

the Briefs

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Orange County Bar Association
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Back: Eric C. Reed, Kristopher J. Kest, Wiley S. Boston, Thomas A. Zehnder, Gary S. Salzman, Anthony F. Sos, Mary Ann Etzler

Not shown: Philip K. Calandrino, LaShawnda K. Jackson, Elizabeth F. McCausland, Nichole M. Mooney, William D. Umansky, William C. Vose

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Advertising - 10th of the month prior to the month of publication

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President's Message

June 2012



Kristyne E. Kennedy, Esq.

The Best Voluntary Bar Association in the Nation!

As the president of the Orange County Bar Association, I have the privilege of addressing our members each month in *The Briefs*. Every year in June, members eagerly await their copy of *The Briefs* so they can read their new president's first "President's Message." It is here that the president has an opportunity to dazzle with humor, intelligence and wit – and/or to express a key purpose or goal that he or she envisions for the year ahead. I am going to try to do a little bit of both.

I am very proud and honored to be the newest president of what is, in my opinion, the greatest voluntary bar association *anywhere*. As often is the case, we begin this year facing new challenges and important changes. We also are excited and enthusiastic about all of the wonderful programs, services and events we have and will continue to have in the coming year, each of which is possible only because of the tireless work of the many dedicated members who donate countless hours of their time and hard work as board members, committee chairs, committee members, presenters, editors and event planners, to name a few. I would also be remiss if I did not mention the fabulous work of the OCBA staff, which supports those efforts.

I could go on. Let me just say that I have no doubt that the OCBA's outstanding service to our profession, to our members and to the community will continue in the coming year – because we are, quite simply, the best. Now then, on to more serious matters: my purpose and goals as president.

As only the sixth female president of this great organization (and, based on my very limited and possibly inaccurate research, the first Miami Hurricane OCBA president in at least 20 years), I think that it is appropriate that my first message reflect the seriousness of purpose that will mark my year – indeed, a purpose that I believe has been guiding me and driving me throughout my career and professional activities. My purpose is simple, but includes a word that I hesitate to use because it is often misinterpreted, overused and even makes some cringe: *diversity*. Hold on, stay with me – don't skip down a few paragraphs looking for something more interesting, saying, "Ugh, we have to hear about diversity *again*?" I will admit that even when I see that word it can cause me to lose interest and think, "I have heard it enough, I *get* it already. Everyone knows

that diversity is important." I also often think to myself: "People should quit talking about it and just do it." But keep reading, I promise that my purpose is not only to talk about diversity. It is much more than that, including making it a goal to continue to value and encourage it.

As I have approached the beginning of my year, I have thought a lot about our many esteemed past OCBA presidents, and I feel very honored and humbled at the thought of one day being included on this list with such an extraordinary group of people. When I think of the list of our past female presidents, I feel even more so. This truly amazing group of women, which includes some of the most distinguished jurists and leaders in our community, consists of: the **Honorable Patricia C. Fawcett** (1981-82), the **Honorable Maura T. Smith** (1995-96), **Mayanne Downs** (1997-98), **Julia L. Frey** (2000-01) and **Mary Ann Morgan** (2001-02). I thank all of these incredibly accomplished, strong and intelligent women who led the way for me.

As I reflect on the great significance of serving as president, I feel very proud of myself for accomplishing this, *and* I also feel so very proud of our bar association for electing me. And not only because I am female, but because of the other things that make me a little different (*Go Canes!*) as well as the other challenges I have overcome in order to be here. Our association will continue to take the lead in promoting leaders of diverse backgrounds. Through our leaders and our members, we continue to show our community that the OCBA is made up of strong civic leaders and exemplary professionals from every walk of life.

I have always approached life, friendship and work with passion, optimism and enthusiasm. That is how I am approaching my year as president. I believe we will overcome and learn from any challenge we face, and we will continue to prosper and be the best bar ever – this is because of our wealth of truly talented leaders and members. I want to further promote this talent by encouraging more of our 3,200 members to become involved. I just know you are out there! It is my goal to reach out to you and encourage you to contribute (and then put you to work!).

Often new presidents preparing for their year look for initiatives and new programs to improve

continued page 4

President's Message
continued from page 3

the association they serve. My predecessors' past successes in doing just that are still more shining examples of why the OCBA is the best bar in the nation. As I considered how I can contribute to or improve our association, what I can offer to our membership and what I want to accomplish, I realized that the answer was simple: I want to continue our efforts to promote diversity in our leadership – what got me here today.

I want to emphasize that the diversity I am referring to is not just about gender. It includes many other aspects, such as race, background, experience, religion, political beliefs, legal philosophies, practice areas, firm size, marital status – and yes, even which college football team you like. I believe that including people from all walks of life brings with it fresh, bold ideas, and I believe it helps all of us – as a bar and as individuals – to grow, improve and adapt to change.

We must continue to increase diversity in our leadership, and continue to make it our goal for the leadership of the OCBA to reflect the diversity of the members

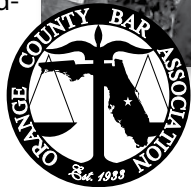
it represents. As an organization, I hope we will continue not only to embrace this concept but also to encourage networking, mentoring and outreach (both within the bar and in the community) that will help to advance these principles.

So here I am, eager and ready to serve as your 2012-13 president. As I attempt to step into the very large shoes of our wonderful 2011-12 president, **Tom Zehnder**, join me in welcoming the upcoming year with an optimistic heart, an open mind and a spirit that embraces challenge. I am honored to serve as your president, and I look forward to another year of showing everyone that we have the best bar association *in the world!*

Kristyne E. Kennedy, Esq., Cole, Scott & Kissane, P.A., has been a member of the OCBA since 2001.

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OCBA Luncheon Thursday, June 28, 2012

Judicial Candidate Forum

Candidates for judge in Orange County have been invited to attend a special Judicial Candidate Forum Luncheon at the Ballroom at Church Street this month. The candidates will have an opportunity to address the audience and discuss their qualifications.

Please join us in welcoming these fine candidates!

Pending their availability, we are looking forward to welcoming the following:

Running for Circuit Court Judge



Eric Dubois, Esq.



Pedro J. Malaret, Esq.



Leticia "Letty" Marques, Esq.



Hon. Belvin Perry, Jr.



Daniel W. Perry, Esq.



Hon. Timothy R. Shea



Jose F. Torroella, Esq.



Hon. Keith F. White



Joel C. Wilson, Esq.

Running for County Court Judge



Andrew L. Cameron, Esq.



Hon. Leon B. Cheek, III

Adam K. McGinnis, Esq.



Hon. Antoinette D. Plogstedt

The Ballroom at Church Street

11:30 a.m. - 1:00 p.m.

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Please RSVP to reservations@ocbanet.org

by Friday, June 22, 2012.

Main Entrance: Garland Avenue between Church Street and South Street

To ensure a proper luncheon count, RSVPs and CANCELLATIONS are requested no later than Friday, June 22, 2012. The OCBA is happy to provide 10 luncheons as part of your member benefits, but no-shows incur additional charges for the Bar and walk-ins cannot be guaranteed a seat.

Please keep us up-to-date on your reservation status!



The Honorable Belvin Perry, Jr.

Remarks by The Honorable Belvin Perry, Jr., Upon Receipt of the OCBA's 2012 James G. Glazebrook Memorial Bar Service Award

OCBA Officer Installation and Awards Banquet
May 24, 2012

Good evening.

It is, indeed, a great honor to be here this evening as the recipient of the Orange County Bar Association's prestigious James G. Glazebrook Memorial Bar Service Award. I am both humble and reverent before you tonight as you have elevated me to stand alongside other great judges and past recipients like Emerson Thompson, Jr., Alice Blackwell, Lawrence Kirkwood and John Marshall Kest.

Certainly, it's important to mention the man for whom this award was named... a man of great character and integrity who is still very dearly missed on the bench and in this community – of course I'm speaking of the late United States Magistrate Judge James G. Glazebrook.

This honor and opportunity is truly one of the highlights of my judicial career, but I must confess, there are a great number of judges in Central Florida who are just as deserving of this same recognition – judges who sit as servants of the people and more importantly, as servants of justice. There are also countless attorneys within our circuit who have demonstrated the highest standards of professionalism and courtesy, yet they rarely receive any formal recognition.

I am proud to say that I work alongside a group of very committed and very dedicated legal professionals here in Central Florida and that is a testament to everyone in this room, because I believe that our local bar is one of the best in all of Florida, and I believe that the Orange County Bar Association stands as one of the finest bar associations in the entire country because of the good work you all do. So tonight, at the risk of preaching to the choir, I'd like to speak to you about the very important topic of professionalism and the role it plays in our adversarial system of justice.

I'm sure a few of you caught the college basketball Sweet 16 and Final Four series a few weeks back. I've always liked basketball. I like the way coaches pump up their teams right before a game with phrases like, "no blood, no foul, box out – have no mercy," or "take every advantage and draw the foul."

This all makes sense – after all, basketball is a battle between adversaries and it's all about win-

ning. But think about it, when's the last time we heard a coach say to his team, "Now guys, we're going to go out there and we're going to follow all the rules, we're going to show the other team our playbook and win or lose... we're going to play a fair game because that's what really matters!"? This would be unheard of!

You see, we live in a culture of "win at all cost" – where you use every tactic possible to gain the upper edge. It's survival of the fittest, where secrecy and surprise attack are as important as strength and endurance. It works on the basketball court. It might even work in business or government. But it doesn't work in our legal process and it certainly doesn't work in our courtrooms.

In the legal system, we play under a unique set of rules where how you play the game is truly as important as whether you win or lose. As officers of the court, we have a duty to uphold, not just to our clients, but to the very system under which we operate. We, as judges and attorneys, are bound by an oath and by professional ethics that not only govern us as individuals, but govern how we as a civilized nation seek truth and justice.

In polls conducted by The Florida Bar, one of the most common answers given by its members regarding concerns about our legal system is the lack of ethics and professionalism. In a 2008 article for *The Professional*, a publication of The Florida Bar's Center for Professionalism, then-Supreme Court Justice Raoul Cantero explained that historically, ethics was something that was required of lawyers, while professionalism was expected. In other words, professionalism was to be encouraged, not required – and therefore, unprofessional behavior was not punishable.

Justice Cantero went on to write, "This 'immunity' for unprofessional conduct, however, is changing. More and more, The Florida Bar is prosecuting, and the Florida Supreme Court is disciplining conduct that at one time may have been considered unprofessional, but not sanctionable." As legal professionals, we have an obligation to deal with those who violate our canons and ethics because unprofessional behavior undermines the authority and integrity of the court.

I want to share with you a very recent example of blatant unprofessionalism that comes to us from the U.S. Bankruptcy Court for the Southern District of Florida. Without getting into the full de-

tails of the case, let me just read you excerpts from a response filed by an attorney to a court order to show cause.

In the response the attorney wrote such things as:

... it is obvious that you have not reviewed the record in this case...

Where you draw this conclusion can only be from ether.

...you again blunder...

And finally he wrote...

It is sad when a man of your intellectual ability cannot get it right when your own record does not support your half-baked findings.

Please tell me, under what conditions should these types of comments be allowed by an officer of the court? And it didn't end there. In a second response to the court, the attorney had a bottle of wine delivered to the judge's chambers with a note that read,

Dear Judge, A donnybrook ends when someone buys the first drink. May we resolve our issues privately?

As a result, the judges of the Southern District decided *en banc* that this behavior warranted a 60-day suspension from practicing before the bankruptcy court. And it was cited that this action was taken as "a minimal sanction necessary to preserve the authority and integrity of the Court."

Even at the local level we see similar reckless disregard for the authority and integrity of the court. In a motion to disqualify in one particular local case, a sitting judge was accused of "misrepresenting the facts, holding a grudge, being vindictive, intellectually dishonest, untruthful, manipulative, unprofessional and a lair." Keep in mind, this was all written in a motion to the court.

It was later determined by a Florida Bar Referee that these accusations and highly objectionable statements had no factual basis and that disciplinary action was warranted against the accuser. But the damage was done – not to a sitting judge, but to the respect and legitimacy of our legal process.

Dr. Tom Tyler, who is a leading expert on group behavior and how people deal with authority in society and author of the book, "*Why People Obey the Law*," has determined through his research that people basically follow the rules of society for two reasons: deference or respect for authority and legitimacy of that authority.

He says that, while nobody likes to lose in court, parties will accept losing more willingly if they feel they received their fair day

in court. It's his opinion that the judicial system's role to uphold and preserve the integrity of the legal process is second only to its role to interpret and dispense justice within the framework of the law.

I have to agree, because in the legal arena, how we play the game is just as important as the final score. In these hard times, much finger-pointing is being done. Political debate is heated and everybody is questioning the policies and decisions of both the private and public sectors.

Our courts need to remain above the fray. We must self-regulate and hold ourselves to a higher standard. After all, when the cards fall, where do the issues end up? In our legal system.

The courtroom is the frontline for all battles, but it is the last defense for common decency and decorum. When we see attorneys attack each other, argue, withhold information, refuse to communicate, or show outward disrespect for the authority of the court, it reflects on the process and undermines the work we all do. And unprofessional behavior in the legal system always finds the public's eye and leaves the people we serve with a bad taste in their mouth. It truly is an example of where one bad apple can spoil the whole bunch when it comes to public opinion.

Professionalism is vital to the integrity of the court. And it is only through integrity that people gain and maintain trust in the system. There are countries that have lost that trust. These are societies that have no respect for their courts and no belief that truth can prevail. They only point to the United States as the model and dream of what they, too, could someday have.

The late Justice Thurgood Marshall once said, "The only real source of power that we as judges and magistrates can tap, is the respect of the people." In fact, judges, magistrates, court administrators, lawyers, legal secretaries... we all are responsible for upholding the professional standards that serve as a foundation for our legal process; we all are responsible for earning and maintaining the respect of the people we serve.

Each of you has probably seen in courtrooms or hearing rooms a small table sign engraved with the words, "Professionalism Demands Courtesy." It's a little memento given to new judges at their investiture.

What is truly significant about these is that they're engraved on both sides, so one side faces the well and attorneys, and the other faces the judge. Professionalism is a two-way street, and if we are to expect courtesy, civility and respect, then we need to make sure our own house is in order and outwardly show the same. This brings me around to what you and I can do to foster professionalism.

As I mentioned earlier, I feel like I've been preaching to the choir. The Orange County Bar is one of the finest bar associations in Florida and each of you here today could have delivered this sermon just as well as I. But what are we doing collectively to promote professionalism within the legal community? When was the last time you casually recognized someone for playing by the rules?

If we are to hold ourselves to higher standards, if we are truly committed to this cause, then we must be consistent and commend those who do right, as quickly as we condemn those who do wrong.

Pick up the phone and thank that colleague who went the extra mile. Stop by the office and let staff know that you appreciate their efforts. And here's a good one – drop a note to your adversary and recognize him or her for taking the high road in the courtroom or in a deposition. These are just small gestures that cost nothing, but pay in great dividends, for all of us. Make professionalism a priority in who you are and what you expect from others.

I started with basketball, so I will end with basketball and a quote from the late great Coach John Wooden who said, "Be more concerned with your character than your reputation, because your character is what you really are, while your reputation is merely what others think you are." This is true on the court and in the courtroom, because professionalism is built on character.

As officers of the court, we don't have the liberty to test the rules and wait for the referee to blow the whistle. By that time, the foul is already committed and the penalty is already levied, against us all.

Each of us must begin today to focus on ethics and professionalism as a key part of everyday business. We must demand it from our colleagues and staff, and we must demonstrate it in ourselves. Let us not



The Honorable James G. Glazebrook



The Honorable
Antoinette D. Plogstedt

Law Week 2012

In 1957, American Bar Association president Charles S. Rhyne envisioned a special national day to mark our commitment to the rule of law. In 1958, President Dwight D. Eisenhower established the first Law Day, followed in 1961 by a joint congressional resolution designating May 1 as the official date for celebrating Law Day. Programs are sometimes held before or after that date, as we do in the various programs sponsored by the Orange County Bar Association. The 2012 Law Day theme was: No Courts. No Justice. No Freedom.

The American Bar Association (ABA) issued a national call to action to raise public awareness about the importance of our courts and the dangers of underfunding them, emphasizing the belief of the legal community that open and accessible courts are essential to maintaining the American way of life. ABA president Bill Robinson reflected on the importance of accessible courts:

All of us must have and protect our right and our freedom to use courtrooms when we need to. That courtroom must be open to protect families. That courtroom must be open to validate and protect contracts for business. That courtroom must be open to keep the wheels of justice turning. That courtroom must be open to defend our individual rights to prove again and again that we continue to be a free society.¹

At the OCBA, Law Week spanned several weeks of activities and was chaired by the Paralegal Section. Catrina Chapin of Roetzel & Andress, LPA, took the helm again this year and worked with judges, attorneys and other paralegals to implement extraordinary experiences for area youth. Law Day at the OCBA included a number of activities, the first of which was the Pathways in Law program hosted at the Orange County Courthouse by Judge Bob Leblanc and Judge Faye Allen. The career education presentation and mock trial experience introduced participants to the many legal careers they may not have even known existed, such as court reporters, clerks, deputies, interpreters and paralegals. More than 70 students from a variety of afterschool and community programs, including the Parramore Kidz Zone, Orlando After School All Starz and the Harvest Baptist Christian Academy CAPS program, participated in Pathways in Law.

This year the career presentation was so engaging that Judge Allen decided to visit schools and programs to conduct mock trials so that students

would have an opportunity to continue learning about the law and the civic responsibilities of every individual in society. Students had a number of questions about the various legal careers as well as the background and experience of each of the career presenters.

The program also included a tour of the Orange County Courthouse's 23rd floor courtroom and a pizza party lunch donated by the OCBA Foundation. The League of Women Voters of Orange County donated desserts and spoke about the importance of voter participation.

Another program highlight for Law Day was the Day in the Life of a Judge. This is a career shadowing day that mirrors the national "Bring Your Child to Work Day." The program was co-chaired by Judge Antoinette Plogstedt and Cyndee Dahlman, CP, FRP, of GrayRobinson, P.A. Fifteen county and circuit judges hosted as many as three "shadowing" students each and helped them learn about civil and criminal cases. Students from the Parramore Kidz Zone and the Apopka Farmworkers Ministry participated. Many of the students have limited or no exposure to legal careers.

A staple of Law Week for many years has been the OCBA's poster and essay contest. The activity, chaired by Risa Harell, FRP, of Marlowe & Weatherford, P.A., attracted the creative work of more than 200 area elementary, middle and high school students! The entries were reflective of students' enthusiasm and originality in depicting the theme: No Courts. No Justice. No Freedom.

Law Day was publically celebrated at the OCBA's Law Week luncheon on April 26, 2012. Students, parents and teachers were on hand to see the students receive their awards, which were presented by OCBA president, Tom Zehnder. And Cindy Schmidt, OCBA Foundation member and instructor in the Boone High School Law Magnet program, received the Liberty Bell award for her outstanding service and contributions to the legal profession. Be sure to see some of the luncheon photos in this issue of *The Briefs*!

Law Day activities are made successful by volunteers who give selflessly of their time to help the public understand the role of lawyers, judges and other legal professionals. The volunteers judge posters and essays, present in mock trials and educate participants in other ways. Sponsors, such as the OCBA Foundation, make it possible to provide refreshments, lunches and prizes to vol-

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Liberty Bell Award Recipient

Cynthia G. Schmidt, Esq., Boone High School Law Magnet instructor and member of the Orange County Bar Association Foundation Board of Directors, received the OCBA's prestigious 2012 Liberty Bell Award on April 26, 2012, at the bar's Law Week luncheon. The award honors a person or organization that has promoted a better understanding of the rule of law, encouraged a greater respect for the law and the courts, stimulated a sense of civic responsibility and contributed to good government within the community.

Cindy began her legal career as an assistant public defender in the Ninth Judicial Circuit following her graduation from the University of Florida Levin College of Law in 1990. She served with the public defender's office for ten years, during which time she received the Franklin Graham Award, which recognizes an attorney who most exemplifies compassion and excellence in defending indigent people accused of crime.

Upon leaving public service, Cindy continued to represent accused citizens during four years in private practice. After a visit to Boone High School in Orlando during Law Week, Cindy was so inspired by the energy and responsiveness of the Law Magnet students that she decided to pursue teaching as a full-time profession. She assumed responsibility for Boone's Mock Trial Team and immediately guided them to a second-place finish in the state her first year, a state championship the following year and another second-place finish her third year. Her Moot Court Team won the award for Best Appellate Brief at the state championships in 2009. During her tenure as a high school teacher, Cindy set new standards for Boone's Law Magnet Program and inspired

scores of promising young students to pursue an educational path in the field of law and the protection of civil rights.

Cindy's teaching is not based on textbooks, but rather real-life experience and current events that present the opportunity for teachable moments. Her philosophy is to first capture students' imagination and then give them enough information to draw intelligent, reasoned conclusions for themselves.

This year's students have particularly enjoyed following Central Florida's newest high-profile case. The students recently wrote and argued their own Motions to Set Bond for George Zimmerman. They watched the actual hearing live the following day, exclaiming: "That's the same question I asked my witness yesterday!" Cindy makes the law come alive. "The students will not all be lawyers," she says, "but they will all be motivated and educated voters and jurors."

Cindy has been active with bar organizations throughout her career. She has served in a variety of executive positions with the Central Florida Association of Criminal Defense Lawyers, has served on the board of the Legal Aid Society of the OCBA, and currently serves on the OCBA Foundation Board of Directors. Cindy is also a member of The Florida Bar's Law Related Education Committee and the Justice Teaching Committee of the Ninth Judicial Circuit. She has taught as an adjunct at the University of Central Florida (UCF). In a student survey following her most recent semester

teaching at UCF, Cindy received a unanimous "excellent" rating as an instructor from her students.

Cindy credits her successes at Boone High and UCF to the fact that more than 20 attorneys per year have volunteered their time in her classes as guest speakers, mock trial volunteers or as judges for oral argument. She is confident that the students would not have had the same experience had these attorneys not met with and taught the students.

Building on those relationships and her past experience, Cindy recently accepted a position as the inaugural director of the Center for Law & Policy at UCF. She looks forward to continuing to work with local bar members, who will be invited to work with the UCF Legal Studies faculty on research and as partners for brown bag lunches, a distinguished speakers series and training seminars. As director of the Center, Cindy says she is "eager to establish new collaborations within the legal community that will promote innovative ideas, advance the legal field and benefit the broader community."



Cindy (center) with parents Dana Schmidt (left) and Alice Schmidt (right).



Cynthia G. Schmidt, Esq.

Barry Trial Team Beats Harvard to Win ABA National Trial Competition

The Barry University Dwayne O. Andreas School of Law's Trial Team defeated Harvard University in the final round to win the ABA National Criminal Justice Trial Advocacy Competition held March 29-31 at The John Marshall Law School in Chicago.

The win was Barry's seventh championship at a national competition since 2008. It is also the second championship in the 2011-12 academic year, marking the second year in a row Barry's Trial Team has won two championships.

Barry's advocates were Aboubakr Maaroufi (prosecution and defense), Ryan Sainz (defense, and prosecution witness) and Ciara Harris (prosecution, and defense witness). The swing witness was Victor Zamora. Maaroufi, a second-year student, was named Best Advocate at the competition, which included 19 teams. Both Harris and Zamora received perfect witness scores in two separate preliminary rounds.

Barry went undefeated in the preliminary rounds, beating the University of Alabama, Widener and the University of Puerto Rico School of Law. Only four teams advanced, with Barry facing and defeating Creighton in the semifinals to reach the finals against Harvard.

The team was coached by Barry Law professors Mark Summers and Elizabeth Megale.

"The trial team has again proudly represented Barry against some of the top law schools in the country," said Leticia M. Diaz, dean of the Barry Law School. "Under the pressure of competition,

these students were able to withstand and respond flawlessly to unexpected rulings and arguments from other teams. The entire school is proud of their accomplishments."



Hon. Stanley Sacks, presiding judge of the final round, (far left) presents the championship certificate to Barry's winning trial team (from left): Aboubakr Maaroufi, Ryan Sainz, Ciara Harris, Victor Zamora and Professor Elizabeth Megale.



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ADR Neutrals Can Be Utilized with New ESI Rules

Since the late 1980s, Florida has led the way in the establishment of alternative dispute resolution (ADR) procedures. The Supreme Court of Florida and the Florida legislature helped to accommodate case resolution with comprehensive court-annexed mediation rules and statutes. ADR has since been hailed as the solution to a crowded court system as well as a way for litigants to resolve minor disputes in an expeditious and cost-effective manner. Indeed, there has been enormous growth during the past 25 years in the use of mediation as a practical, efficient alternative to traditional litigation for conflict resolution. Parties who retain neutrals have the ability to maintain a degree of self-determination as they craft creative settlements. As a result, courts have celebrated reduced dockets and increased levels of disputant satisfaction. This framework can now be used with forthcoming rules for electronic discovery in Florida.

ADR colleague John Upchurch and I recently spoke at the Association of Certified E-Discovery Specialists (ACEDS) national conference. Of particular interest to participants, presenters and technology vendors was a pilot program developed by Robert Barth, Clerk of the U.S. District Court for the Western District of Pennsylvania. Responding to issues arising from the passage of federal rule amendments on electronic discovery in 2006, that court established criteria for identifying neutrals to serve as so-called Electronic Discovery Special Masters (EDSMs) and “E-neutrals,” who, in appropriate matters, would fulfill the need to effectively address issues presented by the preservation, collection and production of relevant Electronically Stored Information (ESI) during the litigation process. Any findings of fact or conclusions of law reached by the neutral can be presented to the court as a report and recommendation, to which the parties have the opportunity to object, prior to a *de novo* review by the court.¹

Florida’s proposed civil rule amendments provide a case management option for the appointment of special magistrates in the event such issues need to be referred.² For example, courts may consider using ADR by referring issues to

qualified neutrals on the possibility of obtaining the parties’ agreements regarding topics such as the extent to which ESI should be preserved, the form in which such information should be produced and whether discovery of such information should be conducted in phases or limited to particular individuals, time periods or sources. The possibility of obtaining admissions of fact and voluntary exchange of documents and stipulations regarding authenticity of documents, as well as the admissibility of electronic documents, may also be explored. Sophisticated neutrals can try to bring about early resolution of these matters so that the issues and expense surrounding discovery of ESI do not overshadow the merits of the case. A successful early mediation of these issues in a confidential setting with authorized decision makers gives parties an opportunity to avoid often protracted information technology discovery. Parties may craft a discovery plan or even a solution to the entire conflict.

Given the largely friendly reception during oral argument, the adoption of the new ESI rule language is imminent. However, it is possible the Supreme Court of Florida’s forthcoming opinion could delay the effective date of these rules, which may indicate a need to educate the bench and bar. In the meantime, contemplating the outline for a rubric in ESI dispute resolution pending a decision of the proposed amendments to the Florida Rules of Civil Procedure appears prudent.

Lawrence H. Kolin, Esq., chair of the OCBA’s ADR Committee and former chair of The Florida Bar Civil Procedure Subcommittee on Electronic Discovery Rules, is a Supreme Court of Florida Certified County, Circuit-Civil and Appellate Mediator. He has been an OCBA member since 1994.

¹See <http://www.pawd.uscourts.gov>

²See proposed amendments to Florida Rules of Civil Procedure 1.200 (Pretrial Procedure); 1.201 (Complex Litigation) found at http://www.floridasupremecourt.org/decisions/probin/sc11-1542_PublicationNotice.pdf

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Employment Retaliation Claims See Spike in Filings

Did you know that more than one-third of all charges filed with the federal Equal Employment Opportunity Commission (EEOC) in the United States are based on claims of employer retaliation? A little over a year ago, and for the very first time since the EEOC was formed in 1965, retaliation charges became the #1 type of claim being investigated by the agency. Here in Florida, retaliation claims are also the #1 type of charge filed by employees with the Florida Commission on Human Relations (FCHR), comprising nearly 25% of all charges filed.

Actionable employment retaliation can take different forms depending on the type of employer conduct being examined. In general, employers with more than 15 employees are prohibited from taking adverse actions against an employee who has “opposed” any practice made unlawful by federal or state anti-discrimination laws (Title VII and the Florida Civil Rights Act respectively) or because the employee has made a charge, testified, assisted or participated in any manner in an investigation, proceeding or hearing under such laws. These laws focus narrowly on retaliation relating to instances of alleged workplace discrimination and harassment based on a protected characteristic such as gender and race, among others.

The Title VII retaliation provision has two distinct clauses commonly referred to as the “opposition” clause and the “participation” clause. An aggrieved employee may pursue a Title VII retaliation claim by either invoking the opposition clause *or* the participation clause. It is not necessary that a plaintiff plead or prove facts establishing both an opposition and a participation claim. *Crawford v. Metropolitan Government of Nashville and Davidson County, Tennessee*, 129 S.Ct. 846, 850 (2009).

In *Crawford*, the plaintiff had been terminated after reporting instances of harassing behavior in the workplace. Her report was articulated only after the employer asked her questions about alleged workplace harassment. In analyzing whether this employee was protected under the opposition clause, the *Crawford* Court noted:

The opposition clause makes it ‘unlawful... for an employer to discriminate against any... employe[e]... because he has opposed any practice made... unlawful... by this subchapter.’ § 2000e-3(a). The term ‘oppose,’ being left undefined by the statute, carries its ordinary meaning, *Perrin v. United States*, 444

U.S. 37, 42, 100 S. Ct. 311, 62 L.Ed.2d 199 (1979): ‘to resist or antagonize...; to contend against; to confront; resist; withstand,’ *Webster’s New International Dictionary* 1710 (2d ed. 1958). Although these actions entail varying expenditures of energy, ‘RESIST’ frequently implies more active striving than ‘OPPOSE.’ *Id.*; see also *Random House Dictionary of the English Language* 1359 (2d ed. 1987) (defining ‘oppose’ as ‘to be hostile or adverse to, as in opinion’). *Id.* at 850.

In overturning the lower trial and appellate courts holding that Crawford was not “active” enough in her “opposition” to be protected by the opposition clause of Title VII’s retaliation section, the Supreme Court held:

The Sixth Circuit thought answering questions fell short of opposition, taking the view that the clause ‘demands active, consistent ‘opposing’ activities to warrant ... protection against retaliation,’ and that an employee must ‘instigat[e] or initiat[e]’ a complaint to be covered. But though these requirements obviously exemplify opposition as commonly understood, they are not limits of it.

‘Oppose’ goes beyond ‘active, consistent’ behavior in ordinary discourse, where *we would naturally use the word to speak of someone who has taken no action at all to advance a position beyond disclosing it*. Countless people were known to ‘oppose’ slavery before Emancipation, or are said to ‘oppose’ capital punishment today, without writing public letters, taking to the streets, or resisting the government. And *we would call it ‘opposition’ if an employee took a stand against an employer’s discriminatory practices not by ‘instigating’ action, but by standing pat*, say, by refusing to follow a supervisor’s order to fire a junior worker for discriminatory reasons. *Id.* at 851. (Internal citations omitted and emphasis added).

As such, the Supreme Court found that the plaintiff’s straight forward reporting of unlawful behavior to her employer, even without her articulating the words “I object to the harassing behavior,” was enough for her to be protected by the opposition clause of Title VII’s retaliation section:

The statement Crawford says she gave to Frazier is thus covered by the opposition clause,

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For OCBA members, the training is free. For non-OCBA members participating in the LAS *pro bono* program, the training is free. Pre-registration is required for the free lunch and requested for training (or subject to space availability if not pre-registered). For more information, please email: ctucker@legalaiddocba.org or mcarbo@legalaiddocba.org or merazmus@legalaiddocba.org.

PARKING WILL BE VALIDATED THE DAY OF TRAINING. WE WILL NOT REIMBURSE PARKING VOUCHERS.



Donna A. Haynes

Neighbors Helping Neighbors

"John and Cynthia Smith," ages 49 and 41, are typical homeowners. They focus on working and raising their three minor children. Cynthia works full-time at a job she has held for more than 15 years, but John, a salesman, has been unemployed for the past two years as a result of the recession. The Smiths, like many Orange County families, are among the working poor. In addition to struggling financially, the Smiths are struggling to cope with the loss of their terminally ill young daughter who passed away in December 2011.

Being among the working poor was not their choice. The Smiths considered themselves to be living the American Dream. Although they were far from affluent, they were proud, independent, contributing members of the middle class. Until the extreme hardships of John losing his job, the family losing a child and the mounting debt associated with their daughter's medical care, the Smiths had never asked for help in their lives. Out of necessity, however, they sought assistance from Legal Aid.

Currently in foreclosure and desperate to save their home, the Smiths met with Legal Aid attorney Mike Resnick, who assisted them with two legal issues: a garnishment action brought against

Cynthia to secure payment for a previously unpaid debt and the foreclosure of the Smith's home.

The Smiths recognized that they owed money to their creditors, and until the recession and recent misfortunes they had always been able to provide for their family and pay their debts. However, with Cynthia's wages being garnished, the family was in danger of falling apart. Mike was able

to obtain a court order that terminated the garnishment of Cynthia's wages based on the Florida law that recognizes that a wage earner who is head of the family is protected from garnishment. The result is that the Smith family now has an extra \$325 each month to pay their expenses and try to save their home from foreclosure.

Mike also assisted the Smiths in obtaining a loan modification. The loan modification was the result of a mediation arranged through the Orange County Foreclosure Mediation program. The program was established by Chief Judge Belvin Perry, Jr., who named the Orange County Bar Association Program Manager. Kim Homer, program director, and her staff set up the mediation and provided the Smiths the tools they needed in order to assess their home ownership options. While not all mediations end in a loan modification, Cynthia and John were ecstatic that the lender was able to work with them. The Smiths are far from being the middle class family they once were, but at least they have a roof over their heads and are able to care for their family.

The Smiths' story is just one of many examples of how the Legal Aid Society "triages" the various poverty law issues that confront Central Floridians. By collaborating with others and tapping into community resources, such as *pro bono* attorneys, the mediation program, private and public social service organizations and the government, Legal Aid assists those in our community who most need our help. Legal Aid afforded the Smith family the opportunity to remain intact, avoid the homeless shelter and heal. This is as it should be – we are neighbors helping neighbors.

For information about how the Legal Aid Society can help with housing issues such as landlord-tenant disputes, foreclosure or bankruptcy, please contact Mike Resnick at mresnick@legalaidocba.org. To donate to the Legal Aid Society, please visit our website at www.legalaidocba.org or contact the development director, Donna Haynes, at dhaynes@legalaidocba.org.

Donna A. Haynes is the Director of Development at the Legal Aid Society. She has been a member of the OCBA since 2008.



Michael L. Resnick, Esq.



Kim Homer, Esq.

Orange County Bar Association Foreclosure Mediation Program: It's New and Improved

A twist of fate, incredible foresight and a freight-load of dedication happened on the way to the Residential Mortgage Foreclosure Mediation program (RMFM) becoming “new and improved” and turning into the Orange County Foreclosure Mediation program (OCFM).

In December 2009, the Florida Supreme Court mandated the original statewide RMFM program (NO. AOSC09-54) as a means for courts, lenders and borrowers to settle an ever-increasing number of foreclosure cases statewide. In the Ninth Circuit, Chief Judge Belvin Perry, Jr. examined the AO, issued the Ninth’s Administrative Order (NO. 2009-02-01) and named the OCBA Program Manager for the statewide program here in Orange County.

The OCBA then went to work and created a system that met the needs of borrowers and lenders. We contacted thousands of homeowners and scheduled hundreds of mediations. The numbers in the Ninth Circuit were astonishing compared to the rest of the state. From Judge Perry, to the OCBA board, to the RMFM staff, to the mediators and attorneys – the team in Orlando did an incredible job of helping borrowers find alternatives to foreclosure and helping all parties reach a fair settlement. Of course, not all mediations ended with borrowers keeping their homes, but we know the system worked as it should have and that the RMFM



Kim Homer, Esq. and
Mike Resnick, Esq.

program in Orange County did its job in an exemplary fashion. The numbers tell the story.

Although the OCBA’s RMFM program numbers were “there,” tallies in many foreclosure programs throughout the state weren’t. Based on monthly reports from more than 25 statewide programs, the State of Florida Supreme Court decided to dismantle the RMFM program.

But the need for foreclosure mediation remained. Recognizing the need to manage the enormous number of current foreclosure filings and backlog of foreclosure cases in the Ninth Circuit, Judge Perry took a proactive stance on creating a “new and improved” (our words!) program to facilitate settlement of these cases with the parties through

mediation. Judge Perry mobilized the stakeholders most affected by this crisis and held a meeting to bring lenders and consumer advocates together. Judge Perry is the only Circuit Chief Judge in the state to create a forum for discussing a plan to address foreclosure mediation in the Ninth Circuit. Judge Perry states that he is

...thrilled and excited about the opportunity to once again partner with the Orange County Bar Association in bringing the citizens of Orange County a mediation program that will meet the needs of our judicial system and give both litigants the opportunity to sit down and talk to perhaps settle their case prior to proceedings on the merits. Through the years, the Orange County Bar Association has been in the forefront of providing aid and assistance to this community. I am very happy, as are all the judges of the Ninth Judicial Circuit, to work together with the Orange County Bar Association in this worthy endeavor.

On April 12, 2012, Judge Perry signed Administrative Order NO. 2012-06, creating a new foreclosure mediation program for Orange County. He again appointed the OCBA Program Manager.

So other than the fact that there’s a new AO, what makes it possible for the OCBA to call the Orange County Foreclosure Mediation program “new and improved”?

Here are some of the program’s features:

- Overall program costs have been reduced from \$700 per case to \$500 per case. *Prices slashed!*
- A more customized document collection and exchange process has been instituted. For each case, the lender counsel submits a list of the specific documents needed for that individual case from that lender. *New customized document collection!*
- Homeowner information seminars have been created in collaboration with, and as an expansion of, the existing Legal Aid Society foreclosure workshops. These collaborative seminars have been running for more than a month already. *Free seminars for homeowners!*

The Program Manager now provides a new service: Case screening.

- All residential, homestead foreclosure cases in Orange County must be sent to the

continued page 24

Law Week Luncheon

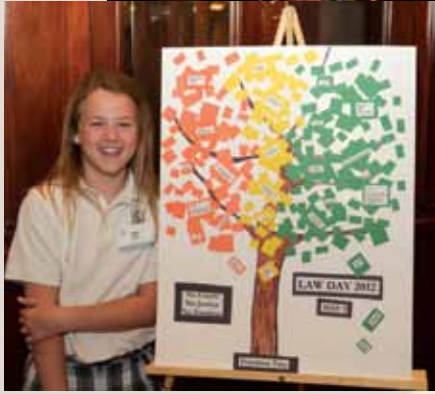
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as an ostensibly disapproving account of sexually obnoxious behavior toward her by a fellow employee, an answer she says antagonized her employer to the point of sacking her on a false pretense. Crawford's description of the louché goings-on would certainly qualify in the minds of reasonable jurors as 'resist[ant]' or 'antagoni[stic]' to Hughes's treatment, if for no other reason than the point argued by the Government and explained by an EEOC guideline: 'When an employee communicates to her employer a belief that the employer has engaged in... a form of employment discrimination, that 'communication' virtually always 'constitutes the employee's opposition to the activity.'¹ *Id.* (citations moved to footnote).

Furthermore, as noted by the concurring Justices in *Crawford*, the U.S. Supreme Court had already acknowledged that a plaintiff in a Title VII retaliation suit may establish an opposition clause claim by simply showing a short temporal proximity between protected opposing words or actions and a subsequent adverse employment action and showing that the employer, whether directly or indirectly, became aware of the views that the employee had expressed. *Id.* at 855.

Accordingly, the principle that emerges from *Crawford* is that a plaintiff is protected under the opposition clause of Title VII's retaliation section, where the employee can prove that the employee (1) opposed an employer's harassing or discriminatory activity by reporting the activity in an ostensibly disapproving way or refusing to carry out a discriminatory order, and (2) the employer subsequently and within a short time period commits an adverse employment action against that employee. For this type of retaliation claim, the employee does not have to actually prove that an instance of unlawful discrimination or harassment actually occurred in order to enjoy the protection of Title VII or the FCRA. A "reasonable belief" that the employer engaged in conduct prohibited by the statutes is all that is necessary.

Further, an employee does not have to be actually terminated in order for an employer's conduct to be deemed an unlawful "adverse action." Other types of actions, such as a demotion, reduction in pay and an unwanted transfer may be deemed unlawful as well. Even more subtle types of retaliatory actions, such as a forced shift change which negatively impacts a working parent's child care responsibilities, may constitute retaliation. *Burlington Northern & Santa Fe Railway Co. v. White*, 126 S.Ct. 2405, 2413-14 (2006) (Title VII's anti-retaliation provision is not limited to employer actions that affect the terms and conditions of employment). Even employees or other aggrieved persons who suffer an adverse action for a different employee's filing of a charge of discrimination are protected from employer retaliation. *Thompson v. North American Stainless, L.P.*, 131 S.Ct. 863, 870 (2011).

Anti-retaliation provisions are found in most employment related statutes. In addition to Title VII and the FCRA, anti-retaliation provisions are also found in the federal Fair Labor Standards Act (FLSA), which governs the payment of overtime and minimum wages, and in the Family and Medical Leave Act (FMLA), which provides leave and job reinstatement rights to eligible employees.

Another type of retaliation claim, which does not require the filing of an administrative charge with the EEOC or FCHR, arises under Florida's private and public sector whistleblower statutes. The private sector whistleblower statute applies to all Florida employers with 10 or more employees and prohibits retaliation against employees who object to a "violation of a law, rule, or

regulation" that pertains to the business of the employer. Unlike retaliation claims arising under Title VII and the FCRA, current judicial opinions suggest that an employee who suffers an adverse action for objecting to workplace legal violations must prove that an actual violation of a law, rule or regulation occurred instead of having only a "reasonable belief" that a violation occurred. Moreover, the violation being objected to must pertain to the business of the employer. This leaves the potential that certain categories of legal violations may not be actionable, such as employee theft of company property or workplace violence between employees.

Many employees do not object to or oppose conduct prohibited by law in the workplace because they fear reprisal from their employers for "rocking the boat" or not being a "team player." While the legal protections mentioned above may do little to prevent retaliation, they can be invoked in certain circumstances to ensure some reasonable compensation for economic and emotional injuries caused by an employer's adverse actions.

Travis R. Hollifield, Esq., Hollifield Legal Centre, has been a member of the OCBA since 2004.

¹Brief for United States as *Amicus Curiae* 9 (citing 2 EEOC compliance manuals §§ 8-II-B(1), (2), p. 614:0003 (Mar. 2003)); see also *Federal Express Corp. v. Holowecki*, 552 U.S. ---, ---, 128 S.Ct. 1147, 1156, 170 L.Ed.2d 10 (2008) available at <http://www.westlaw.com> (explaining that EEOC compliance manuals "reflect a body of experience and informed judgment to which courts and litigants may properly resort for guidance" (quoting *Bragdon v. Abbott*, 524 U.S. 624, 642, 118 S. Ct. 2196, 141 L.Ed.2d 540 (1998))), available at <http://www.westlaw.com>.

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Foreclosure Mediation Program

continued from page 18

Program Manager for mediation eligibility screening by lender counsel.

- Plaintiff's counsel uploads the case to the same program software and pays a \$100 screening fee per case.
- The screening fee covers the Program Manager's ongoing outreach – via letters, phone calls and other mailings – to provide initial information, invite homeowners' participation in workshops and otherwise determine whether the homeowner wishes to participate.
- Where the property is vacant, there is no living homeowner to mediate, the case is in bankruptcy, or when less than all of the note holders agree to mediate, a case is eliminated from the program.
- In those cases, the Program Manager sends a notice to the court and all parties so that the plaintiff can proceed without mediation.
- The entire process operates under an expedited 100-day timeline (previously 120 days).
- Homeowners who opt in to the OCFM are encouraged to speak with a HUD counselor before mediation, but it is not required as it was in the RMFM program.
- The Program Manager also contacts defense counsel, if one has been retained by the homeowner, inviting him or her to participate in the mediation.

There are changes for mediators as well:

- In RMFM, mediators were paid \$300 but were required to mediate at no additional charge when a second mediation was requested by the parties.
- In the current program, the mediator's fee has been reduced to \$150, but if subsequent mediations are requested by the parties, the mediator is paid \$150 for each of those additional sessions. **
- The mediator panel will only include Orange, Osceola and Seminole County mediators.

Now, back to the homeowner, because there's lots of "new" here!

- Homeowners who opt in to participate in the OCFM program must pay a \$250 fee. In the RMFM program, there was no fee to the homeowner unless one was agreed to as part of a settlement agreement.

- Prior to opting in, homeowners are invited to attend one of the free seminars mentioned above, which include:

Information about the foreclosure process – everything from legal terminology to where the courthouse is located.

Information about the Orange County Foreclosure Mediation program – including the benefits of participating, the scheduling process and even where to bring documents.

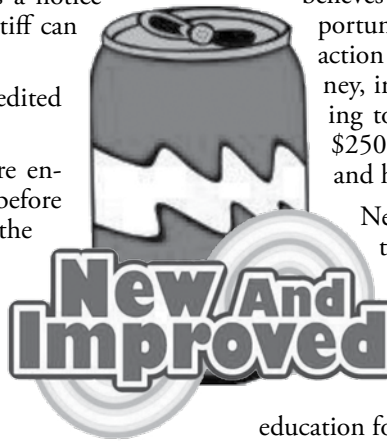
Information about *pro bono* legal services and foreclosure counseling available in our community.

Mike Resnick, senior attorney for the Legal Aid Society of the OCBA, is conducting the seminars for the new program. Mike believes that "[f]oreclosure mediation offers the only opportunity homeowners have as part of the foreclosure action to sit down with the lender and the lender's attorney, in person, and try to reach a settlement." According to Mike, the mediation session is well worth the \$250 that homeowners must contribute to participate and he advises his clients to opt in to the program.

New and improved? Yes! But we acknowledge, also, that much of our future success is being built upon the past successes of the RMFM program, the ongoing support of Judge Perry and the courts, the OCBA board and program staff, and our new collaboration with the Legal Aid Society to provide personal, specific, hands-on education for homeowners and pre-screening for lenders.

**Mediators serving on the current panel will soon receive an email informing them of the process to serve on the panel for the new program. Those mediators who are not on the current list are welcome to email me to receive notification of the new selection process as soon as it is released.

Kim Homer, Esq., Orange County Foreclosure Mediation Program Director, can be reached at khomer@ocbanet.org, or 407-422-4551, ext. 226.



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Michelle Gerena

Billing Practices

"A billing statement equals value of work. Keeping time records provides a firm with [...] evidential material of the time value charged on behalf of a client, and provides justification for the fees requested."¹

John G. Iezzi in the book, *Results-Oriented Financial Management*, states that the "long-honored tradition of keeping time records will undoubtedly continue, regardless of the billing systems used." He further emphasizes the importance of keeping time records for *profitability analysis* – to calculate the cost rate assigned to each timekeeper; for *traditional work* – for insurance companies, because they continue to want their lawyers to keep accurate time records; to *estimate value* – for assignments with a threshold level; and for the *legal record* – for evidential material of the time value charged that provides justification for the fees requested.

While alternative billing methods, such as electronic filing (e-filing), are being advocated by clients and firms, traditional hourly billing continues to be the choice for many of the firms' clients. As such, clients' expectations of billing and litigation management are spelled out in each client's individual set of guidelines.

"Client's Billing & Litigation Management Guidelines" serves as a guide to facilitate submission and payment of the firm's invoices, as well as to foster the best results for resolution in the most efficient and cost-conscious manner. The guidelines state the roles of the client and the attorney in the development of a defense strategy, budget, reporting, investigation, discovery and trial activity. Billing managers who do not adhere to billing and litigation best practice guidelines run the risk of a reduction in the number of invoices paid to the firm. For example, some clients require that the firm's invoices be submitted for payment through billing software set up by the client rather than traditional paper invoicing, and thus e-billing comes into play. When a firm is required to submit its invoices under such an e-billing arrangement, a budget for each matter must be presented in order for the client to determine whether legal fees adhere to his or her agreed-upon budget guidelines.

Also, per guidelines, time records must state the

date the work was performed, the initials of the person providing the service, a description of the work performed (single activities) and the actual time in tenths of an hour.

Descriptions of work performed must be sufficiently clear to allow a person not familiar with the file to review a bill and determine what was done and how such activity reasonably and efficiently moved the file toward a negotiated or litigated closure. For example, a "Letter to client regarding expert's observation, assessment and opinion" must not be billed as a "Letter to client regarding expert's report." The latter could be construed as a standard letter enclosing a report.

Case management software applications used by billing managers, such as those that create a chain and trigger for "to-dos," guarantee that deadlines are not missed. Other functions may include tools that create relationships among the elements of the case, those that convert information into to-do items, those that send email messages and those that convert documents into PDFs, all of which increase efficiency and productivity. Reducing wasted time increases billable time and collections. In addition to case management, billing guidelines are designed to reduce potential billing abuses, reduce legal costs and meet the client's billing and litigation management expectations.

The value of the collective efforts of the attorney, paralegal and billing manager is captured in the firm's billing statement. It is from the billing statement that the client determines whether the fee for the work performed is reasonable and, more importantly, whether it is moving the file toward closure. In part, a client's satisfaction with his or her attorney and the legal process in general is dependent on efficiency and accuracy of the work performed by the billing manager.

Michelle Gerena, is the billing manager at Broussard & Cullen, P.A. She has been a member of the OCBA since 2011.

¹Iezzi, John. "Results-Oriented Financial Management," 2nd ed. Chicago, Illinois: Amer. Bar Assn., 2003. 153. Print.



Sunny Lim Hillary, Esq.

Your local voluntary bar associations have already filled the 2012 summer calendar with activities! Read on to find out what's happened and what's happening, and get involved!

CFGALLA

The **Central Florida Gay and Lesbian Lawyer Association** and the Gay and Lesbian Lawyers Network, Inc., are pleased to announce that on **June 23, 2012**, a seminar entitled, *Out of the Closet and Into Your Offices – Representing Lesbian, Gay, Bisexual, and Transgendered (LGBT) Clients*, will be presented at the Caribe Royale, 8101 World Center Drive, Orlando, FL 32821. Eight (8) CLE credits have been applied for. For more information, to register or to find out about sponsorship opportunities, please go to www.cfgalla.org or contact **Michael E. Morris** at mike@mikemorrislegal.com. This event is partially funded by a grant from The Florida Bar.

GOAABA

On April 24, 2012, members of the **Greater Orlando Asian American Bar Association** and local Asian certified public accountants met at Hawkers for a mixer. Everyone enjoyed delicious Chinese, Vietnamese, Malaysian and Indian street food while making new friends and acquaintances. Thank you to social chair **Donna Hung** for organizing this great social.

On April 25, 2012, GOAABA co-sponsored a free luncheon about the new Florida Power of Attorney Act with the Membership Diversity Committee of the Real Property, Probate and Trust Law Section of The Florida Bar and the South Asian Bar Association of Florida – Orlando Chapter. The luncheon was held at the offices of Baker Hostetler in Orlando. **Russell B. Hale** of Akerman Senterfitt discussed networking, future educational programs, communications, mentoring programs and association involvement and support.

On May 12, 2012, members of GOAABA sang their hearts out at **Karaoke Night!** Everyone gathered in the back karaoke room at Japan Food Aki Restaurant on Universal Boulevard and enjoyed delicious sushi and Japanese food while singing their favorite karaoke tunes. Thank you to social chair **Donna Hung** for putting together this entertaining event.

Through a joint effort of The Florida Bar Equal Opportunity in Law Section, a committee of the Orlando minority bar associations and the OCBA Diversity Committee and YLS, a **Joint Diversity Picnic** will be held on **September 8, 2012** in Orlando. If you are interested in helping with the inaugural Joint Diversity Picnic, please contact lead committee member **Kim Nguyen** at Kim.Nguyen@lowndes-law.com.

Voluntary Bar Leaders! Would you like to promote an upcoming event? Share news about your members? Tell us about past activities? Increase your bar's membership? Here's your opportunity to reach your colleagues at the OCBA! Send your news and photos (with IDs and captions) to me at sunny@hillaryl原因.com at least six weeks in advance for possible publication in *The Briefs*. If you have any questions, feel free to call the OCBA's communications manager at 407-422-4551, ext. 227.

Sunny Lim Hillary, Esq., Hillary, P.A., has been a member of the OCBA since 2005.



Steve Chong, Mia Thomas, Greg Maaswinkel



Donna Hung, Lisa Gong, Jessica Hew, Kim Nguyen, and Teris Deitsch



Amy Mai and William Voight

GOAABA/CPA Mixer Event at Hawker's



Don Nguyen, Jessica Hew, Glenn Leong,
and Kim Nguyen



Anthony Ngo and
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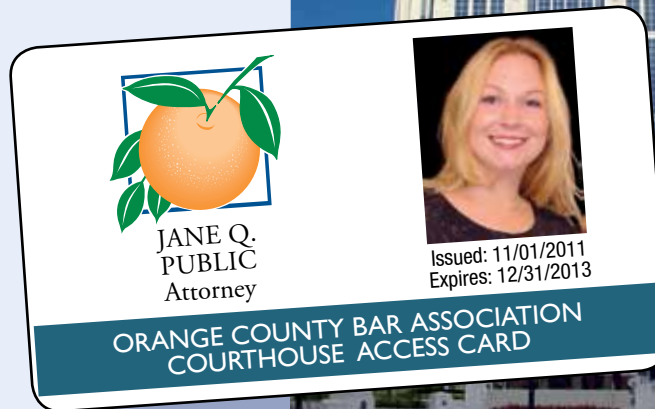
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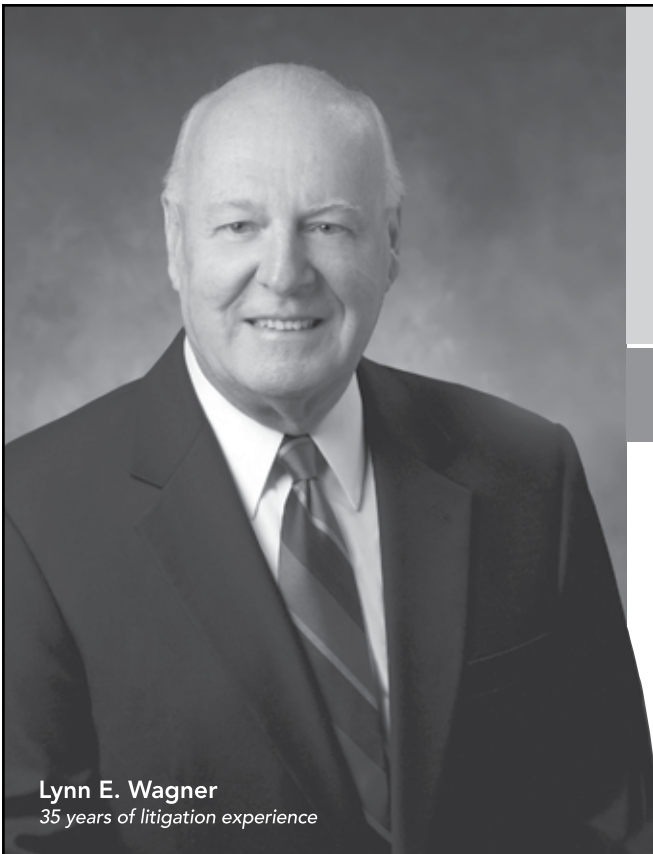
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YLS on the move



Sunny Lim Hillary, Esq.

On May 6, 2012, members of the YLS brought their families to the **YLS Family Fun Day** at the **Ward Park Pavilion** in Winter Park. Everyone enjoyed free food and drinks, the park playground, the bounce house and the very popular cotton candy machine! Thank you to **Chanel Mosley** and her committee for organizing this great event.

On May 10, 2012, Judge John Kest hosted the monthly **YLS Brown Bag Lunch** and presented the seminar, *Closing Arguments*. **Council Wooten, Jr.** and **Joseph Menello** assisted in the presentation, which addressed how to prepare and present a closing argument.

Mark your calendar now for the next **Brown Bag Lunch**. Join Judge Kest on **Friday, July 13** for *Jury Challenges – Cause and Peremptory*. The seminar will be held from 12:00 p.m. to 1:15 p.m. in the 23rd floor conference room at the Orange County Courthouse. The seminar is approved for 1.5 CLE credits. Bring your lunch and be sure to tell security that you're attending Judge Kest's seminar. Please RSVP to Diane Iacone: ctjadi1@ocnjcc.org.

On May 15, 2012, the OCBA and the YLS teamed up with **Florida Coastal School of Law** for an **Orlando Networking Club Panel Discussion and Reception** sponsored by the Career Services Department of Florida Coastal School of Law. The event was designed to strengthen Florida Coastal's relationship with the YLS and to provide a venue for students to meet current practitioners. Florida Coastal recently launched networking clubs to identify students who intend to practice in a certain geographic area. The clubs meet monthly at the law school and focus on the fundamentals of building relationships with other lawyers and the importance of joining voluntary bar associations, including committees or sections. At the end of the year, Florida Coastal plans to collaborate with a voluntary bar in each area to sponsor a networking reception for bar members and students.

By the time you read this column, **LaShawnda Jackson**, former YLS president, will have handed over the gavel to **Tony Sos**, the 2012-2013 YLS president. As always, the passing-of-the-gavel luncheon was memorable. LaShawnda reviewed the many charitable events and fun activities the YLS participated in during the year, and quite a few former YLS presidents came to offer their invaluable advice to Tony. Thanks, LaShawnda, for a great year. Welcome, Tony!

Also, well done to the following newly elected and re-elected members of the YLS board of directors: **Amber Davis, Jacquelynne Jordan, Doug Martin, Karen Persis, and Brett Renton**. And, congratulations to our new communications coordinator, **Sunny Hillary**, and our new president-elect, **Lauren McCorvie** (formerly Lauren Heatwole).

Would you like to know more about practicing before circuit and county judges in the Ninth Judicial Circuit? Plan to attend **Afternoon at the State Courthouse** from 1:30 p.m. to 4:00 p.m., **Friday, June 15, 2012**, in the **Jury Assembly Room** at the **Orange County Courthouse**. The fee is only \$10 and CLE credit, including ethics, is pending approval. Please RSVP and send payment by Friday, June 8 to Mildred Rivera-Artau at mildreda@ocbanet.org, or mail your check made payable to OCBA YLS to: Orange County Bar Association, 880 N. Orange Ave., Orlando, FL 32801. For more information, contact Jeffrey Elkins at jenkins@shutts.com, or 407-835-6924.

Calling all YLS members and summer law clerks. Join us as we sponsor and volunteer at a monthly **IDignity** event on **Thursday, June 21, 2012**, at the **Orlando Union Rescue Mission**, 410 W. Central Blvd., Orlando FL 32801. IDignity was created to help the disadvantaged in Central Florida overcome the difficulties of obtaining the personal identification that is crucial for them to become self-sufficient. IDignity is seeking the services of capable, legal-minded professionals to assist with providing guidance to those in need of assistance. No prior experience is needed; the IDignity staff will teach you everything you need to know in order to volunteer. We will also be presenting a monetary donation to the organization prior to the event. To register, please go to www.idignity.org/ volunteer, select the June 21, 2012 event, then select the shift you would like to take. All volunteers will be provided with a complimentary T-shirt, light breakfast and lunch.

The YLS will hold its annual **YLS Young Lawyers and Law Clerks Reception** on **July 12, 2012**, from 6:00 p.m. to 8:00 p.m. at the **Orlando Shakespeare Theater**. This is one of our biggest events of the year and is an excellent recruiting tool to keep top talent in the Orlando area and active in our bar association. The event is also a great opportunity to network with area judges, attorneys and law clerks in a relaxed, fun setting featuring free food and an open bar! We're looking for YLS members and summer law clerks to sit on the committee. To join the committee and help plan the reception, please contact **Jill Simon** at jill.simon@lowndes-law.com or **Chanel Mosley** at camosley@mdwccg.com.

Mark your calendars! We are nearing that time of year when wordsmiths from far and wide come together to compete in the **YLS Spelling Bee Championship**. Vigorously and exuberantly battling to spell words such as *zucchettos*, *xiphophyllous* and *siphorhinal*, these fierce competitors entertain their comrades while raising money for a wonderful cause – the Adult Literacy League. In 2010, the bee raised more than \$16,000, and in 2011, thanks to generous contributions and the support of the

legal community, the bee reached its goal of raising \$30,000. As this year's event is rapidly approaching, we are in search of **spelling teams** to dazzle us with their brilliance and **sponsors** to help fulfill our mission of building a strong and literate community. This event could not be the success it is without the support of the participants and sponsors. For more information on how to "bee" a part of the buzz by participating on a team or sponsoring the bee, please contact **Alana Brenner** at alanabrenner@hotmail.com or **Daryl Gottlieb** at dgottlieb@fisherlawfirm.com.

The YLS Golf Tournament is on the books! Mark your calendar for the **21st Annual YLS Charity Golf Tournament**, which will be held on **Friday, September 28, 2012**, at the **Grand Cypress Golf Club**. We will be playing their North and South Courses for a grand total of 18 holes of spectacular golf. Always one of the biggest events of the year, the golf tournament is a great opportunity for you to get off of that desk chair and on to the golf course, all while raising money for charity. Each year, more than 140 lawyers, judges and other leaders in the community play in this highly entertaining golf tournament, which is followed by a buffet

luncheon and awards ceremony. If recent trends continue, this year's tourney promises to be the largest in YLS history. It's a great networking and marketing opportunity. Hole sponsorships are still available. For more information, please contact **Jerry Lee Hanbery** at Jerry.Hanbery@brockand-scott.com.

Are you interested in getting more involved with the YLS? If you would like to chair, co-chair or serve on a committee this year, please contact YLS president **Tony Sos** at asos@dwkllaw.com or 407-244-3000. Currently, YLS is searching for help with the following events: Dodge Ball Tournament, Gator Bus Trip, Family Fun Day, Holidays in January, Relay for Life and social events. These are just some of the volunteer opportunities. Feel free to contact Tony for details.

Keep an eye out in the YLS email blasts for the date, time and location of the **YLS July Luncheon**, or email yls.ocba@gmail.com for more information.

If you want to join the YLS email blast list, or find out more about our section and its committees and events, please email yls.ocba@gmail.com.

Sunny Lim Hillary, Esq., Hillary, P.A., has been a member of the OCBA since 2005.

The Young Lawyers Section of the Orange County Bar Association Presents *An Afternoon at the State Courthouse*



This seminar provides helpful hints for area attorneys as they practice before the Circuit and County Judges of the Ninth Judicial Circuit. It is also intended to provide insight into local judicial practices and procedures, and is designed for attorneys, law students, paralegals, and other legal professionals. The seminar is open to the public.

Friday, June 15, 2012

Registration Begins at 1:00 p.m.

Seminar From 1:30 p.m.-4:00 p.m.

Orange County Courthouse • 425 N. Orange Avenue,
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Make checks payable to OCBA YLS.

Please RSVP and send payment by Friday, June 8, 2012 to:

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Professionalism Committee

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forget that it is the legitimacy of the law and the process by which we seek justice that gives credence to the verdict or ruling of every case. As the great philosopher and statesman Francis Bacon once said, "If we don't maintain justice, justice will not maintain us."

Finally, ours is not a game. We are not here to put points on a scoreboard. We are here to change lives, secure futures and above all, seek truth, fairness and justice. That is the mark of a true legal professional. That is our calling... as it was the calling of the late Magistrate Judge James Glazebrook. So tonight I am extremely proud to stand here with you as we, together, continue his legacy of service and professionalism to this community.

The Honorable Belvin Perry, Jr., is Chief Judge of the Ninth Judicial Circuit. Judge Perry was admitted to The Florida Bar in 1978 and is a long-standing member of the OCBA.

Foundation News

continued from page 8

unteers and participants. The combined efforts of volunteers and sponsors contributed to a successful roster of activities for Law Day 2012.

The **Honorable Antoinette D. Plogstedt** serves in the Ninth Judicial Circuit and has been a member of the OCBA since 1990.

¹http://www.americanbar.org/groups/public_education/initiatives_awards/law_day_2012.html



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Rainmaking



Mark Powers



Shawn McNalis

Public Relations Campaign - Part 1

The need to have a well thought out plan for public relations and community involvement is no longer restricted to large firms with hefty budgets. Even small and mid-sized firms stand to benefit enormously when they increase their profile in the community and gain exposure to potential clients and referral sources.

Take the small firm attorney in upstate New York who focuses his practice on estate planning and elder law. Recently, he was asked to join the board of the local Alzheimer's Association. Not only is he passionate about the fund raising work done by the association, it constantly puts him in front of his target market. His desire to give back to the community is satisfied and his position exposes him to people who need his expertise.

This article will be the first in a series of three which will attempt to explain the art of public relations. In the first article we'll explore one of the easiest pieces of the PR puzzle – community relations. In the next we'll discuss how to effectively use a press release and develop reporters to increase your media presence and finally we'll talk about how to have the press seek *your* opinions.

It's important to understand what public relations, or "PR," means. In relationship to your firm, it is the ability to increase Top-of-Mind Awareness (TOMA) within your targeted community and generate a positive public image for the firm using print, radio, TV or community events.

The *non-media*-related activities, which we'll discuss here, include becoming an active, high-profile member of your community by sponsoring local events such as concerts or contests, for example, or volunteering for a community cause. Fund raising efforts for charity, participating in committees and being a board member are also tried and true ways to gain more exposure. These activities present a positive picture of your personal support of the community in contrast to paid promotional activities, which are primarily law firm or practice related.

Most of your PR efforts should be aimed at cultivating more desirable referral sources, while others should focus on increasing your contact with potential clients. It is essential that you understand who your targeted market is, what journals they read, what they care about and where they go for information.

An example can be seen in the activities of a real property attorney in Florida who works primarily

with high net worth buyers in a popular seaside community. He joined not only the country club in his area, but also accepted a position on the local hospital board. Both positioned him to be in contact with doctors, hospital administrators, golf-fanatics, retirees and corporate executives – all potential clients.

Typically, attorneys are welcome additions to any board they join. If you are interested in joining a local board, casually inquire with friends, family, partners and referral sources who are active in the community. Very often one of them will be on a board or know of a board seeking new members. They can then submit your name for consideration.

If joining a board isn't for you, there are many alternatives. If you are drawn to charity work, become involved in scholarship fund raisers, join a sports team that raises funds for a health cause or community service, or volunteer with a youth activity group. Again, there are endless opportunities out there – you just have to find those that work for you and your firm.

To get started, read through the sample goals below and ask yourself what kind of PR objectives you could formulate to support the growth of your practice and attract good clients:

This year, each partner will join the board of a community or charity organization.

This year, our firm will sponsor two tables at the annual Cancer Society dinner and invite twenty select clients and referral sources to join us.

Whatever you and your firm decide to take on in the way of community or charity events, make it something you can be authentically excited about. You'll be energized by participating in causes you truly support and drained by those you don't.

Once you find something that you think will be a good fit, join a committee, offer to sponsor an event or raise money. Make a small investment of time and money to test the waters and evaluate whether or not you've found a good cause. We think you'll find that doing good will not only benefit the community, it will benefit your firm as well.

Mark Powers, President of Atticus, Inc., and **Shawn McNalis** co-authored *How Good Attorneys Become Great Rainmakers* and *Time Management for Attorneys*, and are featured marketing writers for *Lawyers, USA* and a number of other publications. To learn more about the work that Atticus (www.atticusonline.com) does with attorneys or the Atticus Rainmakers™ (www.atticusrainmakers.com) program, please visit or call 352-383-0490 or 888-644-0022.

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For more information, contact Karen Fast, Membership Manager, at karenf@ocbanet.org or 407-422-4551, ext. 225.



YLS Young Lawyers & Law Clerks Reception

July 12, 2012 6-8:00 p.m.

Orlando Shakespeare Theater

For more information please contact Jill Simon at jill.simon@lowndes-law.com or Chanel Mosley at camosley@mdwgc.com



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- Discounts on CLE seminars, CDs, and DVDs
- Free registration or discounts to OCBA's social events
- Discounts on advertising and mailing lists
- Discounts and priority scheduling for OCBA center facilities rental – New state-of-the-art AV available!
- Discounts with a variety of vendors and benefit providers in our Vendor Marketplace
- And other benefits, including opportunities to attend dozens of social events, participate in community service projects, network with colleagues, publish substantive articles and lead a committee or section!

New Associates

Nancy Blastic, Esq. – Broussard & Cullen, P.A.

Kristen Magana, Esq. – Broussard & Cullen, P.A.

Ashley Winship, Esq. – Rush, Marshall, Jones and Kelly, P.A.

Managing Attorney

H. Davis Lewis, Jr., Esq. – Hightower, Stratton, Wilhelm

Speaking Engagements

Sandra Upchurch, Esq., Upchurch Watson White & Max Mediation Group, gave a presentation on *Mediation Advocacy* to members of the Volusia Flagler Women Lawyers Association at their monthly meeting on February 9, 2012, at the Halifax River Yacht Club in Daytona Beach.

Lawrence M. Watson, Jr., Esq., Upchurch Watson White & Max Mediation Group principal, presented to attendees of the National Association of Home Builders Annual Conference on February 8, 2012, at the Orange County Convention Center in Orlando, FL. He was a panel member speaking on construction defect mediations and the impact of the foreclosure crisis on settling those cases. Larry also presented *The Amendment to Rule 1.720–What the Civil Trial Attorney and Circuit Civil Mediator Need to Know* at the joint educational seminar of the Association of South Florida Mediators and Arbitrators (ASFMA) and the Florida Academy of Professional Mediators (FAPM) held at the Fort Lauderdale Marriott North on March 17, 2012.

Events

June 15 – *Afternoon at the State Courthouse*; 1:00 p.m.-4:00 p.m.; Orange County Courthouse

July 12 – *YLS Young Lawyers & Law Clerks Reception*; 6:00 p.m.; Orlando Shakespeare Theater

Seminars

June 12 – *Basic Dissolution of Marriage for Pro Bono Attorneys (Part 1)*. Legal Aid Society Lunchtime Training. 12:00 p.m.-1:30 p.m. Comerica Bank, 111 N. Magnolia Ave., Ste. 1000, Orlando, FL 32801. CLE pending. Speaker: Angel Bello-Billini, Esq. Contact: ctucker@legalaidocba.org or mcarbo@legalaidocba.org

June 14 – *Cross Examination – The Fundamentals*. Brown Bag Lunch with Judge John M. Kest. 12:00 p.m.-1:15 p.m. Orange County Courthouse, 23rd Floor Judicial Conference Room. CLE: 1.5. Free. Please feel free to bring your lunch, and tell security that you will be attending the Brown Bag Lunch. Contact Diane Iacone at 407-836-0443 or ctjad1@ocnjcc.org.

June 26 – *Crossover Youth Advocacy: Serving Dependent Youth with DJJ Cases*. Legal Aid Society Lunchtime Training. 12:00 p.m.-1:30 p.m. Comerica Bank, 111 N. Magnolia Ave., Ste. 1000, Orlando, FL 32801. CLE pending. Speakers: Kate York, Esq. and Sally McArthur, Esq. Contact: ctucker@legalaidocba.org or mcarbo@legalaidocba.org.

July 10 – *Basic Dissolution of Marriage for Pro Bono Attorneys (Part 2)*. Legal Aid Society Lunchtime Training. 12:00 p.m.-1:30 p.m. Comerica Bank, 111 N. Magnolia Ave., Ste. 1000, Orlando, FL 32801. CLE pending. Speaker: Angel Bello-Billini, Esq. Contact: ctucker@legalaidocba.org or mcarbo@legalaidocba.org.

July 13 – *Jury Challenges – Cause and Peremptory*. Brown Bag Lunch with Judge John M. Kest. 12:00 p.m.-1:15 p.m. Orange County Courthouse, 23rd Floor Judicial Conference Room. CLE: 1.5. Free. Please feel free to bring your lunch, and tell security that you will be attending the Brown Bag Lunch. Contact Diane Iacone at 407-836-0443 or ctjad1@ocnjcc.org.

July 24 – *Developmental Disabilities and Specialized Treatment Options in Dependency Cases*. Legal Aid Society Lunchtime Training. 12:00 p.m. - 1:30 p.m. Comerica Bank, 111 N. Magnolia Ave., Ste. 1000, Orlando, FL 32801. CLE pending. Speaker: Ericka Garcia, Esq. Contact: ctucker@legalaidocba.org or mcarbo@legalaidocba.org.



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Tangel-Rodriguez & Associates
The Aikin Family Law Group
The Brennan Law Firm
The Carlyle Appellate Law Firm
The Draves Law Firm, P.A.
The Elder Law Center of Kirson & Fuller
The Johnston Law Firm, P.A.
The Llabona Law Group
The Law Office of Frank A. Hamner, P.A.
The Law Offices of Terry L. Bledsoe, P.A.
The Law Offices of Trevett and Bonham, P.L.
The Marks Law Firm, P.A.
The McMahon Law Group, P.A.
The Morsch Law Group
The Rosenthal Law Firm, P.A.
The Skambis Law Firm
The Smith Family Law Firm, P.A.
Troutman, Williams, Irvin, Green, Helms, Polich & Hemphill P.A.
Vose Law Firm, LLC
Warner + Warner, P.L.
Weiss, Grunor & Weiss
West, Green & Associates, P.L.
Wicker, Smith, O'Hara, McCoy & Ford, P.A.
Wieland, Hilado & DeLattre, P.A.
William G. Osborne, P.A.
Wilson McCoy, P.A.
Winderweedle, Haines, Ward & Woodman, P.A.
Wolf, Hill, McFarlin & Herron, P.A.
Wooten, Kimbrough and Normand, P.A.
Yergey and Yergey, P.A.
Young DeLoach, PLLC

Is your firm part of the 100% Club? Firms with two or more attorneys and 100% membership in the OCBA can belong! If you believe your firm is eligible, please call the Membership Department at 407-422-4551, ext. 225.

CLASSIFIED ADS

To reply to BRIEFS box number, address as follows:

Briefs Reply Box # _____

c/o Orange County Bar Association,

P.O. Box 530085 • Orlando, FL 32853-0085

EMPLOYMENT

"AV" RATED CIVIL LITIGATION FIRM is seeking an experienced litigation attorney. Minimum 5 years litigation experience. Strong advocacy skills required. We offer competitive salary and comprehensive benefits package. Send resume to: O'Connor & O'Connor, LLC, 840 S. Denning Drive, Suite 200, Winter Park, FL 32789, Attn: Patricia Schnepf.

BOGIN, MUNNS & MUNNS, an AV rated law firm, with ten offices in Orlando and Central Florida, seeks experienced real estate attorney for real estate practice, including residential closings. Creative compensation arrangements available with great opportunity for growth and advancement. Send resume in confidence by fax to 407-578-2128 or e-mail to bmm@boginmunns.com.

SPECIALTY DEFENSE FIRM handling first party property/liability coverage issues and complex contractual/tort litigation seeks attorneys for its Maitland office. Insurance defense experience preferred. Fax/Mail resume to: Office Manager (407) 647-9966, The Rock Law Group, P.A., 1760 Fennell St., Maitland, Florida 32751.

BOGIN, MUNNS & MUNNS seeks of counsel attorneys: keep your own practice; we provide office, equipment, furniture, and receptionist; some referral work available for healthcare, international, securities, elder, social security, disability and veterans law, and other practice areas, with fee sharing arrangement. Send reply in confidence to bmm@boginmunns.com.

AV RATED ORLANDO LAW FIRM seeks attorneys in all practice areas with 200K book of business. Great opportunity to join growing, existing law firm. Send reply in confidence to reply box 701.

AV RATED WINTER PARK LAW FIRM, has opening for experienced real estate attorney with portable business and time to work with partners in connection with current clients. An

opportunity to join a well-established firm, exceptional working environment, and full benefits. Reply in confidence to Christi Lane @ clane@gdb-law.com or fax 407-647-2089.

AV RATED WINTER PARK Medical Malpractice Defense Firm seeks Associate with 2-5 years' experience. Competitive salary and benefits. Send cover letter, resume and writing sample to Larry Hall, Hill, Adams, Hall & Schieffelin, P.O. Box 1090 Winter Park, FL 32790.

OFFICE SPACE SHARED

WINTER PARK OFFICE SPACE TO SHARE - Near I-4. Furnished or unfurnished office with secretarial area(s). Share 2 conference rooms, reception area, full kitchen, phone, internet, large on-site parking area, and utilities included. Monthly rent negotiable. For info call Marc at 321-397-2966.

OFFICE SPACE FOR SALE/RENT/LEASE

I-4 AND FAIRBANKS. Second floor available, 4,154 SF, Class A, nine offices + break room, excellent conference room, lobby, excellent parking, covered spaces. I-4 signage available. Heidi Zervitz, Kelly Price & Company (407)929-5797.

COLONIALTOWN OFFICE: 1,438 Sq.Ft., Former law office includes 3 offices plus secretarial areas; large reception area with hardwood floors, wall to wall built in bookcase, sky lights, and foyer; full kitchen. Backyard includes private courtyard, pool and elaborate landscaping. Minutes from courthouse. Call Ed Gay at 407-578-1334, ext. 292.

OFFICE SPACE AVAILABLE FOR RENT. Approximately 1,537 sq ft., with furniture, phone system, receptionist area and 4 window offices, 2 large enough for attorneys and 2 for paralegals. Attorneys preferred. Please contact Denise Singler at 407-578-1334 or e-mail denise@boginmunns.com.

OFFICE BUILDING FOR SALE/LEASE-Near Robinson St. and Mills Ave. in

Thornton Park. 2 story block bldg., 2600 Sq. Ft., with parking. Flexible terms with many options. Contact: pat.phillips@patphillips-law.com; 407-425-7676 office; 407-325-9557 cell; Pat Phillips is an OCBA member.

LOCAL OPHTHALMOLOGIST LOOKING TO LEASE

fully furnished, move-in ready, luxury downtown condo. 2 bedroom, 2 bath, with parking space. Perfect for new law associate. Available August 1, 2011. \$2400 monthly, 7 month minimum. This condo is directly lakefront with floor to ceiling windows and amazing panoramic views from your 14th floor balcony of Lake Eola, Thornton Park, and Disney. The building features 24 hour security, concierge, with pool and spa, 2 fitness centers, conference rooms, and cyber café. Walk to restaurants, grocery, shopping and more. Great downtown location convenient to everything. Contact Anne, 407-595-5716.

UNIQUE STORAGE NEAR DOWNTOWN: 2 rooms & vault (650 sq ft). Secure, excellent work space, copy services, no lease, hours M-F 9-5, parking, Distinctive bldg. \$675 gross. Call Doug 407-855-2020.

NOW AVAILABLE FOR LEASE is a freestanding, two-story historic office building in downtown Orlando with up to 20 dedicated surface parking spaces. Located on Robinson Street between Orange Avenue and Interstate 4, one block from the Orange County Courthouse and two blocks from the main downtown SunRail Station, this highly visible, 6,850 SF office property includes a separate lobby/reception area with a grand spiral staircase, a fully furnished large conference room and an employee lounge. With several spacious private offices and ample support staff areas furnished with modular work stations, this building is perfect for a law firm. Call 407-422-6105 for information.

DOWNTOWN ORLANDO office space available for one attorney only one block from the Orange County Courthouse. Space includes furnished window

office, professional reception area and garage parking with access to conference room, meeting room, internet, copier, fax, small library and kitchen. \$800 per month. Optional amenities are available for additional costs for access to one assistant's separate work station adjacent to the attorney's office, parking for one assistant and for the attorney's privately maintained phone line to be answered by a receptionist. Because of potential conflicts with existing law practice, criminal defense practitioners cannot be considered. 407-425-4251.

PROFESSIONAL SPACE AVAILABLE for lease at 1604 S. Bumby Avenue, Orlando, Florida 32806. Office is 384 square ft., fully tiled and well lit. Access to adjacent conference room. Excellent location close to downtown. \$695.00/month.

PROFESSIONAL SERVICES

RETIRED CIVIL TRIAL ATTORNEY seeks part time work on hourly basis. AV-Rated 407-862-6674.

OCBA

Display & Classified Ads

Contact:

Sheyla A. Asencios
407-422-4551 ext. 244
sheylaa@ocbanet.org

Proven results.

OCBA Calendar

JUNE - JULY

OCBA Luncheon Judicial Candidate Forum

June 28, 2012
11:30 a.m. - 1:00 p.m.
The Ballroom at Church Street
RSVP by Friday, June 22, 2012
reservations@ocbanet.org

June

- 6 Business Law Committee**
12:00 p.m. • Bar Center
- 8 Workers' Compensation Committee**
11:45 a.m. • Smokey Bones
- 11 Estate, Guardianship & Trust Committee**
12:00 p.m. • Bar Center
- 12 LAS Lunchtime Training**
Basic Dissolution of Marriage for Pro Bono Attorneys (Part 1)
12:00 p.m. • Comerica Bank
- Intellectual Property Committee**
12:00 p.m. • Bar Center
- 13 Lawyers' Literary Society**
12:00 p.m. • Bar Center
- Executive Council**
4:30 p.m. • Bar Center
- 14 Brown Bag Lunch with Judge J. Kest**
Cross Examination – The Fundamentals
12:00 p.m. • Courthouse
23rd Flr. Judicial Conference Rm.
- YLS Meeting**
5:30 p.m. • Bar Center
- 15 Family Law Committee**
12:00 p.m. • Bar Center
- 19 Professionalism Committee**
12:00 p.m. • Bar Center
- Solo & Small Firm Committee**
12:00 p.m. • Bar Center
- 22 Bankruptcy Law Committee**
12:00 p.m. • Bar Center
- 26 LAS Lunchtime Training**
Crossover Youth Advocacy: Serving Dependent Youth with DJJ Cases
12:00 p.m. • Comerica Bank
- Tax Law Committee**
12:00 p.m. • Bar Center

- 27 YLS Luncheon**
11:45 a.m. • University Club
- 28 OCBA Luncheon**
Judicial Candidate Forum
11:30 a.m. • Ballroom at Church Street
- 29 Criminal Law Committee**
12:00 p.m. • Bar Center

July

- 4 Independence Day**
Bar Center Closed
- 9 Estate, Guardianship & Trust Committee**
12:00 p.m. • Bar Center
- 10 LAS Lunchtime Training**
Basic Dissolution of Marriage for Pro Bono Attorneys (Part 2)
12:00 p.m. • Comerica Bank
- 11 Business Law Committee**
12:00 p.m. • Bar Center
- Executive Council**
4:30 p.m. • Bar Center
- 12 Annual YLS Young Lawyers & Law Clerks Reception**
6:00 p.m. • Orlando Shakespeare Theater
- 13 Brown Bag Lunch with Judge J. Kest**
Jury Challenges – Cause and Peremptory
12:00 p.m. • Courthouse
23rd Flr. Judicial Conference Rm
- Workers' Compensation Committee**
11:45 a.m. • Smokey Bones
- 17 Professionalism Committee**
12:00 p.m. • Bar Center
- Solo & Small Firm Committee**
12:00 p.m. • Bar Center
- 19 Technology Committee**
12:00 p.m. • Bar Center

- 20 Family Law & Criminal Law Joint Committee Meeting**
12:00 p.m. • Bar Center
- 24 LAS Lunchtime Training**
Developmental Disabilities and Specialized Treatment Options in Dependency Cases
12:00 p.m. • Comerica Bank
- 25 YLS Luncheon**
11:45 a.m. • University Club
- 26 OCBA Luncheon**
11:30 a.m. • Ballroom at Church Street
- 27 Bankruptcy Law Committee**
12:00 p.m. • Bar Center
- Criminal Law Committee**
12:00 p.m. • Bar Center
- 31 Tax Law Committee**
12:00 p.m. • Bar Center

Please check the OCBA website calendar for updates on events and seminars.