



# THE CHALLENGE

The newsletter of the Illinois State Bar Association's Standing Committee on Racial and Ethnic Minorities and the Law

## Raja Krishnamoorthi's Remarks at the Peoria County Bar Association's Diversity Luncheon, September 2, 2010

**T**hank you for having me today. I'd like to start with some humor, and I wanted to mention a story I heard about a Peorian and his attorney. The Peorian asked his attorney about his fees, and the attorney responded that he charged \$500 for three questions. The Peorian asked, "Isn't that a bit high?" The attorney replied, "Yes, and what's your third question?"

When I was asked the question of whether I could address today's Diversity Luncheon, I very much appreciated the opportunity, and I'm excited to be here today.

I'd like to thank the Peoria County Bar Association and its President, Karl Kuppler, as well as the

Diversity Committee and its officers and members, including John Kim, Adrian Barr, and Sonni Choi Williams, for having me here as well as making the arrangements for today.

I'd also like to thank my friends and former teachers, including my French teacher and 4<sup>th</sup> grade homeroom teacher, who are here today.

Last, I'd like to thank Senator Dave Koehler for his warm introductory remarks. He's one of the most intelligent, hard-working, and honest legislators in Springfield. I should also note that he is a crime-fighter. In November 2009, he fought

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## Interview of Sonni C. Williams, 2010 ISBA award recipient

**T**he ISBA presented its Board of Governors Awards for 2010 to the Honorable Thomas R. Fitzgerald, the Honorable Alexander P. White, and Sonni C. Williams. The Board of Governors Award recognizes lawyers for exemplary service to the profession or the ISBA. The ISBA gives the award only when it finds worthy recipients.

When he presented the award to Sonni, ISBA President John G. O'Brien noted that Sonni formerly chaired the ISBA Standing Committee on Racial and Ethnic Minorities and the Law, served as a member of the Commission on Professionalism and as a member of the ISBA Assembly, and she acted as a leading organizer for the Peoria County Bar Association scholarship luncheon.

After attending the ISBA award ceremony, I interviewed Sonni to discover her professional motivation that led to such a prestigious award, and her thoughts about the importance of diversity in the legal profession.

Sonni, who is of Korean descent, felt that her gender and ethnicity excluded her from the male legal network early in her legal career. Sonni decided the profession had to change to include attorneys of all backgrounds to better reflect the community as a whole. Sonni points out that minorities often come from lower economic circumstances, and minority inclusion betters the legal profession.

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## Raja Krishnamoorthi's Remarks at the Peoria County Bar Association's Diversity Luncheon, September 2, 2010

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off and subdued an armed assailant who assaulted him at his business. At first, the assailant asked the Senator for his money, which the Senator dutifully handed over. Then, the assailant asked the Senator for his cell phone. At that point, the Senator let him have it... If you need economic assistance, feel free to ask the Senator for help, but please don't mess with his cell phone. Things could get ugly! Thank you again, Senator Koehler.

It's great to be back in Peoria, where I'm among many friends. My observations regarding issues of diversity are rooted in my background, which I'd like to briefly touch upon. I was born in India, and my family moved to Peoria when my father obtained his first and only teaching job he's ever had – namely as a professor, teaching engineering at Bradley University. Indeed, he has been on the faculty there for over 30 years. I was raised in Peoria, where I attended grade school and high school, and I made some of my closest friends here.

I went off to college and law school, and I returned to Illinois where I clerked for a federal judge. Then, I joined an Illinois law firm and eventually became a partner in the litigation department. In 1999, I met a man who changed my trajectory, namely Barack Obama. I worked on his campaign for the U.S. House of Representatives, which didn't go so well, but in 2002, I became policy director for his U.S. Senate campaign, and for those of you, regardless of party who have a dream in your heart, but don't know how it will come to pass, his campaign is instructive. He defied all the odds to first become his party's nominee and later a U.S. Senator. The rest is history.

After this campaign, I entered public service at the state level. I joined the Board of the Illinois Housing Development Authority; and I was later appointed a Special Assistant Attorney General and helped start the AG's Public Integrity Unit. Unfortunately, business was good! Then I became Deputy Treasurer for Illinois, overseeing a multi-billion-dollar program budget and almost 100 state employees across the state. I'm proud to report that despite my state government service in these different offices, I have not been indicted for anything!

In the spring of last year, I decided to run



for State Comptroller, which is the Chief Fiscal Officer position for Illinois. We ran on a platform of bringing more openness and accountability to state government, and this message resonated with people across the state. We started with zero money, zero party support, zero name recognition, and zero name pronounceability. One year later, we ended up with record fund-raising, 100 state-wide endorsements (including by my home-town newspaper, the Journal-Star), and we came within 1% of toppling the political machine. Not only that, people could now pronounce my name...okay, my first name.

This was a windy road, but looking back, I learned a few lessons that I'd submit for your consideration.

First, it's extremely important to devote time to public service. I found this was beneficial for at least two reasons: (a) I found mentors with like-minded interests, who took me under their wings and taught me how to fly; and (b) I learned to demonstrate my legal skills in ways that helped me to build confidence in my practice of law and renewed my spirit at the same time. The best example of this in my career was my representation of a Congolese man from Africa who sought political asylum in this country. He fled beatings and torture because of his Christian beliefs and his criticism of corruption in the government. He made his way to Chicago, and I took him on as a pro bono client. We gathered evidence from four corners of the world, and we went to trial before the Chief Judge of the U.S. Immigration Court in Chicago, who also happened to be the strictest in the circuit. The proudest day of my legal career was hearing the Judge declare that my client was granted asylum. I was so proud of my client for the courage he showed during the proceedings; I was proud of my firm for footing his expenses; and I was proud that I beat the odds to win. After that day, breach of contract cases and securities actions seemed like a piece of cake. I had the confidence to succeed in this profession.

Second, I have always tried to assume the best in people and give them the benefit of the doubt when they are confronted with my ethnicity and background. I find that if you assume the best in people, and give them a chance to learn more about you, they open up, and everyone grows in the process. I also find it helps to have a sense of humor about it. Take for instance my name during the campaign. When people saw it, they didn't

know what to do with it. So wherever I went, I usually began by acknowledging that a lot of people ask me the question, "What does Raja Krishnamoorthi mean?" I explained that loosely translated from an ancient Asian language, it means, "Illinois State Comptroller"! After that joke, issues of ethnicity, race, and my name simply melted away, and we were able to talk about ideas and our common challenges as Illinoisans.

Third, I think it's very important to take a chance in life and follow your passion. This is incredibly important because if you follow your passion, you'll likely demonstrate excellence in what you do. And excellence is what I believe we should all strive for. So after the election, I was confronted with a choice – go back to the law firm world, where I was very comfortable, or do something different. I decided to do something different. I joined a company that is focused on the research and development of new technologies for the future. I'm helping to build a company that I hope will help bring manufacturing jobs back to Illinois and will create jobs in new sectors for Illinois's economy. This is what I'm currently passionate about, and I'm happy to report I enjoy going to work every day.

I am again very honored to be back in Peoria, and I want to thank all of you for the privilege and honor of addressing you. I hope to keep in touch, especially with the students in the audience, so if any of you are on Facebook, let's be friends!

Thank you again. ■



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## Raja Krishnamoorthi's Remarks at the Peoria County Bar Association's Diversity Luncheon, September 2, 2010

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As a first year attorney, Sonni wanted to start an all female committee to address issues women face when they break into the male dominated legal profession. At the time, a female judge advised Sonni that she could better change the profession by working from the inside rather than from the outside, and Sonni has followed that advice. Always active on any committee for which she serves, Sonni showcases hard work and dedication to stand out professionally. Sonni finds that the legal profession is still not a level playing field, and perhaps it never will be, but she believes that if others recognize her for her professional qualities and hard work, they will not pigeonhole her as a "minority attorney." Sonni views her ISBA activities as an opportunity to make change within the profession, and notes that with these activities she is following in the footsteps of the changes initiated by Alice Noble-Allgire within the ISBA.

Sonni also fosters change from within the profession in her position as a judicial evaluator outside of Cook County. She enjoys her role as investigator because the review process creates a role reversal with the judges in that she asks the questions and the judges must respond to her. She thinks the judicial evaluations significantly help the voters evaluate the judicial candidates. An upcoming change in the judicial evaluations is that rather than using the current judicial rating system, the evaluations will include brief narratives on the candidates' qualifications. When she interviews judicial candidates, as a way to highlight the impact of diversity on the bench, Sonni always asks the candidate's position on diversity on the bench.

Sonni takes great satisfaction in being recognized in her field of work, which is municipal and local government law. Sonni, along with other municipal prosecutors, was involved with drafting supreme court rules governing procedures for prosecuting ordinance violations. The rules of civil procedure govern municipal ordinance prosecutions, even though the cases have quasi-criminal characteristics. In 2008, the Illinois Institute of Local Government Law recognized Sonni along with the other municipal prosecutors for proposing and drafting the new supreme court rules for local ordinance violations with its Annual Achievement Award. The Supreme

Court Rules Committee recommended the proposed rules, which await the Illinois Supreme Court's final approval.

Sonni has been a leading organizer for the Peoria County Bar Association's Diversity Luncheon. Sonni notes that non-minority advocacy for diversity issues can make the arguments for diversity more credible to the non-minority legal population. Robert Jennetten, a non-minority attorney, started the PCBA's Diversity Committee. The PCBA initiated the Diversity Luncheon to motivate high school students to become attorneys by hearing successful minority attorneys speak of their careers. The first speaker at the Diversity Luncheon was Robert Gray, who at the time was the incoming ABA President and the second African-American ABA President.

The Illinois Supreme Court appointed Sonni to the Standing Committee on Civility, which the Court later renamed as the Committee on Professionalism. The Court created the Committee to promote an awareness of professionalism by all members of the Illinois bar and bench. At the time, Sonni was one of two youngest members on the Commission. Members of the Committee on Professionalism traveled and attended townhall meetings of attorneys across the state to discuss civility. Minority attorneys at the meetings reported disparaging racial and cultural comments made to them by other attorneys. The reports highlighted the need for an awareness of the importance of diversity in

the legal profession. The increased focus on diversity helps the profession understand and respect minority attorneys, thus increasing professionalism. The Committee feels the profession needs to change its public image, in that the public should recognize that a "good" attorney means a fair attorney, and not necessarily an aggressive attorney. With civility comes professionalism.

The final report by Committee on Professionalism to the Illinois Supreme Court recommended a mandatory Continuing Legal Education (CLE) requirement, that mandatory CLE's include a CLE on professionalism, and that the CLE on professionalism include a diversity component. Sonni feels that this recommendation was instrumental in forwarding the importance of diversity to Illinois attorneys. In its studies of CLE courses on professionalism, the Commission found that less than 8% of CLE's professionalism courses address diversity even though the rules clearly make diversity a professionalism topic. In Sonni's view, the CLE's on professionalism should focus less on ethics, which concerns the "floor" of professional behavior, and more on diversity, which requires attorneys to aspire to a higher level of professional behavior.

The Board of Governor's award to Sonni highlights the high professional standard to which Sonni holds herself, and makes Sonni a professional example for other attorneys to follow. ■

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## “So You Want to Be an Attorney”: The REM Committee Cable TV program

By Daniel R. Saeedi

In August of 2010, the Racial and Ethnic Minorities and the Law Committee sponsored a program that aired on the ISBA's broadcast of *Illinois Law* on Can-TV Network. The program, entitled “So You Want to Be an Attorney,” focused on answering common questions that face law students and young practicing attorneys. The Committee hoped that the program would especially help students and young attorneys of diverse racial and ethnic backgrounds, who potentially may not have had access to the same resources that other students use. The ISBA Special Committee on Cable TV Programming, the Committee on Women and the Law, and the Young Lawyers Division co-sponsored the program, which aired on several Tuesdays in August 2010. The program also can be found on the ISBA Web site at <http://www.illinoislawyernow.com/2010/08/24/illinois-law-so-you-want-to-be-an-attorney-programs-now-available-online-2/>.

The program was divided into two separate panels focusing on different subjects. Gilda Hudson Winfield moderated both panels. Part 1: “The Law School Experience,” focused on topics important to the average law student, including admissions, financial aid, academics and study commitments. The Part 1 panelists were: Rory Dean Smith of The John Marshall Law School; attorney Julie Neubauer of Aronberg, Goldgehn, Davis & Garmisa, L.P.; and attorney McKenzie Hyde of Clark Hill, P.L.C. Dean Smith, a 1983 graduate of Northwestern University Law School, serves at John Marshall as an associate dean for outreach and planning, and as director of diversity affairs and programming. Julie Neubauer, a 2007 graduate of the Northern Illinois University College of Law, practices in matrimony and family law as an associate at Aronberg, Goldgehn. McKenzie Hyde has concentrated her practice in probate, trusts and estates as an associate at Clark Hill, P.L.C., since her 2009 graduation from Loyola University College of Law.

Part 2: “The Life of a Lawyer,” focused on topics important to recently-admitted attorneys. These topics included employment, summer associate programs, bar associations, attorney practice areas and balancing work with other aspects of life. The Part

2 panelists were attorney Sandra Blake, of Lifespan Center for Legal Services, McKenzie Hyde of Clark Hill P.L.C.; and myself, of Shesky & Froelich Ltd. Sandra, a 1992 graduate from Loyola University Law School a former Assistant State's Attorney for Cook County, concentrates her practice in divorce, child protection and paternity, in her current role as a staff attorney at Lifespan, which assists victims of domestic violence. I graduated from The John Marshall Law School in 2008, and I now work as an associate at Shesky & Froelich Ltd., concentrating my practice in constitutional and commercial litigation.

The Part 1 panel discussed skills and accomplishments that law schools look for in their admissions process. As part of this discussion, the panelists conveyed various strategies that prospective students should focus on prior to applying to law school, such as preparation for the LSAT. The panelists also talked about law school life, including important courses and extracurricular activities. A discussion focused on the average coursework for successful law students, and valuable skills that these students attain throughout their studies. The panelists also discussed the monetary aspects of law school: financial aid, scholarships, student loans and other costs.

The Part 2 panel discussed various skills and experiences that employers hold in high esteem, skills and experiences that take on more importance in today's fragile legal market. The panel also elaborated on the average day for each panelist, so as to give young attorneys a glimpse of different practices, such as governmental and public interest work, firm life and litigation practice. The panel encouraged young attorneys to join their local bar associations and work on subcommittees to expand their peer base and initiate contacts. The panelists also talked about balancing work with non-work aspects of their life. Finally, the panelists discussed the importance of keeping abreast of the rules of professional responsibility.

The Committee hopes that this program met its intended audience and helped law students and new attorneys in their various paths to successful legal careers. To this end, the Committee is currently exploring how to further disseminate this program to various law schools in Illinois. A special thanks goes out to all the members of the Committee, the panelists and moderator, the staff of CAN-TV for making this program a success, and the ISBA for supporting this important program. ■

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—SIR EDWARD COKE, LORD CHIEF JUSTICE OF ENGLAND (1552-1634)



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## Letter from the Chair

By Amina Saeed

Dear Colleagues,

The Illinois Supreme Court recently issued an order amending Supreme Court Rule 795 to allow lawyer-to-lawyer mentoring activities to qualify for professional responsibility CLE credit. The purpose is to enhance the level of professionalism practiced by Illinois attorneys. Specifically, the rule provides:

Activity of Lawyer-to-Lawyer Mentoring. Lawyers completing a comprehensive year-long structured mentoring program, as either a mentor or mentee, may earn credit equal to the minimum professional responsibility credit during the two-year reporting period of completion, provided that the mentoring plan is preapproved by the Commission on Professionalism, the completion is attested to by both mentor and mentee, and completion occurs during the first three years of the mentee's practice in Illinois. For reporting periods ending in 2011 or earlier, the maximum number of profes-

sional responsibility credit hours shall be four. Beginning with the reporting periods ending on June 30 of either 2012 or 2013, in which 30 hours of CLE are required, the maximum number of credit hours available shall be six.

Illinois Supreme Court Rule 795(d)(12).

The Commission on Professionalism, which recommended the rule change, is developing guidelines for implementation of the new rule.

Most successful young lawyers benefit from productive mentor-mentee relationships. Experts agree that the success of the mentoring relationship depends on how well the mentee matches with the mentor. A mentor who faced challenges similar to those awaiting the mentee can provide the mentee with valuable insights about overcoming those challenges. Not surprisingly, women and minority attorneys often have more difficulty than other attorneys in identifying and befriending willing, well-trained and highly experienced mentors who have confronted challenges like those the young women and

minority attorneys can expect. The Committee on Racial and Ethnic Minorities believes that the amendment to Supreme Court Rule 795 can help address this problem by offering greater reward to experienced attorneys who can commit to a long-term mentoring relationship.

At the October meeting, our committee held a lively discussion about ways in which we can assist minority attorneys in need of mentoring. We agreed to explore different options and hope to discuss some detailed proposals at our next meeting.

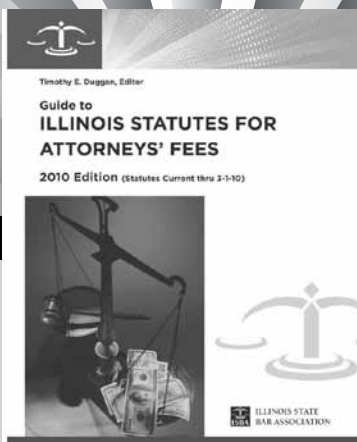
We welcome your ideas for ways in which minority attorneys can bring value to mentoring among ISBA members. If you have any suggestions, please contact me or any one of the Committee members—we would love to hear from you.

Best regards,

Amina Saeed  
Chair, Committee on Racial and  
Ethnic Minorities ■

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



## Key strategies for generating profitable new clients

By Byron G. Sabol

**W**omen lawyers have numerous choices in the actions they can take to generate new client work. By focusing on the following strategies, women lawyers can generate profitable new clients while substantially increasing their ROITMT—Return On Invested Time, Money, and Talent.

Professionals often hear reasons why they are not retained to provide their service. Women lawyers are no different. Not being retained for an attractive matter can be a disappointment. Knowing the reason(s) for not being retained can be a blessing. When lawyers know why they were not retained they can choose to make adjustments to enhance their client generation potential.

### Use objections to your advantage

By anticipating objections, lawyers can prepare mentally to not only respond, but to counter those objections.

A convincing counter to most—if not all of the above objections—is within the capacity of most lawyers. For example, one of the more frequent objections lawyers continue to hear is that the lawyers' fees are too high. Sound familiar?

A logical counter to that objection can be found in one word: value. One possible response is to offer to put your prospective client in touch with existing clients who will be able to give their opinion about the cost/value of your work.

Needless to say, the lawyer needs to have in her marketing arsenal a cadre of not just happy clients; she must have a cadre of advocates. Producing advocates brings us to our next focused strategy.

The more advocates you have, the more money you make. An objective for women lawyers is to increase the number of individuals she can claim as an advocate. An advocate is a client who not only has great confidence in the lawyer's technical skills, but also values her business and professional acumen. The advocate says favorable things about the lawyer without the lawyer even knowing it. An advocate is one who the lawyer can ask for help in meeting targeted prospects. Turning clients into advocates is one of the most efficient means for building and sustaining a successful practice.

To develop clients into advocates requires adding value to the lawyer-client relation-

ship. Identifying methods for adding value becomes more apparent when the lawyer understands the client's business agenda and his or her personal agenda. What does this client want to achieve in his capacity as CEO, managing director, or financial director? What do they want to achieve on a personal level for their company, division, or department? Where do they want their career to take them in the next three years? Knowing how to help clients achieve these objectives produces the kind of utility they value. Examples of such value includes introducing clients to deal makers and influentials, or providing information unique to their business or industry.

Most company leaders consider that knowing the client company's mission is the most important criteria when considering retaining legal counsel. Demonstrating knowledge of—not just talking about—a client's strategic direction is one important way for the woman lawyer to build valuable trust with that client.

### The one question women lawyers' clients need to be asked

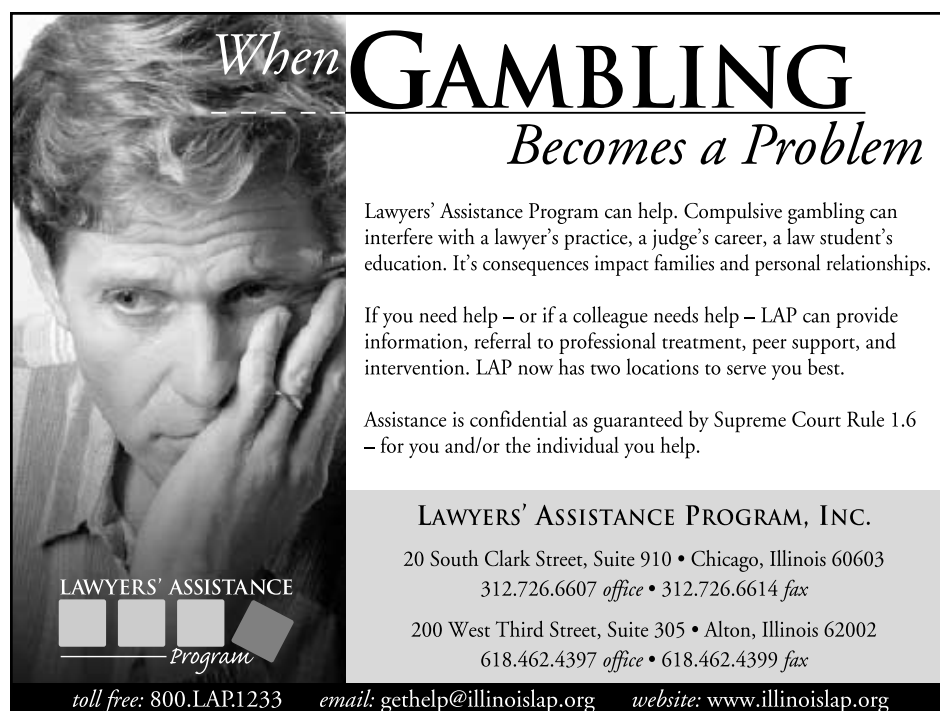
Client surveys are nice, but you don't need them. Those responsible for growing law firms only need to ask clients one question: "How likely is it that you would recommend

our law firm to a friend or colleague?" Women lawyers should be asked that question at the end of client engagements. Someone other than the lawyer doing the client matter needs to ask that question. The answer tells a great deal about the fee/value of the services the lawyer provides, and about the potential for a client to become an advocate.

Why is willingness to highly recommend a lawyer such a strong indicator of the lawyer's practice growth potential? First, when clients recommend you, they are putting their reputations on the line. They will take that risk only if they are intensely loyal to that lawyer. Second, those loyal clients—those advocates—become your secondary sales force, a new business resource that you have earned through trust-building behavior.

Remember: clients do business with, and refer business to, lawyers they know, like, and trust. By focusing marketing efforts on the above strategies, women lawyers will become better known and liked by clients. When lawyers implement the steps for turning clients into advocates, trust between client and lawyer has already been secured. ■

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### March

**Friday, 3/18/11- Chicago, DePaul University College of Law**—The State of Civility and Professionalism - 2011. Presented by the ISBA Bench and Bar Section. 9:00- 4:15.

**Tuesday, 3/22/11-Teleseminar**—Ethics for Supervising Attorneys. 12-1.

**Wednesday, 3/23/11- Webcast**—New Laws for 2010-2011. Presented by the ISBA Standing Committee on Legislation. 12-2. <<http://isba.fastcle.com/store/seminar/seminar.php?seminar=6976>>.

**Thursday, 3/24/11- Teleseminar**—Estate Planning for Pre- and Post-Nuptial Agreements. 12-1.

**Thursday, 3/24/11- Chicago, ISBA Regional Office**—Foundations, Evidence & Objections. Presented by the ISBA Tort Law Section Council. 9-12:30.

**Thursday, 3/24/11- Chicago, ISBA Regional Office**—Fastcase: Introduction to Legal Research Training. Presented by the Illinois State Bar Association. 1:30-2:30.

**Thursday, 3/24/11- Chicago, ISBA Regional Office**—Fastcase: Advanced Legal Research Training. Presented by the Illinois State Bar Association. 3:00- 4:00.

**Friday, 3/25/11- Chicago, ISBA Regional Office**—Medical Marijuana: Workplace Issues. Presented by the ISBA Labor and Employment Section. 8:55-12:00.

**Friday, 3/25/11- Quincy- Quincy County Club**—General Practice Update. Presented by the ISBA Bench and Bar Section; co-sponsored by the Adams County Bar Association. 8:30-5.

**Tuesday, 3/29/11- Teleseminar**—Age Discrimination in the Workplace. 12-1.

**Wednesday, 3/30/11- Chicago, ISBA Regional Office**—Why International Treaties Matter to Illinois Lawyers. Presented by the ISBA International and Immigration Committee; co-sponsored by the ISBA Human Rights

Section and the ISBA Diversity Leadership Council. 12-2.

**Wednesday, 3/30/11- Live Webcast**—Why International Treaties Matter to Illinois Lawyers. Presented by the ISBA International and Immigration Committee; co-sponsored by the ISBA Human Rights Section and the ISBA Diversity Leadership Council. 12-2. <<http://isba.fastcle.com/store/seminar/seminar.php?seminar=6920>>.

### April

**Friday, 4/1/11- Chicago, ISBA Regional Office**—Military family Law Issues. Presented by the ISBA Family Law Section and the ISBA Military Affairs Section. TBD.

**Tuesday, 4/5/11- Teleseminar**—Debt Collection Liability and Strategies for Businesses, Part 1. 12-1.

**Wednesday, 4/6/11- Teleseminar**—Debt Collection Liability and Strategies for Businesses, Part 2. 12-1.

**Thursday, 4/7/11- Chicago, ISBA Chicago Regional Office**—Elder Law Issues for Everyone: Your Aging Clients, Their Parents, and You. Presented by the ISBA Standing Committee on Women and the Law; co-sponsored by the Elder law Section, the General Practice Section and the Senior Lawyers Section. 8:15-4:45.

**Friday, 4/8/11- Bloomington, Holiday Inn and Suites**—DUI, Traffic and Secretary of State Related Issues. Presented by the ISBA Traffic Laws/Courts Section. 8:55-4:00.

**Friday, 4/8/11- Chicago, ISBA Chicago Regional Office**—Practice Tips and Pointers on Child-Related Issues. Presented by the ISBA Child Law Section; co-sponsored by the Mental Health Law Section, the ISBA Family Law Section. TBD.

**Friday, 4/8/11- Dekalb, NIU School of Law**—Mechanics Liens and Construction Claims. Presented by the ISBA Special Committee on Construction Law; co-sponsored by the ISBA Commercial, Banking and Bankruptcy Section, the ISBA Alternate Dispute Resolution Section, and the ISBA Real Estate

Section. 8:55-3:45.

**Tuesday, 4/12/11- Chicago, ISBA Chicago Regional Office**—Recent Developments in IP Law. Presented by the ISBA Intellectual Property Section. 9:30-11:30.

**Tuesday, 4/12/11- Teleseminar**—Creditor Interests in Partnership, LLC and S Corp Interests. 12-1.

**Thursday, 4/14/11- Teleseminar**—Ethics Issues for Transactional Attorneys. 12-1.

**Thursday, 4/14/11- Chicago, ISBA Chicago Regional Office**—Civil Practice Update. Presented by the ISBA Civil Practice and Procedure Section. 9-4.

**Friday, 4/15/11- Chicago, ISBA Chicago Regional Office**—Liens. Presented by the ISBA Tort Law Section. 9-12:30.

**Tuesday, 4/19/11- Teleseminar**—Structuring, Administering and Investing Charitable Endowments, Part 1. 12-1.

**Wednesday, 4/20/11- Teleseminar**—Structuring, Administering and Investing Charitable Endowments, Part 2. 12-1

**Tuesday, 4/26/11- Teleseminar**—2011 Retaliation Claims Update. 12-1.

**Thursday, 4/28/11- Chicago, ISBA Chicago Regional Office**—The Ethics of Good Regulatory Decision Making. Presented by the ISBA Energy Utilities, Telecommunications and Transportation Section; co-sponsored by the Chicago Bar Association Public Utilities Law Committee. 11:45-2:00.

### May 2011

**Tuesday, 5/3/11- Teleseminar**—Ethics & Confidentiality in a Digital World. 12-1.

**Wednesday, 5/4/11- Chicago, ISBA Chicago Regional Office**—Settlement in Federal Courts. Presented by the ISBA Federal Civil Practice Section. 11:55- 4:15.

**Thursday, 5/5/11- Teleseminar**—Securities Law Issues for Medium and Smaller Businesses. 12-1. ■

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