



YLD NEWS

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

Pay it forward

By Meghan O'Brien

Pay it forward. Do something good for someone now, and in the future, when you need assistance, someone will help you. It is a circular pattern. The person paying it forward receives internal satisfaction for serving and the recipient feels gratitude for the assistance.

Young lawyers often seek the advice of seasoned practitioners on a variety of issues, such as: career changes; bar association involvement; networking; and, of course, substantive legal issues. Although it might take courage to initiate the phone call or e-mail to ask for help, in my experience, I have found that most lawyers are more than willing to make time in their schedules

to help me and are happy to do so. I suspect that many seasoned practitioners remember reaching out for help as young lawyers, and appreciate the time, experiences, and direction they received. I am confident that most seasoned practitioners understand the concept of "paying it forward."

I am six years out of law school. I was recently asked to talk to law students and my initial thoughts were, "What sort of advice can I provide? I am just a young lawyer myself." I thought it was comical that someone would ask *me* for advice in the legal field. I *still* ask for advice from seasoned

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Young Lawyers Division's 4th Annual Soiree to be held in April

By Gina Rossi and Kenya Jenkins-Wright, Soiree Co-Chairs

The Illinois State Bar Association's Young Lawyers Division is proud to announce that the 4th Annual Soiree will be held this year on Friday, April 27, 2012, at the Hard Rock Hotel in Chicago. The evening will be filled with delicious food, an open bar, music, mingling, fun and great raffle prizes. While this event is always a fun night for those in attendance, it is also important to remember what we are raising money for each year.

Approximately 14 years ago, the Illinois State Bar Association's Young Lawyers Division founded the Children's Assistance Fund to sponsor children's waiting rooms in courthouses throughout the State of Illinois. Children's waiting rooms provide children a separate waiting

area apart from the usual business conducted in the courthouse. The waiting rooms are designed to distract children from the often-difficult reality of court activity, particularly in criminal cases involving a relative of the child. To achieve this important end, the waiting rooms are stocked with toys, televisions, DVD players, games, and movies.

To raise the funds to provide these grants, YLD throws various fundraising events each year, including the Soiree. Mark your calendars for this year's Fourth Annual Soiree and get yourselves ready to say goodbye to winter by putting on some cocktail attire for an evening out with your fellow young lawyers.

We look forward to seeing you there! ■

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Chair's column

By Attorney Heather M. Fritsch, Sycamore, Illinois

As many of you know, our theme this year is that of looking back in order to move forward. Along those lines, we have made an attempt to reach out to those individuals who have made our council what it is today. Thank you to all of the past council members who attended our Annual Holiday Party at Cubby Bear Chicago on December 2, 2011, including Gregg Garofalo, Chris Haaff, Kelley Gandurski, Dennis Beninato and Shawn Kasserman. This is our signature event and it was great to have the support of these past members and past Chairs at this event.

At this time, I would also like to congratulate the Co-Chairs of the Holiday Party, Chris Niro and Anna Krolikowska, as well as the entire Holiday Party subcommittee. This year's event was a great success and, due to their hard work, we were able to add \$11,774 to the Children's Assistance Fund that can be used to fund future grant requests. Congratulations and many thanks to this subcommittee for all their hard work.

Additionally, join us for our Annual Bean

Bag Tournament on March 10th of this year. Details are available at <<http://www.isba.org/sections/yld/beanbag>> and on page 4 of this newsletter. This year, our Bean Bag Tourney will be an alumni event. As such, it is our hope that many of our past YLD members will attend this event. However, I would also like to send out a special invite to those new lawyers and law students who are interested in becoming involved in YLD and/or the ISBA's Law Student Committee. Because this event will, hopefully, include many current and former YLD council members, the Bean Bag Tourney will be an excellent opportunity for new attorneys and aspiring law students to meet more experienced attorneys from around the State of Illinois. This event is a fun way to get involved with YLD and network in a casual way.

As always, if you would like to discuss how to become more involved with the council or anything else, please do not hesitate to contact me directly at heather@hfritschlaw.com.

I look forward to seeing you all at the Bean Bag Tournament in March! ■



Current and former YLD members Robert Fink, Dennis Beninato, Heather Fritsch, Gregg Garofalo, Kelley Gandurski and Shawn Kasserman attended the YLD Holiday Party on December 2, 2011.

YLD NEWS

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Spotlight on Past YLD Council Chair Gregg A. Garofalo

By Katie Kelleher

Gregg A. Garofalo served as Chair of the Young Lawyer's Division Council for the 2007-2008 bar year. I recently caught up with Gregg and had the opportunity to discuss his experiences on the YLD Council and his fast-paced practice.

Gregg attended the Chicago-Kent College of Law where he obtained a Juris Doctor in 1999 and an LL.M in Taxation in 2001. Gregg was mentored early in his career by Leonard Amari and Past YLD Chair Franco Coladipietro who encouraged him to join the YLD Council. Gregg served as a member of the Council for eight years and now assists the Council as the past-chair liaison. In addition to his year as Chair of the Council, Gregg also co-chaired the Social Committee and chaired the Holiday Party Committee for three years.

As Chair of the YLD Council for the 2007-2008 bar year, Gregg's main goal was to elicit more involvement from the Council's members. Gregg also founded the wildly-successful Bean Bag Tournament event during his year as Chair. He wanted a new event that was not necessarily a fundraiser, but a fun social event in which the Council did not have the pressure to raise money. Gregg would not take all of the credit for the popular tournament, though. "Having another event was my idea, but the bean bag idea was Megan O'Brien's and Elizabeth McKillip's, and their very hard work is the reason for the success!" Gregg said that he is surprised that the event has become such a perennial favorite, but he is glad that everyone loves it and that the YLD continues to have it.

Gregg also adjusted the timing of the Council's mid-year meeting while he was Chair. He explained that the Council's December meeting was always during the ISBA's mid-year meeting, but he moved it up one weekend to coincide with the Council's Holiday Party. Moving the meeting meant that those members who practiced downstate could attend the meeting and the Holiday Party in the same weekend while also obtaining reimbursement for travel expenses. Although, Gregg instituted the change and found that it worked out well, he attributed the idea to Jamie Bas and current-Chair Heather Fritsch.

Besides creating the Bean Bag Tournament, Gregg said that his greatest achievement as Chair was the Holiday Party that year.

With the help of Tarek Fadel as Chair of the Holiday Party Planning Committee, the YLD had a record number of people attended, and the event raised in excess of \$20,000 for the Children's Assistance Fund.

Gregg said that he really enjoyed his time as Chair of the YLD Council and was fortunate enough to have a great group of people that helped him during the year. He has found the Holiday Party and Bean Bag Tournament to be his favorite events each year, but he enjoyed and continues to enjoy volunteering at the Food Depository and attending the other events the YLD sponsors. The trips to St. Louis in 2004 and 2005 were among Gregg's top memories from his YLD experience, but he said that the best part of serving on the YLD Council had to be the friendships that he made. Gregg said that many of the people he met as a member of the YLD Council remain some of his closest friends.

Gregg is the founder of Garofalo Law Group, a small firm made up of five attorneys with offices in both Chicago and Bloomington, Illinois. Garofalo Law Group recently merged with Jennifer C. Davenport & Associates to expand the firm's practice areas. In addition by the time of publication of this article, Garofalo Law Group will have joined with Quinlisk & Quinlisk as Of Counsels to continue to expand the practice areas Garofalo Law Group can offer to its clients. The firm's practice includes Estate Planning, Probate, Elder Law, Professional Licensing, Residential Real Estate Transactions, Commercial Real Estate Transactions, Business Law, Corporate Law, Tax Preparation, Taxi Medallion Transactions, and Administrative Hearings.

Gregg's focus is estate planning, probate and real estate. With his undergraduate degree in Accounting and a Masters of Law Degree in Taxation, Gregg found that estate planning was a natural fit with his background and interests. Gregg said that he truly enjoys his practice, but the biggest challenge he faces is managing the time-consuming administrative work involved with running his own firm.

Gregg's advice for young lawyers and law students is to network, Network, NETWORK! He also advises young attorneys who are thinking about starting their own firms to consult others attorneys who have opened firms for their tips and guidance. Gregg has

worked with several lawyers in consulting on opening their own practices, and he finds this to be a very rewarding service.

Gregg found that his time on the YLD Council helped his career because he not only made great friends, but he also developed professional referral relationships through his contacts on the Council. Gregg continues to be involved in the ISBA. He serves on the Assembly and sits on the Women and the Law Committee, Trusts and Estates Council, and Elder Law Council. Gregg is also actively involved in the Justinian Society of Lawyers and will serve as its President beginning in May 2012. In addition, Gregg volunteers on several not-for-profit organizations including the Justinian Society Endowment Fund, H.O.M.E., and the Central Illinois Sheltie Rescue. ■

Sign up now for the annual YLD Bean Bag Tournament!

Saturday, March 10
Chicago - Mahoney's Pub & Grille
551 N. Ogden Ave.
Noon - 4:00 p.m.

Deadline to sign up a team & pre-register for a wristband is Tuesday, March 6.

Thereafter, wristbands can be purchased at the door the day of the event.

This event will help raise funds to support the IBF/YLD Children's Assistance Fund, which provides support to children's waiting rooms in courthouses throughout the state.

Your purchase of a wristband includes an appetizer bar, domestic draft beer, mixed well drinks and soft drinks. Cost is \$35 per person/per wristband. Or, if you would like to join in the fun and participate in the tournament, the entrance fee is \$100 for a team of two and includes two wristbands. *Must be at least 21 years old to participate.*

Questions? E-mail Matthew Coleman (mcoleman@ridgeassoc.com) or Elizabeth McKillip (elizabeth.mckillip@icemiller.com).

Reducing treating physicians' depositions fees

By Gina M. Rossi, Attorney at Johnson & Bell, Ltd.

Having litigated personal injury actions for over three years now, the thought has often crossed my mind that my brother had it right in going to medical school rather than law school. This thought arises often when receiving a treating physician's deposition fee schedule. Almost always the physician is requesting a fee in excess of \$1,000, and often even more. Additionally, the physician will request payment in advance with a minimum time requirement and deposit and cancellation fees. Those of us who did choose law school over medical school; however, know that there is an avenue for challenging these often-exorbitant fees.

Illinois Supreme Court Rule 204(c) governs depositions of treating physicians and provides that the party insisting upon the deposition is required to "pay a reasonable fee to a physician for the time he or she will spend testifying." *Montes v. Mai*, 398 Ill. App. 3d 424 (1st Dist. 2010), provides an analysis of Rule 204(c) and one of the ways the courts can determine what a "reasonable fee" may be. In *Montes*, the court was first and foremost addressing whether a chiropractor is considered a "physician" under Rule 204(c). *Id.* at 425. The court held that a chiropractor is a physician for purposes of Rule 204(c), and then discussed whether the reduction of the physician's fee by the trial court was proper. *Id.*

In arguing that the reduction was improper, the physician in *Montes* submitted the financial records of the medical institution where he treated the plaintiff. *Id.* at 429. The medical institution generated \$1,750 per hour of operation, but the trial court based what it determined to be a reasonable fee on the physician's personal income. *Id.* In calculating that fee, the trial court divided the physician's income by 52 weeks at 40 hours per week. *Id.* Using that formula, a physician would have to have a personal income in excess of \$2 million to demand a deposition fee of \$1,000 an hour. While it's no secret that our physician friends are making way more money than us, even they would be impressed with a physician in Illinois personally taking home over \$2 million annually.

Montes ultimately held that the fee calculated by the trial court was reasonable, but emphasized that the trial court's method was not the only way to calculate a reasonable fee. *Id.* at 430. One method that Cook County judges have responded favorably to for calcu-

lating the physician's fee is to base it off of the physician's bill for his treatment of the plaintiff. The best way to do this is to cite to the CPT code the physician used, which typically has a minimum time limit, and then extrapolate what the hourly rate should be based upon that. For instance, CPT Code 99241 deals with consults that involve taking a history and conducting a brief exam for a medical problem with a straightforward complexity. *Current Procedural Terminology, American Medical Association*. Such a consult has to last a minimum of 15 minutes. *Id.* If a physician bills \$100 for CPT Code 99241, his hourly rate should be \$400.

Most Law Division judges in Cook County are familiar with these motions; some so much that they even have a form order in their courtroom. Some judges have one rate they typically reduce a physician's fee to, while others will look to you for a suggested amount. Using the method suggested here, fees can often be reduced to as low as \$300 per hour.

The goal of filing such a motion is to re-

duce your client's costs, so you must take into account the time for drafting and presenting the motion. However, once you have prepared this type of motion it becomes rather routine, and the costs associated with drafting and presenting the motion are often worth the reduction that can be obtained. Further, if you see the same physician over and over again, and have already reduced his fee once, you can often negotiate a reduced rate without filing another motion. ■

Gina M. Rossi is an attorney at the law firm of Johnson & Bell, Ltd. where she concentrates her areas of practice in general negligence, premises liability, insurance fraud and coverage. Ms. Rossi has experience in all phases of trial litigation and has successfully tried, as first chair, bench and jury trials to verdict. She also has considerable experience representing clients at arbitration. Ms. Rossi is a member of the Chicago, Illinois State and American Bar Associations. She is an elected member of ISBA General Assembly and is active in the ISBA Young Lawyers Division. Ms. Rossi is also a member of the Justinian Society of Lawyers and a contributing writer for the Justinian Newsletter.

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Pay it forward

Continued from page 1

practitioners all the time. Still questioning what assistance I might be able to provide, I went to the meeting. To my surprise, law students actually learned from me. Law students even followed up with me after the presentation. Over the past few years I have spent countless hours asking seasoned attorneys for advice. I have been so grateful for the time and attention they have provided to me. For the first time in the legal field, I was the one to "pay forward" and the concept came full circle for me.

Although I am sure most agree that nothing can compare to the advice of seasoned

practitioners, I have come to learn that young lawyers can share great learning experiences as well. We have had the experiences of first court calls, first depositions, first trials, and the first angry client. We have had experiences negotiating job salaries and changing jobs. We have had several experiences from which law students and newly licensed attorneys can learn a great deal.

Although I hesitate to provide each of you with a challenge at the risk of sounding too "Oprah-ish," I am going to do so anyway. Pay it forward! Next time you receive a call or an e-mail asking for advice or an informational

interview, respond. Set up a conference call for your lunch break, meet someone for coffee before work or for 20 minutes at the end of the day before you leave the office. Next time you receive an e-mail from your undergraduate college or law school asking for volunteers, volunteer! Give a presentation to law students or judge a moot court competition. Follow the great patterns that have been set for us by seasoned practitioners and make time. One day you will need help, someone will respond, you will be grateful, and the wonderful cycle of paying it forward will continue! ■

Chicago lawyers win 2012 Lincoln Award Writing Contest

Chicago lawyers Alexandra Lee Newman and Yelena Shagall won first place in the 2012 Lincoln Award Legal Writing Contest, sponsored by and open to members of the ISBA Young Lawyers Division. Their article "The 'Cat's Paw' Theory of Employer Liability in the Illinois Federal Courts after *Staub v. Proctor Hospital*," appears in the February *Illinois Bar Journal*.

Second place winner was Nicholas P. Cholis of Chicago, who wrote "After Ervin: How Combined Actions Will Impact Wage and Hour Class Litigation in Illinois." Third place went to Anne M. Skrodzki of Burr Ridge for "Voluntary Dismissal in Multi-Count Complaints: Application of the Hudson Decision Remains Difficult for Courts and Practitioners."

The first place winners each received \$1,000 (splitting the first place prize of \$2,000). The second place prize is \$1,000 and the third place winner won \$500. Plaques will be presented to all four winners at the ISBA Annual Meeting in June.

Twenty-eight manuscripts were submitted in the 2012 contest. The contest judges were Justice Mary W. McDade, Peoria, of the Illinois Appellate Court, Third District; Cook County Judge Mary R. Minella; Professor A. Bryan Endres, Urbana, who teaches agricultural law at the University of Illinois; Brent D. Holmes, a Mattoon lawyer and former IBJ editor-in-chief; and past Lincoln Award winner Travis J. Ketterman, Geneva. ■

Illinois State Bar Association's YLD 14th Annual Holiday Party at the Cubby Bear

By Anna P. Krolikowska, Northbrook, Illinois

The Illinois State Bar Association's Young Lawyers Division thanks all of our sponsors, supporters, and friends for their support of the 14th Annual ISBA YLD Holiday Party. This year the Holiday Party once again returned to the heart of Wrigleyville at the **Cubby Bear Lounge**, in Chicago. On **December 2, 2011**, 277 guests joined us to raise funds for the Children's Assistance Foundation and enjoy live music by Rod Toughcurls and the Benchpress, warm appetizers, and an open bar. The party was a great success! We were able to raise over \$15,000!

Since its inception 14 years ago, the Children's Assistance Fund raised funds for children's waiting rooms in courthouses throughout the state of Illinois and funded projects which encourage and promote legal assistance to children, encourage pro bono legal work in child related legal matters, reduce the incidence of domestic violence in families with children, make the court system more accessible and transparent to the public, reduce recidivism of juvenile offenders, and strengthen the court system or the administration of justice as it relates to chil-

dren. Children's waiting rooms provide a separate waiting area for the children, apart from the usual business conducted in the courthouse. The waiting rooms are designed to distract children from the often difficult reality of court activity, particularly in criminal and domestic relations cases involving a relative of the child. Moreover, the waiting rooms also provide a safe area for the children. The waiting rooms are stocked with toys, televisions, DVD players, computers, games, and movies. They are also staffed by personnel trained to care for children.

We hope that you join us for the 15th Annual ISBA YLD Holiday Party on December 7, 2012. The event will once again take place at the Cubby Bear Lounge in Chicago. For additional information, including the 2012 sponsorship opportunities please, contact the Holiday Party Committee Co-Chairs, Anna Krolikowska, at anna@kandrfamilylaw.com or (847)715-9328, Christopher Niro, at cwniro@yahoo.com. The Illinois State Bar Association's Young Lawyers hope to see you at the Cubby Bear Lounge on December 7, 2012! ■

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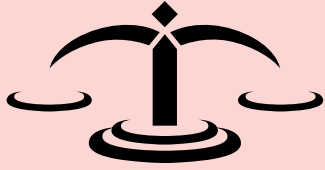


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Include nominee's employment history, individual achievements in the practice of law, including outstanding litigation, advocacy, or counseling and advancements to the legal profession, plus contributions to the advancement of the Bar of Illinois, such as public service, bar association activities, and pro bono activities. Copies of published articles may be attached, as well as a resume or curriculum vitae.

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*THE AWARDS ARE PRESENTED AT THE ANNUAL AWARDS LUNCHEON ON FRIDAY, JUNE 15, 2012.
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ISBA Books

**NEW! GUIDE TO ILLINOIS STATUTES OF LIMITATION - 2011 EDITION**

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GENERAL TOPICS**NEW!****The Illinois Rules of Evidence: A Color-Coded Guide**

Don't be without this handy hard-copy version of Gino L. DiVito's color-coded analysis of the new Illinois Rules of Evidence, which is otherwise available only on the web. The guide compares the new Illinois rules with the FRE and provides insightful commentary. DiVito, a former appellate justice, is a member of the Special Supreme Court Committee on Illinois Evidence, the body that formulated the rules and presented them to the Illinois Supreme Court. **\$35.00 mbr./\$50 nonmbr.**

The Illinois Rules of Evidence

The ISBA's pocket-size edition of the new Illinois Rules of Evidence. This convenient pocket-size handbook is perfect for your office, for depositions, for court appearances – anywhere you need a quick reference. A must-have for all lawyers, judges, legal assistants, and anyone else who needs a handy guide. **\$9.99 mbr./ \$14.99 nonmbr., plus shipping and tax.**

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. ISBA is excited to offer this update of our popular

Supreme Court Rule 213(f) & (g) - Quick Reference Guide, last published in 2002. **\$35.00 mbr./\$50.00 nonmbr.**

2012 Daily Diary

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

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Upcoming CLE programs

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

March

Thursday, 3/1/12- Chicago, ISBA Chicago Regional Office—eTechnology in the Courthouse: Present and Future. Presented by the ISBA Bench and Bar Section. 1:30-4:45.

Thursday, 3/1/12- Live Webcast—eTechnology in the Courthouse: Present and Future. Presented by the ISBA Bench and Bar Section. 1:30-4:45.

Friday, 3/2/12- Chicago, ISBA Chicago Regional Office—Legal Trends for Non-Techies: Topics, Trends, and Tips to Help Your Practice. Presented by the ISBA Committee on Legal Technology. 9-4:30.

Monday, 3/5/12- Chicago- ISBA Chicago Regional Office—Foundations, Evidence and Objections. Presented by the ISBA Tort Law Section. 9-12:30.

Monday, 3/5/12- Webcast—Clients, Ethics and Negotiations. Presented by the Alternative Dispute Resolution Section. 1:30-3:00.

Monday, 3/5/12- Webinar—Introduction to Legal Research on FastCase. Presented by the Illinois State Bar Association. 2:30-3:30.

Tuesday, 3/6/12- Teleseminar—Defending Against IRS Audits & Collections, Part 1. Presented by the Illinois State Bar Association. 12-1.

Wednesday, 3/7/12- Webinar—Advanced Tips for Enhanced Legal Research on FastCase. Presented by the Illinois State Bar Association. 2:30-3:30.

Wednesday, 3/7/12- Teleseminar—Defending Against IRS Audits & Collections, Part 2. Presented by the Illinois State Bar Association. 12-1.

Wednesday, 3/7/12- Bloomington-McLean County Museum of History—2012 Ethics Extravaganza for Government Lawyers. Presented by the ISBA Committee on Government Lawyers. 12-4.

Friday, 3/9/12- Quincy, Quincy Country Club—General Practice Update 2012: Quincy

Regional Event. Presented by the ISBA Bench and Bar Section; co-sponsored by the Adams County Bar Association and the ISBA General Practice Section. 8-5.

Tuesday, 3/13/12- Teleseminar—Business Planning With Series LLCs. Presented by the Illinois State Bar Association. 12-1.

Wednesday, 3/14/12- Chicago, ISBA Chicago Regional Office—Medical CO-Ops: A Plan for Physicians to Contract Directly with Patients and Employers to Become their Health Insurer. Presented by the ISBA Health Care Section. 11-12.

Wednesday, 3/14/12- LIVE Webcast—Medical CO-Ops: A Plan for Physicians to Contract Directly with Patients and Employers to Become their Health Insurer. Presented by the ISBA Health Care Section. 11-12.

Wednesday, 3/14/12- LIVE Webcast—Protecting Personal Information: What Businesses and Consumers Should Know. Presented by the Standing Committee on Racial and Ethnic Minorities and the Law and the ISBA Government Lawyers Section. 1-3.

Thursday, 3/15/12- Chicago- ISBA Chicago Regional Office—Litigating, Defending and Preventing Employment Discrimination Cases: Practice Updates for the Illinois Human Rights Act. Presented by the ISBA Human Rights Section. 9-4

Friday, 3/16/12- Bloomington, Double Tree—A Roadmap to the New Illinois Religious Freedoms and Civil Union Act. Presented by the Standing Committee on Sexual Orientation and Gender Identity; co-sponsored by the ISBA Family Law Section. 1:55-5.

Monday, 3/19/12- LIVE Studio Webcast—Judgments and Enforcement. Presented by the Commercial Banking, Collections and Bankruptcy Section. 11-1.

Tuesday, 3/20/12- Teleseminar—Drafting Employment Agreements. Presented by the Illinois State Bar Association. 12-1.

Thursday, 3/22/12- Teleseminar—Forming a New Non-Profit Organization. Presented by the Illinois State Bar Association. 12-1.

Thursday, 3/22/12- Peoria, Four Points Sheraton—Family Law Spring Training 2012—From Rookie to Major League. Presented by the ISBA Family Law Section. 8-5.

Monday, 3/26/12- Webinar—Fast Case Boolean (Keyword) Search for Lawyers. Presented by the Illinois State Bar Association—Complimentary to ISBA Members. 2:30-3:30.

Tuesday, 3/27/12-Saturday, 3/31/12- Chicago, ISBA Chicago Regional Office—40 Hour Mediation/Arbitration Training. Presented by the Illinois State Bar Association. 8-5 daily.

Tuesday, 3/27/12- Teleseminar—Social Media Policies and Liability in the Workplace. Presented by the Illinois State Bar Association. 12-1.

Thursday, 3/29/12- Teleseminar—Lawyer Marketing: An Ethics Guide. Presented by the Illinois State Bar Association. 12-1.

April

Tuesday, 4/3/12- Teleseminar—Portability of the Estate and Gift Tax Exemptions—Planning in 2012. Presented by the Illinois State Bar Association. 12-1.

Wednesday, 4/4/12- Webinar—Advanced Tips for Enhanced Legal Research on FastCase. Presented by the Illinois State Bar Association. 9-10am.

Friday, 4/6/12- STUDIO TAPING—Economic Development Tools: What are the Options for Local Government. Presented by the Local Government Law Section. 9:30-11:30.

Monday, 4/9/12- Webinar—Introduction to Legal Research on FastCase. Presented by the Illinois State Bar Association. 9-10.

Tuesday, 4/10/12- Teleseminar—Employee Discipline and Discharge: Policies and Procedures to Limit Liability. Presented by the Illinois State Bar Association. 12-1. ■

A thank you to our Holiday Party sponsors

The Young Lawyers' Division expresses its sincere and heartfelt thank you to all of our friends and supporters who on December 2, 2011 attended the 14th Annual Holiday Party at the Cubby Bear Lounge. Our guests enjoyed wonderful drinks and appetizers provided by the Cubby Bear Lounge, a fantastic atmosphere, and live music by Rod Toughcurls and the Benchpress. Over the past 14 years ISBA Young Lawyers' Division raised over \$150,000 for children friendly waiting rooms in courthouses and children related legal programs in Illinois.

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The 15th
Annual ISBA
YLD Holiday
Party will be
held on
December
7, 2012

Please reserve December 7, 2012 for the 15th Annual ISBA YLD Holiday Party!
Once again we will enjoy the hospitality of the Cubby Bear Lounge and live
music by Rod Toughcurls and the Benchpress.

Please contact Anna P. Krolkowska, anna@kandrfamilylaw.com, or Christopher Niro, at cwniro@yahoo.com with any inquiries.



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