY: Joint Ventures in Business, Part 2

Presented by the Illinois State Bar Association

1.0 MCLE credit hour

28 - Chicago and Live Webinar



The Uniform Commercial Code Made Easy: A Groundbreaking Approach to Incorporating the UCC into Your Practice

Presented by the Illinois State Bar Association

6.5 MCLE credit hours

28 - Quincy

General Practice Update 2014: Quincy Regional Event

Presented by the ISBA General Practice
Section; co-sponsored by the Adams County Bar
Association

7.0 MCLE credit hours

■ APRIL

1 - Teleseminar



Planning and Drafting Revocable Trusts

Presented by the Illinois State Bar Association

1.0 MCLE credit hour

3 - Chicago and Live Webinar



Exempt Offerings: Regulation D to Crowdfunding

Presented by the Business and Securities Law
Section

2.25 MCLE credit hours, including 0.50*
PMCLE credit hours

3 - Live Webcast



Insurance Coverage Issues for the General Practitioner

Presented by the ISBA Insurance Law Section

2.25 MCLE credit hours

4 - Live Webcast



Digital Assets in Estate Planning

Presented by the ISBA Business Advice &
Financial Planning Section; co-sponsored by the
ISBA Trust and Estates Section

1.5 MCLE credit hours

4 - Chicago and Live Webcast



Social Media and Litigation

Presented by the ISBA Committee on Legal
Technology

4.0 MCLE credit hours, including 3.0*
PMCLE credit hours

7 - Webinar



Introduction to Legal Research on Fastcase

Presented by the Illinois State Bar Association

Complimentary to ISBA Members Only

0.75 MCLE credit hour, including 0.75
PMCLE credit hour

7 - Live Webcast



The Demise of .Com - New Generic Top Level Domain Names: What Brand Owners Need to Know

Presented by the ISBA Corporate Law
Departments Section

1.0 MCLE credit hour

7 - Live Webcast



Solving the Workers' Compensation Math Problem: How to Calculate the Average Weekly Wage

Presented by the ISBA Workers' Compensation
Section

1.0 MCLE credit hour

For more information and registration:

PHONE: 217-525-1760 or 800-252-8908; ONLINE: www.isba.org/lawed

MASTERS
SERIES

Save the Date!

40-Hour Mediation/ Arbitration Training

Chicago

**Monday, September 9, 2014 –
Friday, October 3, 2014**

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

Comments from past attendees –

Instructors were incredible teachers and examples of how to be the best mediator, attorney, and person you can be. The course is filled with real-life examples, hands on training and plenty of good humor. You will also enjoy the camaraderie of a week spent with your fellow attorneys-being peaceful for a change. Maya Fombelle, Spring 2014

One of the most enjoyable and informative seminars I have ever attended. Fred and Dick are the Laurel and Hardy of CLE presenters. Troy Roberts, Spring 2013



This course is really helpful, not only for mediation but for networking and general legal discussions. Mark E. Ferguson, Spring 2013

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 Professional Responsibility MCLE credit (subject to approval).

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

For more information and to register, please visit:


<http://www.isba.org/cle/upcoming>

8 - Webinar  
Advanced Tips for Enhanced Legal Research on Fastcase
Presented by the Illinois State Bar Association
Complimentary to ISBA Members Only
0.75 MCLE credit hour, including 0.75 PMCLE credit hour


8 - Teleseminar 
Review and Negotiating Franchise Agreements, Part 1
Presented by the Illinois State Bar Association
1.0 MCLE credit hour

9 - Teleseminar 
Review and Negotiating Franchise Agreements, Part 2
Presented by the Illinois State Bar Association
1.0 MCLE credit hour



10 - Chicago and Live Webcast 
Antitrust Law in the Wake of U.S. v. Apple: Implications on the Health Care Industry, Most-Favored-Nation Clauses and More
Presented by the ISBA Antitrust and Unfair Competition Law
Co-Sponsored by the ISBA Health Care Section and the ISBA Business & Securities Law Section
4.0 MCLE credit hour

10 - Live Webcast 
Post Windsor Repeal of Defense of Marriage Act - Now What??
Presented by the ISBA Employee Benefits Section
1.0 MCLE credit hour

11 - Chicago
Bankruptcy Basics from the Experts
Presented by the ISBA Commercial, Banking and Bankruptcy Section
MCLE credit hour TBD

11 - Teleseminar 
Buyouts in Closely Held Companies- Triggers, Methods, Valuation & Finance
Presented by the Illinois State Bar Association
1.0 MCLE credit hour

15 - Teleseminar 
Creditor Interests in LLCs/ Partnerships
Presented by the Illinois State Bar Association
1.0 MCLE credit hour

17 - Webinar  
Fastcase Boolean (Keyword) for Lawyers
Presented by the Illinois State Bar Association
Complimentary to ISBA Members Only
0.75 MCLE credit hour, including 0.75 PMCLE credit hour

17 - Chicago
Civil Practice Update
Presented by the ISBA Civil Practice and Procedure Section
5.5 MCLE credit hours


22 - Teleseminar 
Law of Religious Organizations, Part 1
Presented by the Illinois State Bar Association
1.0 MCLE credit hour


23 - Teleseminar 
Law of Religious Organizations, Part 2
Presented by the Illinois State Bar Association
1.0 MCLE credit hour

24-25 - Chicago
1st Annual Elder Law Bootcamp: Basics and Beyond
Presented by the ISBA Elder Law Section
Co-Sponsored by ISBA Administrative Law Section, ISBA Animal Law Section, ISBA Bench & Bar Section, ISBA Business Advice & Financial Planning Section, ISBA Child Law Section, ISBA General Practice Section, ISBA Senior Lawyers Section, ISBA Trusts & Estates Section, ISBA Standing Committee on Attorney Registration & Disciplinary Commission, and the ISBA Standing Committee on Military Affairs
13.25 MCLE credit hour, including 2.50* PMCLE credit hour

25 - Bloomington-Normal
New Considerations in Corporate Legal Ethics
Presented by the ISBA Corporate Law Departments Section
MCLE credit hour TBD



29 - Teleseminar 
Sale/Leaseback Transactions in Real Estate
Presented by the Illinois State Bar Association
1.0 MCLE credit hour

29 - Chicago and Live Webcast 
Everything a Lawyer Needs to Know about Representing a Firefighter or Police Officer Before a Pension Board
Presented by the ISBA Administrative Law Section
MCLE credit hour TBD

29 - Live Webcast 
The \$53 Million Question: Who's Responsible for Catching Fraud
Presented by Helios Digital Learning
Co-Sponsored by the Illinois State Bar Association & the Illinois CPA Society
2.5 MCLE credit hours

30 - Teleseminar 
Ethics, Technology and Small Firms
Presented by the Illinois State Bar Association
1.0 MCLE credit hour

■ MAY

1 - Webinar  
Introduction to Legal Research on Fastcase
Presented by the Illinois State Bar Association
Complimentary to ISBA Members Only
0.75 MCLE credit hour, including 0.75* PMCLE credit hour

CLE calendar (continued on next page)

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

CLE calendar (continued)



1 - Teleseminar 
Trusts and the New Medicare Tax
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour


2 - Teleseminar 
Attorney Ethics and Elder Abuse
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour, including 1.0*
 PMCLE credit hour

2 - Springfield
Civil Practice Update
*Presented by the ISBA Civil Practice and
 Procedure Section*
 5.5 MCLE credit hours

2 - Chicago
**Beyond Bullying and School
 Violence: Issues and Best
 Practices**
Presented by the ISBA Education Law Section
 MCLE credit TBD



2 - East Peoria
**Insurance, Surety Bonds,
 and Bankruptcy Issues for
 Construction Projects**
*Presented by the ISBA Construction Law
 Section, ISBA Commercial Banking, Collections
 and Bankruptcy Section, ISBA Insurance Law
 Section, and ISBA Tort Law Section*
 6.5 MCLE credit hours, including 1.0*
 PMCLE credit hour


5 - Webinar  
**Advanced Tips for Enhanced
 Legal Research on Fastcase**
*Presented by the Illinois State Bar Association
 Complimentary to ISBA Members Only*
 0.75 MCLE credit hour, including 0.75*
 PMCLE credit hour


6 - Teleseminar 
**Limitations on Closely Held
 Company Owners - Business
 Opportunities and Non-Competes**
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour

7 - Teleseminar 
**Attorney Ethics When
 Supervising Other Attorneys**
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour, including 1.0*
 PMCLE credit hour

7 - Chicago
**Tips of the Trade: A Federal Civil
 Practice Seminar 2014**
Presented by the ISBA Federal Civil Practice Section
 MCLE credit TBD

9 - Webinar  
**Fastcase Boolean (Keyword) for
 Lawyers**
*Presented by the Illinois State Bar Association
 Complimentary to ISBA Members Only*
 0.75 MCLE credit hour, including 0.75*
 PMCLE credit hour


9 - Teleseminar 
**Ethics of Beginning and Ending
 an Attorney-Client Relationship**
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour, including 1.0*
 PMCLE credit hour

14 - Teleseminar 
**Ethical Issues for Business
 Attorneys**
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour, including 1.0*
 PMCLE credit hour

15 - Teleseminar 
**Role of "Trust Protectors" in
 Trust Planning**
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour

15 - Chicago
It's Not Just Family Law Anymore
Presented by the ISBA Family Law Section
 MCLE credit TBD

16 - Chicago
2014 SIU Health Care Institute
*Presented by SIU and the Illinois State Bar
 Association*
 MCLE credit TBD

16 - Teleseminar 
Ethics of Working with Witnesses
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour, including 1.0*
 PMCLE credit hour

19 - Teleseminar 
**Attorney Ethics and Digital
 Communications**
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour, including 1.0*
 PMCLE credit hour


20 - Teleseminar 
2014 Sexual Harrassment Update
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour

21 - Teleseminar 
**Techniques for Tax Efficiently
 Withdrawing Capital From a
 Closely Held Company**
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour

22-23 - Carbondale
**Attorney Education in Child
 Custody and Visitation Matters in
 2014 and Beyond**
*Presented by the ISBA Bench and Bar Section,
 SIU School of Law and The Dispute Resolution
 Institute*
 MCLE credit TBD


28 - Teleseminar 
**UCC Issues in Real Estate
 Transactions**
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour


29 - Teleseminar 
**Trust Investments: A Guide to
 Trustee Duties & Liability under
 the UPIA**
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour

30 - Teleseminar 
Attorney Ethics and Social Media
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour, including 1.0*
 PMCLE credit hour


■ JUNE



3 - Teleseminar 
Family Feuds in Trusts
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour



4 - Teleseminar 
2014 Ethics in Litigation, Part 1
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour, including 1.0*
 PMCLE credit hour, including 1.0*
 PMCLE credit hour

5 - Teleseminar 
2014 Ethics in Litigation, Part 2
Presented by the Illinois State Bar Association
 1.0 MCLE credit hour, including 1.0*
 PMCLE credit hour

5 - Lombard
**Real Estate Transactions:
 Beyond the Ordinary and
 Mundane and Interactive Ethics
 and Professionalism Panel
 Discussions**
Presented by the ISBA Real Estate Section
 MCLE credit TBD

6 - Live Webcast 
**The Do's & Don'ts of the BAIID
 Machine**
*Presented by the ISBA Traffic Laws & Courts
 Section*
 1.0 MCLE credit hour

6 - Webinar  
**Introduction to Legal Research
 on Fastcase**
*Presented by the Illinois State Bar Association
 Complimentary to ISBA Members Only*
 0.75 MCLE credit hour, including 0.75*
 PMCLE credit hour

10 - Webinar  
**Advanced Tips for Enhanced
 Legal Research on Fastcase**
*Presented by the Illinois State Bar Association
 Complimentary to ISBA Members Only*
 0.75 MCLE credit hour, including 0.75
 PMCLE credit hour

ISBA events calendar

2014

March 21 (Tuesday) DeKalb

Women in the Law Outreach & Networking Event

April 4 (Friday) Peoria

IBF Fellows reception recognizing Hon. John Gorman

April 25 (Friday) Chicago

YLD Soiree

May 2 (Friday) Chicago

Board of Governors Meeting

May 6 (Tuesday) Rockford

IBF Fellows reception recognizing Joe Dailing, Roberta "Bobbi" Holzwarth and Nancy Hyzer

May 22 (Thursday) Geneva

IBF Fellows reception recognizing Patrick Kinnally and Susan Rogaliner

June 19-21 (Thursday-Saturday) Lake Geneva

ISBA Annual Meeting

October 17 (Friday) Chicago

IBF Gala

December 12-14 (Thursday-Saturday) Chicago

ISBA Midyear Meeting

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

Sponsored by and for members of the Young Lawyers Division



Announcing the 2015

\$3,500
in prizes!



Lincoln Award Legal
WRITING CONTEST

THE LINCOLN AWARD CONTEST offers you a chance to enhance your reputation as a lawyer and earn cash at the same time. And whether your manuscript is a winner or not, it will be considered for publication in the *Illinois Bar Journal*.

WINNERS RECEIVE:

1st place - \$2,000, 2nd place - \$1,000, 3rd place - \$500.

Each winner will also get an attractive Lincoln Award plaque.

Your manuscript will be rated by a distinguished review panel of practicing lawyers, law professors or judges.

The ALA Contest is open to all ISBA lawyer members under 36 years of age on July 1, 2014 or admitted to the bar fewer than five years as of that date. ISBA law student members who are admitted to the bar on or before Dec. 31, 2014, are also eligible to enter.

All participants must file a notice of intent to enter the competition by July 15, 2014.

Contest rules and an entry form are at www.isba.org/ibj

If you have questions, contact Jean Fenski at jfenski@isba.org
217/525-1760 or 800/252-8908

Looking for Career or Practice Assistance?



Then You Need to Visit...

ISBA Career Center & ISBA Practice Resource Center

The **ISBA CAREER CENTER** focuses on legal jobs only...
With over 200 jobs currently listed!

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- Access resources ranging from interview tips to sample resumes.

The **ISBA PRACTICE RESOURCE CENTER** is a repository of content, ethics opinions, tools on practice management issues, and discounts on practice-oriented technology.

- Free online legal research via Fastcase.
- Listing on IllinoisLawyerFinder, lawyer referral service.
- Information on hanging out a shingle or selling/closing a practice.
- Peer-to-peer assistance through our e-discussion groups.
- Advice on how to market to and attract new clients.
- Discounts including cloud backup, practice management software, credit card processing for lawyers and website design and hosting.

Visit **WWW.ISBA.ORG**

to access these and other great resources!

CAREER CENTER



PRACTICE RESOURCES



JOIN THE ISBA



ILLINOIS STATE BAR ASSOCIATION

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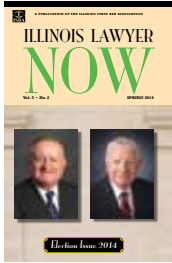


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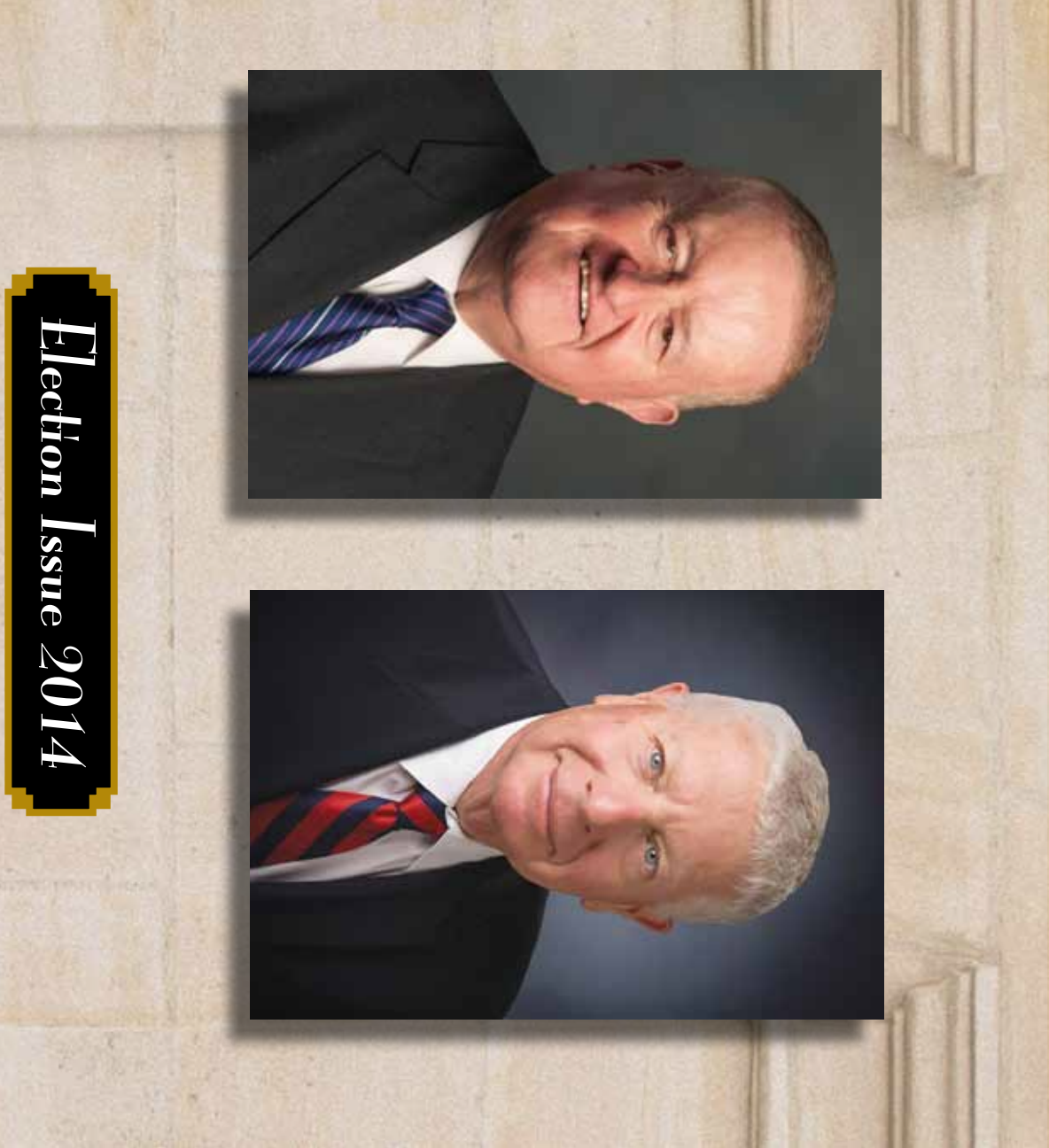

800.252.0402 | www.atgf.com | atginfo@atgf.com



COVER PHOTO: *Russell Hartigan and David Sosin are running for 3rd Vice President in the upcoming ISBA election. Ballots will be mailed/mailed on March 28.*



424 South Second Street
Springfield, Illinois 62701
www.isba.org

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