



YLD NEWS

The newsletter of the Illinois State Bar Association's Young Lawyers Division

How to be an asset to your firm

By Poonam K. Lakhani

Most of us know what to expect when we begin working at a law firm as a young associate: long hours filled with legal research and endless drafting. However, just writing amazing briefs will not give you job security. With a volatile economy where clients are quick to take their business to a competing firm, there are certain steps you can take to make yourself invaluable and irreplaceable.

1. Become an expert

The law is vast and constantly changing. Partners rely on associates to help them stay on top of the law so that they can give clients appropriate advice. If there is an area of the law you have an affinity toward, study it and become an expert.

Partners will come to rely on your for assistance in that area. If the area happens to be one where the firm's needs are unmet, even better! You've just added value.

2. Think like a partner

When given an assignment, don't just do the work—own it. Learn the facts of the case, understand the client's needs, think critically, analyze, and come up with solutions. This exercise will not only help you become a more skillful lawyer, but will also allow you to better anticipate the partner's needs. You may be able to devise some alternative solutions for the partner that may better

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8th Annual YLD Bean Bag Tournament to be held on April 25, 2015

By Bryan Wilson

Benefiting the YLD Children's Assistance Fund which provides support to children in contact with the legal system. Show your support by joining us at this year's event.

- When:** Saturday, April 25, 2015, 1:00 to 4:00 p.m.
- Where:** Bar Louie, Printer's Row, 47 W. Polk St., Chicago, Illinois 60605
- What:** Open bar of beer, wine and well drinks, hot appetizer buffet, and cornhole
- Cost:** \$45 (Wristband for drinks and food only) for tickets purchased online through April 19, 2015, or \$55 for tickets purchased at the door or \$125 (2 wristbands and admission for a team of 2 into the Bean Bag Tournament)
- Deadline:** Online registration open until April 19, 2015 at <<http://www.isba.org/sections/yld/beanbag>>. Wristbands will also be available for purchase at the door. All teams must register in advance online by April 19.

Winning team receives \$300, 2nd place team receives \$150, and third place team received a whoopin'. Questions? Contact: Tony Bruno, lawyerbruno@gmail.com, or Bryan Wilson, bwilson@beermannlaw.com ■

Spring into 2015 with an overview of five rule amendments in Illinois

By Shawna Boothe

Like the beginning of every year, 2015 brought new resolutions, new trends, and new amendments to several rules of civil procedure and evidence. While some amendments are minor, others are substantial. Illinois practitioners should be aware of these new amendments and how they may impact a case.

1. Reducing civil juries to six

On December 19, 2014 Governor Pat Quinn signed into law Public Act 098-1132. This new law amends 735 ILCS 5/2-1105(b) concerning jury demands. Under the amendment, effective June 1, 2015, the number of jurors in all civil cases will be reduced from 12 to six. For cases filed prior to June 1, parties demanding a trial by jury can empanel a jury of 12 upon proof of prior payment for such jury size.

2. Extending time to answer an appeal

The procedural rules governing appeals to the Appellate Court and Illinois Supreme Court also reflect recent amendments that went into effect on January 1, 2015. Illinois Supreme Court Rule 308(c) on certified questions affords adverse parties 21 days after the deadline for the application to file an answer in opposition. This is an increase from the prior time limit of 14 days. Similarly, Illinois Supreme Court Rule 315(f) on leave to appeal from the Appellate Court to the Supreme Court has been amended to give respondents 21 days, instead of 14 days, to file an answer.

3. Changing who can file an appeal from final judgments

2015 brought another amendment to the rules for appeals. Under amended Illinois Supreme Court Rule 303(a)(1) concerning appeals of final judgments of the circuit court, any party or an attorney representing the party appealing can file the notice of appeal. The amendment permits an attorney to file the notice of appeal regardless of whether he filed an appearance in the circuit court.

4. Making prior consistent statements admissible

As of January 6, 2015, a new type of prior statement is admissible. The 2015 amendment to Illinois Rule of Evidence 613(c) pro-

vides for the admissibility of a witness' prior statement that is consistent with his trial testimony. However, the amendment limits the admissible use of prior consistent statements to rehabilitation and only where the witness testifies at trial, is available for cross-examination as to the statement, and the consistent statement is offered to rebut two specific charges of fabrication.

5. Limiting what constitutes personal identity information

Even though this amendment took effect on November 21, 2014, the significance of the changes could have an effect on discovery and filing documents well into 2015. Illinois Supreme Court Rule 138(b) lists specific personal identity information that cannot be included in documents or exhibits filed with the court, without redaction. Prior to the amendment, birthdates and minors' names would have been considered personal identity information, effective January 1, 2015. However, the November 2014 amendment repealed these additional types of information before they went into effect. For 2015, the definition of personal identity information will remain narrow to include only four types of information: social security and individual taxpayer-identification numbers, driver's license numbers, financial account numbers, and debit and credit card numbers. ■

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Five things I learned about practicing law, and life in general, after law school

By Priscilla Singer

Most young lawyers will agree that much of the legal/life training they get comes in many forms after law school, after a first job, and after dealing with dozens of attorneys, legal assistants, clerks, and judges. One of the things I learned early on after graduating from law school is that practicing law leads to lots of learning on a daily basis—be it through self discovery or actual legal practice. While one can write volumes about life after law school, I'll save you time and energy and tell you five of the lessons I've learned so far:

1. **First impressions may not mean everything, but they're definitely pretty important:** Judges, opposing counsel, and your colleagues may not always remember your name, but they'll definitely remember if you've made an impression on them. That's why it's always good practice to remain civil, courteous, punctual and take the high road when necessary. People will respect your ability to remain cool under fire and they'll respect your professionalism, especially if it's the first thing they see when they meet you.
2. **Always go with your gut:** This actually applies to much more than legal practice such as job selection, client advocacy, and relationships with your colleagues. Chances are if you feel something is wrong, it probably is...at least in some way. Always trust your instincts, but al-

ways make it good practice to do your research, evaluate your options, and weigh the pros and cons of every situation. You've come this far in life while relying on your book smarts and general life experience, but inside you know what's right and what's wrong—go with it.

3. **Properly identify your client and know the difference between a client and another lawyer:** This may seem painfully obvious, but it's always important to remember whom and what you're actually representing. Even though your mission may be one for "the greater good," remember that you are first an advocate to your client's position—good or bad (if it's bad, maybe switch sides...) In the same vein, know the difference between opposing counsel and his/her client. Opposing counsel represents his/her client just as fiercely as you represent your client, but just because opposing counsel and client on the same "side" doesn't mean they share the same views. You'll see opposing counsel much more often than you will see your client and you are more likely than not going to encounter said opposing counsel for many years after your case with him/her ends. Maintain that same level of professionalism and civility you had when you first encountered him/her.
4. **Do things that make you happy and**

be true to yourself: This is another very obvious thing to learn—do things that make you happy like working out, participating in community service projects, or even switching jobs. You'll be a better advocate when you're 1) relatable and 2) in a position where you like what you're doing and how you're doing it (at least most of the time anyway). Work-life balance isn't a myth, but it does require quite a bit of work sometimes to have a life. However, clients will appreciate that you aren't just a suit and invoice at the end of the month. Doing what makes you happy will help you relate to your client beyond statute and petitions and you'll be happier for it.

5. **Keep up relationships with people you meet along the way:** This will help you in so many ways—both socially and professionally. You'll never know when you need to tap in to someone from your past for help, direction, or just for a conversation. The same way you'll have different experiences throughout your legal career, so too will the people you've met along the way. They'll change jobs, expand their networks, and want to develop professionally just like you will. It's never a bad idea to keep in touch with people even if it's just for a coffee break once or twice a year. They'll remember you and you'll remember them too. ■

2015 Lincoln Award Legal Writing Contest winners

Jason Hortenstine of Mattoon, an associate at Heller, Holmes & Associates, is the first place winner in the ISBA's 2015 Lincoln Award Legal Writing Contest. Jason received a cash award of \$2,000, and his winning article, "A Practitioner's Guide to the Loss of Chance Doctrine in Illinois," appeared in the February *Illinois Bar Journal*. The contest is sponsored by the Young Lawyers Division and open to YLD members.

Second place winner is Sean Brown, Brid-

geview, a Cook County Assistant State's Attorney. He wrote "Post-Kladis Issues: The Evolving Illinois Discovery Laws." Third place goes to John Painter, an associate at Ashman Law Offices, LLC in Chicago, for "Pusher Man: Lawyers Push the Legal and Ethical Limits Representing Marijuana Businesses." The second place winner got a \$1,000 cash prize and the third place winner received \$500.

Thirty-four manuscripts were submitted in the 2015 contest. The judges were Illinois

Appellate Court Justice Michael J. Burke of Elmhurst; Hon. Zina Cruse, Belleville, a circuit judge in the Twentieth Judicial Circuit Court; Deborah A. Benzing, of the law firm Meachum, Starck, Boyle and Trafman in Chicago; Elizabeth Felt Wakeman, a partner in Botto Gilbert Gehris Lancaster, PC in Crystal Lake; and Joseph P. Chamley, a partner in Evans, Froehlich, Beth & Chamley in Champaign.

See page 12 of this newsletter for information about next year's contest. ■

How to be an asset to your firm

Continued from page 1

serve the client. If you fully understand the facts and the client, you'll also likely do a better job on the assignment. In turn, the partner will begin to trust you and will give you more independence to manage cases as you see fit. You may even be looked to for advice and suggestions on strategy.

3. Remember, everyone is your client

Think about the way you approach a client. Now apply that to everyone around you—the partners you work with, your fellow associates, the mail clerk, even people you meet outside your firm. There's no higher compliment than when a client tells a partner at your firm that they liked working with you, except when attorneys outside your firm approach your boss to tell them how wonderful you are! If you treat everyone with respect and work to meet their needs, you will develop a solid reputation that will get you noticed. You'll form a good impression with your boss and build a distinguished reputation that will help your career for years to come.

4. Build relationships now

Unfortunately, many associates focus so much on writing the best brief and billing the most hours that they neglect building and maintaining relationships. Once they make partner, they fail because they have no network to build business. Get out there, attend professional events, and stay in touch with those you meet. At the same time, maintain the old relationships you have. You never know: your old buddy from high school may end up inventing the next Facebook and call on you to be her lawyer.

5. Take initiative

Firm billing processes not efficient? Firm not taking advantage of cost-saving technologies? Do you have a way to fix that? Do it! Just because you are near the bottom of the totem pole does not mean that you can't find meaningful ways to contribute to the firm. When you see holes that need fixing, take the initiative to come up with a fix. Most likely, the partner will greatly appreciate your efforts. Taking initiative will demonstrate that you genuinely care for the success of the firm

and that you have more than just legal skills to contribute.

6. Don't let your leadership skills get rusty

In law school, there were plenty of opportunities to lead. However, as a young associate, you may have little opportunity to manage a case or project. Hence, you need to work harder to find opportunities to exercise your leadership skills and keep them sharp. Joining a non-profit board or professional organization is a great way to use and improve your leadership skills, while building your reputation and network. This way, when an opportunity to take the lead on a matter comes your way at work, you will be confident and prepared to take charge.

Generally, approach your work like you have an ownership interest, not as though you are just there to complete a task. Regardless of whether you aspire to stay with your firm in the long-run, these skills will help propel you to wherever you want to be and make you a better lawyer for your clients. ■

ISBA YLD members volunteer on live television

By Marie K. Sarantakis

On March 9th, law students and young attorneys gathered at WTTW Studios in Chicago to raise funds for public television. The ISBA YLD members gathered together for a quick meal and then underwent a training session to learn how to use the studio's telephone and computer software. After training, the volunteers went on-air and collected donations live on Channel 11. In the middle of the segment, WTTW took a few moments to acknowledge the ISBA YLD for their efforts.

While in the studio, the ISBA YLD members had the opportunity to meet with the in-studio guest that evening, best-selling author and renowned alternative medicine guru, Deepak Chopra. Laughs were shared, photos were taken, and substantial funds were collected for WTTW. The night was a great success! Thank you to all of our volunteers who made it possible. ■

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Ernie Banks: A primer

By Tim Ritchey and Madeleine Minton

When Chicago Cubs legend Ernie Banks passed away in January 2015, Cubs fans mourned the loss of the beloved “Mr. Cub.” Banks, who spent his entire MLB career as a shortstop and first baseman for the Cubs, was the Cubs’ first African-American player and was active in the Cubs organization and Chicago community even after his retirement. On January 24th, one of Banks’ sons thanked Banks’ caretaker, Regina Rice, for the end-of-life care she provided his father via Facebook. A few days later, however, relations between Rice and Banks’ family turned adversarial when Rice filed a petition disclosing the existence of estate planning documents signed by Banks only three months before his death. The October 2014 will would leave Banks’ entire estate as well as the right to control and profit from his name and image, exclusively to Rice, completely disinheriting his estranged wife and adult children. The October 2014 will was subsequently admitted to probate and Rice was appointed executor of the estate.

The threshold for admitting a will to probate is relatively low, given the statutory requirements for a will are minimal. There was no real dispute as to whether the statutory requirements were met in the Banks’ case, i.e., in writing and signed by the testator and attested by at least two witnesses. Will contests are filed after the will is admitted to probate.

Banks’ wife and children have denied the validity of the will, maintaining that Rice misused her position of trust and confidence and unduly influenced Banks. According to Banks’ family, in the months leading up to Banks’ death, Rice restricted Banks’ telephone contact with his children, contacted a suburban lawyer, and coerced Banks, then suffering from dementia, into signing the will.

Undue influence is one of the more common grounds for will contests. Undue influence arises when somebody takes advantage of a person’s reduced physical or mental state, or a situation of fear or dependency, and influences them to take an action they would not have otherwise taken. Elderly and persons with diminished mental or physical capacity are common victims of undue influence. In Illinois, undue influence may be presumed to have occurred if a fiduciary relationship exists between the individual and the perpetrator.

Caregivers, nurses, friends or relatives can all be so involved in the testator’s life that such a special relationship exists to trigger the presumption that undue influence occurred.

In general, the party challenging the will on the ground that it was procured through fraud or undue influence bears the burden of proof. To succeed in invalidating a will on the ground of undue influence, the plaintiff must prove (1) another person exerted influence over the testator; (2) the influence overpowered the testator’s mind, and (3) the testator would not have executed the will in the absence of the influence. In Illinois, a presumption of undue influence arises that shifts the burden of proof to the defendant if there is a fiduciary relationship as a matter of fact or law between the testator and individual benefiting from the transaction where the fiduciary was instrumental in the procurement of the will. Thus, Regina Rice, as Banks’ agent and caregiver, will likely carry the burden of proving there was no undue influence if the Banks’ family can show Rice was instrumental in the procurement of the will. The interaction between Rice and the drafting attorney as well as the actions Rice took in calling, driving or otherwise coordinating the meeting will be important. Similarly, important evidence may include the locale of the attorney in proximity to Rice’s or Banks’ residence as well as prior dealing between the attorney and either Rice or Banks.

In addition to the Banks case, other high-profile cases involving allegations of undue influence include Brooke Astor (her son and attorney were jailed for trying to defraud hundreds of millions from charity), Carolina Panthers owner John “Buck” Jones (his Will was changed a month before his death to leave control of Company to his wife instead of three employees as had been his long standing plan), and Tony Curtis (the actor’s children accused his fifth wife of undue influence after Curtis changed his will to disinherit his five children). While these celebrity cases are intriguing because of the fame and wealth involved, individuals from all walks of life face this type of fight more often than you may think.

Although will contests cannot be filed until after death, it is important to take precautions during life to ensure the estate plan is

that of the testator’s own volition and, also, to best protect that estate plan against any post-death challenge. Consider these tips:

- Meet the client in your office for an interview by herself;
- Take notes and consider having an associate sit in on the meeting;
- Find out who made the call to your office concerning the change;
- Ask questions to make sure the client still understands the scope of her assets and who her family is, ask her why she wants to change her estate plan, ask whether anyone asked for the change in the will, and ask questions to ensure the client’s wishes are her own; and
- Recommend that the client be examined by a physician for a determination of mental capacity near the time the estate plan is to be signed.

To help insulate clients from allegations of undue influence after death, counsel your clients to:

- Plan early! The earlier people sign their estate plans, the harder it is for disappointed relatives to successfully sue for mental incompetency or undue influence;
- Inform their family members of their estate plans now. If your client’s plans will likely confuse or disappoint certain relatives, explaining the decision before death may prevent later legal battles;
- Specify who gets what item, particularly when the testator, like Banks, has a large or valuable collection of memorabilia;
- Clearly record burial preferences to avoid conflicts like the one between Rice and Banks’ family regarding Banks’ remains;
- Use professional witnesses during the planning process; and
- Consider including a will provision that will deter potential heirs from challenging the estate plan.

While we will have to wait and see what becomes of Mr. Cub’s celebrity estate, Banks’ story is a learning moment for any lawyer who may face the issue of undue influence. ■

Tim Ritchey is a partner at Peck Bloom, LLC in Chicago. Tim concentrates his practice in litigation, with an emphasis on contested probate litigation. Madeleine Minton is a law clerk at Peck Bloom, LLC.

E-mail courtesy DOs and taboos

By Ann Marie Sabath

Whoever thought we would be communicating in cyberspace? As you know, on-line interaction is as common as picking up the phone, faxing correspondence or dropping by someone's office.

How To Add Warmth To Your E-Mail Message

With hard copies, you have the texture of the paper, with voice-mail messages, your inflection sets the tone, with in-person interaction, your body language communicates the message. However, with e-mail, the only "non-verbals" on which the receiver has to base the message tone are your words. Here are ways to add warmth to your messages:

1. Use a form of thanks in the first 12 words of the message (e.g., «It was a pleasure receiving your e-mail message.»)
2. Use the person's name in the first 12 words of your message.
3. Use "You," before "We," before "I."

Putting Your Best Message Forward

The importance of spelling and grammar

Like it or not, when sending an e-mail message, a letter or a fax, you are judged by the quality of your writing. No matter how casual you choose to make the tone of your

message, capital letters should be used at the beginning of sentences and with proper names. One way to ensure correct spelling is by using spell-check. Also, proof your message content by reading it aloud or printing a hard copy before sending it.

Tailor your message for the recipient

Although your message is a reflection of you, the style of your message should be tailored to the person receiving it. For instance, if you have a rapport established with the person and your message deals with a "light" topic, a more casual tone is acceptable. However, if you are at an arm's length distance with the recipient, and your topic is more serious in nature, a more formal tone is in order. When unsure of the appropriate tone, write the way you would talk to the person.

The top 10 e-mail mistakes to avoid

1. Not checking your e-mail with the same regularity that you do your voice-mail messages.
2. Not labeling the subject of your message to reflect the message content.
3. Not responding to e-mail messages in the same prompt manner that you do other forms of communication.
4. Not proofing an electronic message with

the same attention that you give to a document in hard copy form.

5. Being verbose in your e-mail communication rather than being succinct.
6. Sending out unsolicited mass-mailings that could be considered junk mail to recipients.
7. Labeling a message as «Urgent» so that the receiver will give it priority unnecessarily.
8. Not listing a phone number and fax in your message so that the recipient has this information at hand.
9. Trying to be humorous in your messages when it could be misinterpreted as sarcasm.
10. Sending copies of e-mail to people in address groups rather than being more selective about who received messages. ■

Ann Marie Sabath is the founder of At Ease Inc., the 28-year-old business courtesy training firm. Her *Strategies For Success: Key Ways For Gaining That Competitive Edge In The 21st Century* and other business development programs are offered to law firms across the country. Sabath's training concepts have been recognized by *The Wall Street Journal*, USA Today, 20/20 and CNBC.

Do you have a business courtesy question? E-mail it to Sabath at sabath@ateaseinc.com or call her at 312-372-1233.

YLD's wine tasting event a success!

By Erin Wilson and Sarah Moravia

The Illinois State Bar Association's Young Lawyer's Division recently hosted its first—and hopefully annual—Wine Tasting Event at the ISBA offices. On February 27, 2015, more than 100 guests joined us for an evening of socializing, networking, snacking, and wine tasting. The event promoted networking for lawyers and law students of all ages in a fun and relaxed environment. The YLD was happy to see new faces and hope that you will join us for our upcoming events as well.

The tasting was led by Mike Baker of Vin Chicago, who eloquently educated guests about the five wines (all of which were very

affordable and are available at Vin Chicago locations) that were being served that evening. The wine list for the evening is as follows:

- Avinyo Brut Reserva Cava (Sparkling), which welcomed guests as they arrived;
- Spreitzer 101 Riesling (White), a dry and more sophisticated Riesling than those you drank when you first learned to like wine;
- Domaine Grande Bellane Cotes du Rhone (Red), a very bright and spicy wine with hints of strawberry;
- Masciarelli Montepulciano d'Abruzzo (Red), a lovely Italian wine, with a price

that did not reflect its depth; and

- Chono Reserva Carmenere (Red), an extremely affordable Chilean wine to finish up the night with a bang. Spirits were high and guests were able to enjoy extra pours of their favorite wines from the tasting.

While tasting the wines, guests also enjoyed delicious hors d'oeuvres and desserts from Pastoral.

This event is a continuing effort by the YLD to promote networking amongst our members in an affordable and social setting. We hope that you will join us for the 2016 ISBA YLD Wine event. ■

Unique opportunities in the legal profession for moms

By Jennifer A. Haase

One of the hardest challenges professionals face is their work-life balance. Whether you are starting a new relationship, finding time for your spouse, or juggling an entire family, the task always seems daunting. Although the topic of starting a family and what to do with the children is nothing new, few women realize how it can actually be a great opportunity for young mothers who are attorneys. Most often the issues surrounding women and the workforce are framed in terms of maternity leave and whether to take a break from your career or enroll your child in full-time daycare. While those are still legitimate concerns and certainly not decisions to be made lightly, our profession often does not get the recognition it deserves for being child-friendly.

At the end of my first pregnancy, I was on trial and had not considered how my career would change once the baby was born. Being consumed by the trial, I planned to cross that bridge when I came to it. Working for a small firm and with my father, I did not take a traditional hands-off maternity leave. Although I was not going to court, I was still handling e-mails, revisions on complaints and motions, and other aspects of the strictly office work which I could do from home. I absolutely loved being home with my son but I had the best of both worlds with the opportunity to stay in the loop on our cases while he napped in my arms. As my maternity leave came to a close my dad asked me what my plans were, whether I would come back full-time, or some other arrangement. It then occurred to me that what he had always said about the profession, "being an attorney is one of the best professions possible for a woman, because the law is always changing, so whether you leave for maternity leave or longer, you will still need to do research," was exactly right. I really enjoyed the balance I had established between work and home. So for the most part, I kept the arrangement the same, and added going into court every so often as well.

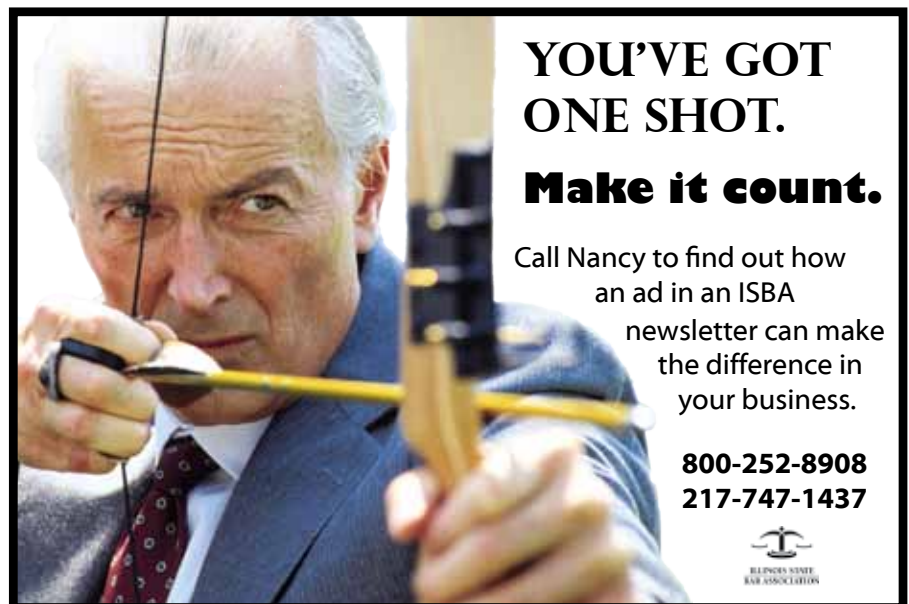
While teaching is often touted as a friendly profession for mothers because of the days off and the hours of the school day, it actually requires more forethought during the early years when your children are not in school. By sharp contrast, attorneys have the power to make their hours. I can work on research, write motions, or catch up on e-mails early in

the morning, late at night, or during my son's nap time. I have the power to work during the times that are convenient for me and my family and pursue as much or as little as I feel I can adequately handle.

For some attorney moms, the issue is non-negotiable and remains traditional, whether they are the bread winner of the family or are happy to spend more time in the office. However, if you have the option or are not ready to go back to work full-force, the profession allows unique opportunities. Regardless of which camp you may find yourself in, in the next year or in five years, there is a unique solution for attorneys and you will be happy to have it available. While I have chosen to work from home I know several attorney mothers who have full-time daycare, part-time daycare, parents who watch their kids, nanny shares, and some who work from home a few days a week and have someone come to help on those days. Regardless of how their children are taken care of, none of these women fall short of their professional obligations and are able to devote their time accordingly. Some are senior associates, founding partners, and have countless affiliations with associations across the state.

My first pregnancy certainly did not slow me down and now that I am in the midst of

my second pregnancy it seems that has yet to alter my ambitions either. As a direct result of my desire to stay home, I have found new avenues to pursue. I have done more closings than I thought I would ever do because they are very well suited to working from home. I have worked in tandem with other attorneys on motions in topics varying from guardianships to subpoenas. It is a well-known fact in my circle that I am happy to cover case management if another attorney has a conflict. I have found more ways to get involved in the ISBA by volunteering to serve as a liaison to another section council and I will rerun for a spot on the Assembly. I continue to volunteer to speak with potential students of my law school alma mater. While I may not be going to trial again anytime soon, I certainly feel fulfilled professionally by keeping my feet wet and finding different outlets to expand my professional development. Prior to my pregnancies I am sure I would have continued on the path of pursuing trials similar to what I was familiar with and surely would have been happy to do so. However, in an attempt to find the right work-life balance for my family, I have found new interests and have pursued new avenues of the law that I would likely have avoided or at least not actively sought out. ■




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ILLINOIS STATE BAR ASSOCIATION

DePaul alumni share secrets of success with current law students

By Sherry H. Joseph

On the Evening of March 19, 2015, five alumni of the University of DePaul College of Law engaged in honest and practical conversations with current law students on the realities of practicing law. The students all left this event feeling better-suited to enter the approaching summer job market.

Mr. Blandin shared how important it is to start thinking about business development, because that is how you will make yourself indispensable in any job market; otherwise you will become that person at the firm who must rely on the rainmakers to ensure your job. He also opened up our minds about knowing the audience we plan on targeting as potential clients, and how we will have to learn what they like and where they congregate in order to interact with them.

Ms. Wilson shared with the audience why it is important to consider and protect your positive image, because as an attorney your image is very important to gaining and keeping clients. She also shared how important it is to schedule time for yourself during your first year as an associate; doing such things as taking weekly walks, and having lunch away from your desk at least one day a week.

Ms. Moravia and Ms. Lee teamed up to deliver the important message of how instrumental networking with your alumni base can be to a newly minted attorney. Being recent graduates, they were able to share networking tips to help students feel more comfortable about attending networking events. They informed the students about how to target their networking, and shared some tips on follow-up messages.

Mr. Wilson shared the three Ps of a successful litigation career: **Perspective**—Who are you? Where are you going? How will you get there? **Perseverance**—Be determined to reach your end goal. **Patience**—Your career is like a road trip, be sure to check the mile markers along the way, and stay on course. He also shared the distinction between being a litigator and a trial attorney, and if you plan to be the latter you must strategically choose a practice area in which generates substantial opportunities for trials.

The event was sponsored by the ISBA, 20 S. Clark St., Suite 900, Chicago, IL. ■



(Left to right) Back row: Mr. Stephan Blandin, Romanucci & Blandin, LLC; Mr. Johner T. Wilson III, Lewis Brisbois Bisgaard & Smith, LLP. Front row: Colleen Mulligan, '17 ISBA Student Rep; Ms. Sarah Moravia, Avery Camerlingo Kill, LLC; Ms. Kristy Lee, Plante Moran; Ms. Erin M. Wilson, O'Connor Family Law, P.C.; Sherry H. Joseph, '17 ISBA Student Rep; and Steven Haamid, '17.

Photo courtesy Michael A. Coleman, Jr. (Mikey) www.mikeyarts.com.



Attorney Alumni Mr. Blandin and Ms. Wilson engaging with current law students.

Photo courtesy Michael A. Coleman, Jr. (Mikey) www.mikeyarts.com.

Upcoming CLE programs

To register, go to www.isba.org/cle or call the ISBA registrar at 800-252-8908 or 217-525-1760.

May

Friday, 5/1/15- Teleseminar (live replay)—Ethics in Employment Law Practice. Presented by the ISBA. 12-1.

Friday, 5/1/15- Collinsville, Double Tree Hotel—Criminal Law: Back to Basics. Presented by the ISBA Criminal Justice Section. 9:00-4:30.

Friday, 5/1/15- Chicago, ISBA Regional Office—Introduction to Public Private Partnerships (P3s). Presented by the ISBA Construction Law Section; co-sponsored by the Illinois chapter of the National Society of Professional Engineers and the Illinois Land Surveyors. 8:30-4:30.

Monday, 5/4/15- Teleseminar—2015 Fiduciary Litigation Update. Presented by the ISBA. 12-1.

Tuesday, 5/5/15- Teleseminar—Drafting Effective Employee Handbooks. Presented by the ISBA. 12-1.

Wednesday, 5/6/15- Chicago, ISBA Regional Office—Settlement in the Federal Courts. Sponsored by the ISBA Federal Civil Practice Section; co-sponsored by the Seventh Circuit Bar Association. 11:55am-4:15pm.

Thursday, 5/7/15 – Lombard, Lindner Conference Center—“Residential Real Estate Transactions: From Listing to Closing.” Presented by the ISBA Real Estate Section. 8:50 am – 4:30 pm.

Thursday, 5/7/15 – St. Louis, Washington University School of Law—What Every Lawyer Needs to Know About Current Antitrust Enforcement Trends. Presented by the ISBA Anti-Trust Section, Co-sponsored by Washington University School of Law and the Bar Association of Metropolitan St. Louis. 9:30 am – 1:45 pm.

Thursday, 5/7/15- Teleseminar—Business Valuation in Transactional Documents: Formulas, Comps, & the Market. Presented by the ISBA. 12-1.

Thursday, 5/7/15- Chicago, ISBA Re-

gional Office—“Because You’re Worth It!”: Achieving Advancement and Fair Compensation in the Legal Profession. Presented by the ISBA Committee on Women & the Law; co-sponsored by the ISBA Committee on Racial and Ethnic Minorities and Young Lawyers Division. 1-4 with reception from 4:15-6pm.

Friday, 5/8/15- Chicago, ISBA Regional Office—Civil Procedure Update and Review. Presented by the ISBA Civil Practice and Procedure Section. 8:50-4:15.

Tuesday, 5/12/15- Teleseminar—Letters of Intent in Transactions- Framing a Deal and Avoiding Liability. Presented by the ISBA. 12-1.

Wednesday, 5/13/15- Chicago, ISBA Regional Office—The Best CLE Program for Divorce Lawyers. Master Series presented by the ISBA. Full Day.

Wednesday, 5/13/15- Live Webcast—The Best CLE Program for Divorce Lawyers. Master Series presented by the ISBA. Full Day.

Wednesday, 5/13/15- Teleseminar. 2015 FMLA Update. Presented by the ISBA. 12-1

Thursday, 5/14/15- Chicago, ISBA Regional Office—ISBA Solo & Small Firm Practice Institute Series- Protecting Your Practice: Finances and Technology. Presented by the Illinois State Bar Association and the ISBA ISBA Young Lawyers Division. 8:30-5:30.

Thursday, 5/14/15- Live Webcast—ISBA Solo & Small Firm Practice Institute. Presented by the Illinois State Bar Association and the ISBA Young Lawyers Division. 8:30-5:30.

Friday, 5/15/15- Teleseminar. Ethics for Estate Planners. Presented by the ISBA. 12-1.

Monday, 5/18/15- Teleseminar (live replay)—Ethics of Maintaining Client Confidences in a Digital World. Presented by the ISBA. 12-1.

Tuesday, 5/19/15- Teleseminar—Drafting Confidentiality & Nondisclosure Agree-

ments. Presented by the ISBA. 12-1.

Wednesday, 5/20/15- Teleseminar—Fiduciary Duties and Liability of Nonprofit/Exempt Organizations. Presented by the ISBA. 12-1.

Wednesday, 5/20/15 – Live Webcast—Succession Planning for the Family Business. Presented by the ISBA Business Advice and Financial Planning Section. 9:00 – 11:00 am.

Wednesday, 5/20/15 –Live Webcast—Jury Instructions – A Refresher Course. Presented by the ISBA Federal Civil Practice Section. Noon – 2:00 pm.

Thursday, 5/21/15- Teleseminar—Attorney Ethics in Transactional and Litigation Negotiations. Presented by the ISBA. 12-1.

Thursday, 5/21/15- Chicago, ISBA Regional Office—10 Things Every Lawyer Should Know. Presented by the ISBA Tort Law Section. 9-3:30.

Friday, 5/22/15- Chicago, ISBA Regional Office (D and E only)—SIU/SIH Health Policy Institute live webcast viewing. Presented by SIU and SIH; co-sponsored by the ISBA Health Care Section. Time TBD.

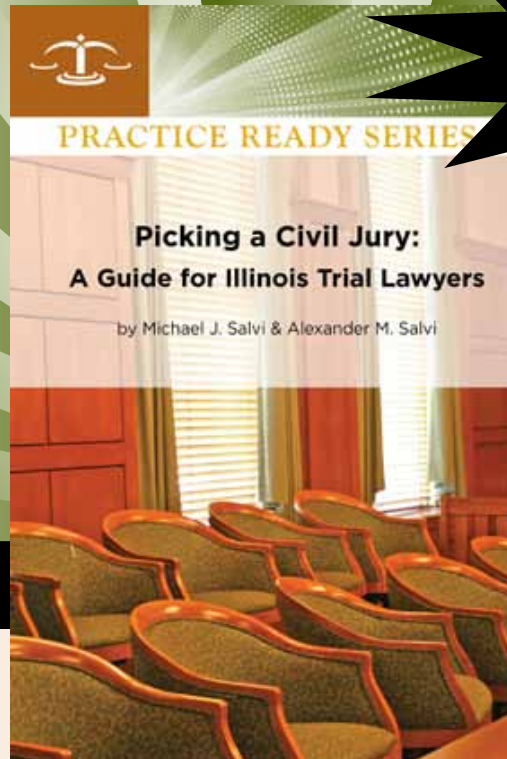
Wednesday, 5/27/15- Teleseminar (live replay)—“Earnouts” in Business Transactions. Presented by the ISBA. 12-1.

Thursday, 5/28/15- Chicago, ISBA Regional Office—Minding Data and Privacy: A Primer. Presented by the ISBA Intellectual Property Section. 8:30-12:30.

Thursday, 5/28/15- Live webcast—Minding Data and Privacy: A Primer. Presented by the ISBA Intellectual Property Section. 8:30-12:30.

Thursday, 5/28/15- Chicago, ISBA Regional Office—Ethics Fables: Presented by the ISBA Energy, Utilities, Telecommunication, and Transportation Section and Co-Sponsored by the Chicago Bar Association’s Energy Telecommunications and Water Committee Section. 1:45 – 4:00 pm. ■

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The ALA Contest is open to all ISBA lawyer members under 36 years of age on July 1, 2015 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, 2015, are also eligible to enter.

All participants must file a notice of intent to enter the competition by July 15, 2015.

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