

BAR*briefs*

Louisville Bar Association

January 2022



Meet the President

Seth A. Gladstein



LOUISVILLE BAR ASSOCIATION

Pride in the profession. Service to the community.

VOLUME 22, NO. 01

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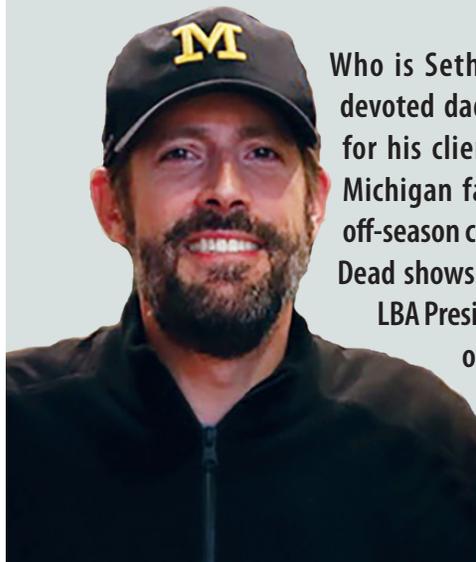
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The mission of the Louisville Bar Association is to promote justice, professional excellence and respect for the law, improve public understanding of the legal system, facilitate access to legal services and serve the members of the association.

FEATURE

Meet the President

Seth A. Gladstein



Who is Seth Gladstein? He's a devoted dad, a fierce advocate for his clients and a die-hard Michigan fan who spends the off-season checking out Grateful Dead shows. He's also your new LBA President. Read on to find out more about him and his plans for his presidential term.

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MEMBERSHIP RENEWAL

By now you should've received your 2022 membership renewal statement. **They were mailed to the addresses we have on file.** If you did not receive your renewal, please contact our office at (502) 583-5314 or mmotley@loubar.org, and we will forward a new statement. This statement also serves as a proof for your roster listing. Be sure to flip the page and verify that all information is as you'd like it to appear. If you need to make any changes, please note them on the form.

Dues must be received no later than January 31, 2022.

PHOTOS: If you'd like to submit a new photo for the 2022-2023 Pictorial Roster, please e-mail a high resolution jpg as an attachment to kkasey@loubar.org. Those who submit new photos will receive an e-mail confirmation.



Welcome to The Future

I often analogize professional organizations, like the Louisville Bar Association, to cruise ships. Just like with cruise ships, it is difficult for professional organizations to make sharp turns when headed for difficult waters, especially when they've built momentum or are facing significant headwinds. Similarly, since the COVID-19 pandemic began almost two years ago, the popularity of both voluntary professional organizations and ocean liners has significantly waned. In 2022, however, the LBA will have the rare yet exciting opportunity to change tack by directly addressing the challenges facing it and starting to establish the LBA's role for the next generation of lawyers. Although change is often daunting, it is also necessary and exciting.

In 2022, with the help of new Executive Director Kristen Miller, the LBA plans on improving the way it communicates and interacts with its members, as well as the general public. That means examining the LBA's branding, improving the LBA's technological capabilities, better evaluating members' needs when scheduling continuing legal education and investigating ways for our members to better utilize the Bar Center. We will also be creating more opportunities for LBA members and their families to volunteer and give back to our community. For example, by Spring 2022, we hope to have at least one LBA Habitat for Humanity home, for which members and their families will be able to sign up online and volunteer. It is my hope the LBA will always have at least one Habitat for Humanity project going at any time, as well as providing members other volunteer opportunities.

Additionally, there will be 43 judicial elections in Jefferson County in November 2022. The LBA eagerly awaits those elections, as they will provide the opportunity to explain to non-lawyers how the judicial system works, as well as giving the various candidates opportunities to introduce themselves to both the Bar and the public. Similarly, once the primaries have been completed, the LBA plans on hosting judicial candidates' forums throughout Jefferson County in order to educate and inform citizens about the importance of our adversarial justice system and introduce the candidates. Considering the events of the past two years, the very least the LBA can do is help educate voters about our institutions, including the judiciary, thereby allowing them to meaningfully participate in shaping them.

As the LBA starts this new chapter in its long and storied history, it is important to recognize the guidance, leadership and steadiness Scott Furkin provided for so many years as LBA Executive Director. Without Scott's leadership, I wonder whether the LBA would currently be in a position to take the bold next steps needed for the organization to flourish for the next 15 to 20 years. At the same time, Kristen's joining the LBA has injected a new sense of purpose and enthusiasm into the organization. They are both great leaders and I am lucky to have had the opportunity to work with them. Similarly, I've been fortunate to serve on the LBA Board and Executive Committee with several great attorneys and leaders—Susan Phillips, Gerry Toner, Amanda Main, Angie Edwards, Mike Cronan, Peter Wayne, Dean Furman and Deena Ombres. I am also glad to be working with a great Executive Committee in 2022—Kate Crosby, Bryan Armstrong, and Maria Fernandez. I want to thank each and every one of them for their support, guidance and friendship during my rise through the leadership ranks.

I am personally excited to start my journey as LBA President, as well as to help start plotting the organization's course for the foreseeable future. I hope you and your colleagues will join me, because we plan on sailing through some new, uncharted waters and we'll need all hands on deck. With your help, I know we can find new and better ways to benefit our members and serve our community in the coming year and beyond.

Seth A. Gladstein
LBA President

I am personally excited to start my journey as LBA President, as well as to help start plotting the organization's course for the foreseeable future. I hope you and your colleagues will join me, because we plan on sailing through some new, uncharted waters and we'll need all hands on deck.

Introducing the 2022 Executive Committee



Kate Lacy Crosby

Assuming the role of president-elect is Kate Crosby, a litigator at Tachau Meek where she represents individuals and businesses, both as plaintiffs and defendants, in a wide variety of matters ranging from contract and insurance coverage disputes to professional negligence, employment discrimination

and trade secret infringement claims. Before entering private practice, she was a law clerk for the late John G. Heyburn II of the U.S. District Court for the Western District of Kentucky and the late Judge Boyce F. Martin Jr. of the U.S. Court of Appeals for the Sixth Circuit.

Kate serves on the Board of Directors of the Louisville Story Program and leads the Kentucky Lawyer Chapter of the American Constitution Society. She received her J.D. from the University of Michigan Law School in 2007.



Bryan R. Armstrong

Moving up to vice-president/treasurer is Bryan Armstrong, a solo practitioner who represents plaintiffs in personal injury, professional liability, and commercial and general civil cases. He began his legal career as a litigator defending medical

negligence claims and later worked as an Assistant Jefferson County Attorney. He opened his solo practice in 2011.

A past chair of the LBA's Solo & Small Firm Section and a Louisville Bar Foundation Fellow, Bryan serves as chair of the campaign giving committee of the David L. Armstrong Expansion Project for Jefferson Memorial Forrest. He received his J.D. from the University of Louisville Brandeis School of Law in 2007.



Maria A. Fernandez

Joining the Executive Committee as secretary is Maria A. Fernandez, a partner at Fernandez Haynes & Moloney. Maria works with clients across the United States and abroad. Her practice is focused in several areas including estate planning, probate and administration, elder law and special needs planning, corporate,

individual and international taxation, and corporate law, with an emphasis in closely held corporations.

She is also a delegate from the Louisville Bar Association to the Board of Governors of the American Bar Association and a co-chair of the LBA's Diversity & Inclusion Committee. Maria serves on the Board of Directors of the Legal Aid Society and is also a Board Member and Treasurer of the Louisville Hispanic Chamber of Commerce. She received her J.D. from the University of Louisville Brandeis School of Law in 1989.

A New Year. A New President. A New Executive Director.



And that's just the beginning—as we enter 2022, you'll soon be noticing other changes at the Louisville Bar Association, as well. Be on the lookout for new events that give us an opportunity to network with each other — many of which may not revolve around law, but instead around our members' varied interests, skills, talents and hobbies. We're adding more local benefits to our membership program, like the new Heine Bros. partnership you'll read about in these pages and the upcoming tour and happy hour at the Louisville Thoroughbred Society. And you'll likely see some changes around the Bar Center, too.

You may also notice a new look and some new content for the *Bar Briefs*. We're reorganizing our layout to make sure we always keep our mission at the forefront. We're also bringing in valuable information from some of our trusted partners to help you improve your business, whether you're a solo practitioner, working in-house or part of a large firm.

This month we're talking about how to recruit and retain employees during the "Great Resignation," and why the Louisville Bar Association's Placement Service is a great starting place for anyone looking for help breaking into the legal profession. Future stories may show you new ways to safeguard your business accounts, give you tips on how to better market yourself or help you set up your office for higher-quality remote working. Our goal is to bring you content that helps you do your job better or makes your work life a little easier, but to do that well, we need to hear from you. What are some topics you'd like us to cover in the *Bar Briefs*? Please send your thoughts and ideas to me at kmiller@loubar.org and we'll use them in a future issue.

The one thing that hasn't changed is the LBA staff's dedication to serving our members. I have been so impressed with the enthusiasm I've seen from our staff. Even folks who've had long tenures with our organization have new ideas they want to try, new benefits they want to extend to our members and new ways they want to reach out and grow our membership. There's no complacency, no "we've always done it this way," no "that will never work." They are all willing to try—and as your new Executive Director, I couldn't be happier. We are very lucky to have their support.

A new year. A new President. A new Executive Director. That's a lot of change for any organization—especially coming virtually all at once. Lesser organizations might say it's too much to manage, that incremental change is all we can withstand. But your Louisville Bar Association is making much bolder moves, not only embracing change, but encouraging it.

I hope we can count on you to come along for the ride.

Kristen Miller

Section Chair Leadership Volunteers Needed

Interested in serving in one of the 21 section leadership positions for 2022?
Contact Lisa Anspach at lanspach@loubar.org
or visit www.loubar.org.



New Assistant Dean for Professional Development and Public Service at Brandeis School of Law



Donna Lee is joining the University of Louisville Brandeis School of Law in the role of Assistant Dean for Professional Development and Public Service. Donna comes from UofL's University Career Center, where she has served as Associate Director for Employer Engagement since 2018. She

has worked in career services at Xavier University of Louisiana, Florida Atlantic University and Florida International University. Welcome, Donna! ■

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Best Practices During “The Great Resignation”

Eight Action Items to Keep You Competitive!

By Marcy Young

Times have changed and recruiting looks different in today's marketplace as employers are no longer the only party conducting the interview(s); candidates are interviewing employers as well. This means gone are the days of the “standard” job search. Creating a successful recruitment strategy will require additional research and intentionality when searching the market. This obviously creates an importance on retention as well.

Now more than ever employers are competitively seeking top talent to join their team, and retaining your top talent is as equally as important in this everchanging market. We have experienced employers taking varying approaches to show their employees that they are valued in an effort to retain them.

The Great Resignation has taught us that people want to work for companies they feel treat them like a human being and not like an asset, regardless of titles. Employees want opportunities to have their voices heard, to grow in their knowledge and roles, to be their authentic self and to have leaders that show they truly care. And just in case you're thinking, “ugh millennials!” you might be surprised to know that a study by the Harvard Business Review has found that the majority of those involved in the Great Resignation are ages 30-45. Millennials have always quickly left jobs if they didn't like the culture; the pandemic helped the Gen Xers to see their worth, too. This tells us that once we attract the job seeker, we also better have strategies in place to retain them, and those strategies must focus on how the employee is treated.

So, what does this mean for you? Here are eight action items that you can immediately implement to ensure you attract and retain your team!

1. **Review your Core Values and Mission and Vision statements** to make sure they really align to how you're doing business with both your external and internal customers (employees). Employees are looking for authenticity from an employer. Be sure your “how” matches your “why.”
2. **Develop and/or enhance your career-pathing program** so that employees fully understand how they can advance their career while working for the organization.

3. **Don't forget to focus on retention.** Enhance your retention strategies to align with the current market, which can include reward and recognition programs, career-pathing, compensation analysis, performance evaluations, etc.
4. **Create a very intentional orientation and onboarding process.** This really sets the tone about what the company believes to be important and how you will most likely treat the employee. This goes beyond their first day or even the first 90 days of employment. Be sure to include a review of Core Values, Mission, Vision and Career-Pathing.
5. **Enhance job search strategies** that go beyond the “standard” job boards. Also, consider enhancing your job postings to showcase the culture and outline why the candidate should join your team.
6. **Develop and monitor your internal and external employment satisfaction surveys.** Social media reviews and employee satisfaction surveys can be used to see what current and former employees are saying about the workplace and make timely adjustments should you learn of opportunities for improvement.
7. **Complete the hiring process as quickly as possible** so you don't lose your best candidates as you no longer have time to drag the process out for a month. Job seekers are looking to be hired after the first interview if the position is an entry-level role; after second interview if mid-level; by the third interview if Director+ level.
8. **Invest in customized Personality and/or Emotional Intelligence assessments and trainings** for managers and leaders at a minimum, and entire workforce if the budget allows. We have yet to see a company that doesn't have a high ROI from doing so!

We hope these best practices will assist you with navigating the current workforce market.

We're bringing our members valuable content from some of the subject matter experts we work with at the LBA. HR Alliance is our trusted human resources partner — if you have HR questions or issues you'd like to discuss with Marcy Young and her team at HR Alliance, please reach out to her at (502) 689-6009 or marcy@yourhralliance.com. ■

Break Into the Louisville Legal Scene with the LBA's Career Placement Service

Job hunting can be as exciting as it can be scary. Whether you're a recent graduate, a seasoned attorney or new to the Louisville area, the questions you ask yourself tend to be the same:

Is this the right workplace environment for me? Will they match the salary I'm asking for? Does this position match my skillset?



In a perfect world, there would be someone there to connect the dots—someone who gets to know both the candidates and the employers in the search to help make the perfect match. Luckily, David Mohr at the LBA Career Placement Service is here to do just that.

“The LBA's Placement Director, David Mohr, helped me land my first legal assistant position at a top law firm in the city over 15 years ago,” said Marti Young, from Vaughn Pettitt Legal Group. “I did not know what to expect and he helped me prepare for the interview, gave me salary guidelines and generally coached me through the process. Since then, I have used the LBA whenever I am looking for a new opportunity.”

David brings 10 years of paralegal experience along with more than 20 years of legal support and attorney staffing experience to the table. This experience combined with his membership in the Louisville Association of Paralegals, Legal Administrators of Louisville and his position on the board of the Legal Assistants of Louisville makes his arsenal of legal connections in Louisville unmatched.

To start your local job search, send David a resume and professional references; he'll send you an application and request an interview (via phone due to COVID). This interview is your opportunity to discuss everything you offer as a candidate and what you're looking for in an employer. Based on subjects such as education, experience, position preference, pay, benefits and location, David will let you know what to expect in the job search. From there, you'll discuss current positions that may be a fit, where your resume can be marketed if desired and going forward, you're on his radar.

“Since 2007, I have had the privilege of working with David Mohr and the LBA Placement Services on multiple occasions. I can testify that David Mohr has been the one true, consistent, and reliable resource for me when it comes to securing a paralegal position,” says Tammy L. Campbell at Boehl Stopher & Graves. “Mr. Mohr is a valuable resource not only to me, but to the Louisville legal community in general. I will only use the LBA Placement Services from this point going forward all due to Mr. Mohr because I know he will get the job done.”

Contact David Mohr at dmohr@loubar.org or (502) 583-5314. ■

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New Year's Resolutions for Your Legal Practice— Let's Stop Saying It's a Bad Job

Judge Angela McCormick Bisig

January is the month for resolutions. The Janus month from the Julius Caesar-inspired version of our current calendar was selected as the beginning of a new year. With a new beginning, it seems natural to reflect on our wins and losses, successes and failures. We look back on the past year and give thoughtful consideration regarding how we might improve or what we may want to do differently. I frequently ask others about their resolutions; it is an interesting window into the minds of friends and colleagues to hear the goals they make moving forward.

As a result of asking about resolutions, I've learned that people have mixed thoughts. Some can quickly rattle off a substantial list of areas they plan to improve, while others steadfastly say... "I never make resolutions." They posit that it seems unnecessary to wait for a new year to make a change. I also hear, "I used to make them, but they never stuck so I've given up." This is well-founded as a quick bit of research in studies printed from *Forbes* to the *New York Post* reveals while many people report making resolutions (between 45% and 48% depending on the source), far fewer report lasting success (between 20% and 8%).

Whatever the general numbers, I personally like the new year's resolution concept. While acknowledging varying levels of success or failure in my own resolve, overall, I think I've benefitted greatly from making them. Some things I'll suggest that seem to help are limiting the behavior changes to one or two at most. If you think you are going to lose weight, exercise every day, cut back on social media, answer e-mails same day and be kind, etc...That represents a lifetime of effort to accomplish.

The years I have been most successful, I've chosen one clearly defined change—one fairly specific plan such as "learn Spanish." Another recently-kept resolution was to take my sons on a trip to x-place this year. Rather than saying "I will exercise more this year," vow to log the exercise you do each day into your calendar. A plan like, "Have my parents for a home cooked meal one time each month" works well. Something specific, clear and capable of accountability. My

family jeered wildly at the dinner table one year when, because of my love of being an ambassador for our city and state, I resolved to learn to like Bourbon... But guess who after some intentional practice, now prefers Weller to Woodford?



I am tremendously proud to be a member of the legal profession. I would like to challenge all of us to stop complaining that being a lawyer is a bad job. Let the members of the legal profession re-write the narrative.

As I consider the benefit of the momentous start of a brand-new year that December 31 brings, it occurs to me that the vast majority of my resolutions have generally been personal in nature. While I set goals in my professional life, I've never really had the hallowed resolution that transforms me magically at 11:59 p.m. on New Year's Eve into a person capable of professional change.

This year, while thinking about some fodder for the resolution wagon, I reflected on some very funny legal pages I follow on social media. There are a couple on Instagram and Twitter called "lawyer issues" or "lawyer logic" that I find hilarious. They generally involve seeing a bright-eyed, young, fun-expressed meme saying, "When I became a lawyer" as a caption, and then some haggard, stressed-out, wide-eyed storm swept meme saying "...and how it's going." One recent post showed a photo of cute, purple Barney the dinosaur saying, "This is partners recruiting associates" and then next a fang-toothed, spit-dripping T-Rex saying, "Partners when they review your work." Another winner was the statement: "You can certainly be a successful lawyer without sacrificing work-life balance," with a photo of a woman in a business suit splitting a gut laughing underneath.

One of my columns last year in the *Bar Briefs* was about lawyer mental health. Attorney Angela Edwards added some information for lawyers who may be struggling with depression and comforting words attempting to eliminate the stigma of getting help. It has become de rigueur for all of us to joke about how difficult being a lawyer can be. My reflection on resolutions leads me to realize that the jokes I find funny about our profession are because

(Continued on next page)



New Member Benefit

We're excited to announce a new partnership with locally-owned and operated Heine Brothers' Coffee!

LBA members now receive 25% off all drinks at the new downtown Heine Brothers', located at the corner of 5th and Main streets on the ground floor of the PNC Tower. Just let your barista know that you're a member of the LBA to receive your discount at checkout. (Please note: this offer applies to drinks only, not food, bulk coffee or gift purchases.)

"We're working hard to add new, local benefits for our members in 2022," said Marisa Motley, LBA Membership Director. "Heine Brothers' is such a beloved Louisville company, and with their new downtown shop located just a block from the Bar Center, we knew it was a great opportunity to bring them on board as a partner."

To kick off this new relationship, we'll be hosting LBA Office Hours at the 5th and Main location on the second Thursday of each month at 9 a.m.

- On January 13th, new LBA Executive Director Kristen Miller will be on hand to talk about goals for the year and to solicit your input about what you'd like to see the LBA achieve in 2022.
- On February 10th, new LBA President Seth Gladstein will be there talking about his plans for his term.
- Other LBA members and staff will be joining us throughout the rest of the year.

Whether the Beekeeper Cold Brew, chai latte or coffee of the day is your beverage of choice, be sure to join us for drinks and discussion on January 13th!

SPECIAL OFFER!



Downtown Louisville is making strides toward rebuilding its capacity after the effects of the pandemic, but it can still be difficult to find a place to relax between meetings or court appearances, catch up on emails and grab a snack to keep you going.

If you're looking for a comfortable spot where you can pull out your laptop at lunch or bring clients after work, join us from 5:30-7:30 p.m. on Thursday, January 27 for happy hour and a tour of the Louisville Thoroughbred Society, 209 E. Main Street.

LTS will provide appetizers and a drink ticket for each attendee, and their staff will be available to talk about a corporate membership special offered only to LBA members. Attendance is limited, so please RSVP to Marisa Motley at mmotley@loubar.org today!



such self-deprecating humor serves to soothe our weary souls. Why is this? Because dealing with people's worst problems and liberty interests, even life and death, IS NOT EASY.

In a complicated legal world layered with office politics, lawyers can struggle to find the job rewarding. Hard work becomes the holy grail of the law practice. I think most of us head into law school thinking we will be Atticus Finch in "To Kill a Mockingbird" and try to make the world a just place. We viewed the law as a time-honored profession and our role as lawyers to crusade for justice. We want deals to be fair and clearly defined, and we want to bring relief to conflicts that people cannot resolve themselves.

Guess what? That is exactly what we do as lawyers. We are members of a time-honored profession and we are crusaders who help people. The guardians of the justice galaxy, as a Marvel movie would promote. Whatever role you currently have in the law, you are the gatekeeper for organization and civility in your arena. If we are all these things, why is the reputation of our profession often depicted as one of stressed out, unhappy workers? More importantly, who has the power to change this reputation?

We are the legal profession. I am. You are. The members of the LBA comprise our profession. What if we made a collective resolution this year—2022, after two years of a pandemic—that we are going to intentionally change that narrative? If you are currently in a law firm, would it be possible to look for ways you can support and mentor other lawyers? If you are a solo practitioner, can you grant yourself the grace to learn from mistakes and find a legal community outside of your office? If you are in a discovery dispute, could you find a moment to compliment something that has worked well in the practice of the case? These suggestions are likely overly broad and bordering on being Pollyanna—but it occurs to me that one solid step we could take together starting right now, is any time you have a complaint, gripe or headache to share about the law, you end it with the phrase, "but I seriously appreciate being a part of a system designed to bring justice."

Examples: "That deposition was the worst, but I seriously appreciate being part of a system designed to bring about justice." Or, "That judge didn't do what I wanted, but I appreciate that I argued for what I believed was right." "That Partner just ripped into me about my brief...But I appreciate that I've been trained to write persuasive legal memoranda." The simple idea is that we spend some time ten thousand feet above our daily grind to consistently remember why we signed up to be legal advocates and to have appreciation for our role in a just and organized society—imperfect as it can be.

Our nation just embraced a Broadway play about our founding fathers called "Hamilton."

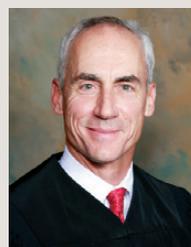
The now charismatic founding father famously said, "I think the first duty of society is justice." I think so too, Alexander. I am tremendously proud to be a member of the legal profession. I would like to challenge all of us to stop complaining that being a lawyer is a bad job. Let the members of the legal profession re-write the narrative. If we do, others will follow.

At the wedding of a dear friend and lawyer recently, my friend's son stated he wanted to go to law school. My friend joked and said, "And my wife and I keep telling him to go to medical school" (and this was an excellent attorney speaking). Maybe we stop saying when our sons and daughters want to go to law school, we want them to pick something else. As a legal profession we should consider the way we speak about our careers. We should acknowledge the difficulties in practicing law that we've all experienced and spend some energy improving them. A good resolution would be to read more legal updates. Intentionally make a policy to support family-work-life balance in your office. Another idea would be to take on a pro-bono matter. The practice of law involves an adversary system that can make it frustrating, but I seriously appreciate being a part of a system designed to bring about justice. It's January. It's time for resolve. I challenge us to remember what we love about the law this year and to put ourselves back in the narrative.



Judge Angela McCormick Bisig presides in Division 10 of Jefferson Circuit Court. ■

New Chief Circuit Judge



Effective January 1, Judge Mitch Perry, who presides in Division 3, will begin a two-year term as chief judge of Jefferson Circuit Court. He was elected to the position by his peers on the circuit court bench and will be responsible for the general administration of court business, including implementation of local rules, random assignment of cases to circuit judges and reassignment of cases from one circuit judge to another as necessary.

Judge Perry was first elected as a circuit court judge in 2006. He was re-elected in 2014 and has filed to run for another 8-year term this year. Prior to his elevation to the bench, he served as an Assistant Jefferson County Attorney. ■

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www.yourlegalaid.org

THE LOUISVILLE BAR FOUNDATION



Philip C. Eschels

LBF Elects Officers for 2022

Philip C. Eschels is the incoming President of the Louisville Bar Foundation for 2022. Prior to retiring from Dentons Bingham Greenebaum in January 2021, Eschels practiced labor and employment defense law for 36 years. Before joining DBG, Eschels clerked one year for the Indiana Court of Appeals and taught U.S. History for seven years at Concordia Lutheran High School in Fort Wayne, Indiana. Eschels is a graduate of the Indiana University School of Law. Eschels has served on the LBF Board since 2013 and chaired the Grants Committee in 2018. Eschels also is on the board of directors of St. George's Scholar Institute and Assumption High School and serves on the Vestry at St. Matthew's Episcopal Church.

Other LBF Officers for 2022 include:

Gretchen C. Avery, President-Elect; Charles Hall Stopher, Vice President and Treasurer; Sara V. Judd, Secretary; John E. Selent, Past President.

Foundation's grant awards in 2021 reach all corners of the community

The Louisville Bar Foundation awarded seven additional grants in the final quarter of 2021, bringing the total amount of funds awarded this year to more than \$169,000. The Louisville Bar Foundation is the charitable giving arm of the Louisville Bar Association and it makes grants to local not-for-profit organizations for the delivery of legal services to the poor, improvement of the judiciary and law-related public education. Since its founding in 1982, the Foundation has distributed more than \$3.1 million in grant funds. The Foundation is supported by charitable contributions from individual attorneys and law firms.

Catholic Charities of Louisville – Fee Waiver Program – \$12,500

Catholic Charities Immigration Legal Services helps low-income refugees and immigrants living in Kentucky obtain legal assistance. The LBF grant will allow refugees and immigrants solve immigration and/or employment status issues so to achieve or maintain financial stability and economic independence.

ElderServe – Crime Victim Services – \$15,000

With a mission to empower older adults to live independently and with dignity, ElderServe offers a variety of programs, including Crime Victims Services which is designed to reduce the barriers to accessing the justice system by older crime victims. Advocates support the victims in criminal court, family court and guardianship court. Advocates also assist victims of domestic violence in filing for emergency protective orders. LBF funds will be used to provide transportation to and from court, for program supplies and other essentials.

Friends of the Jefferson County Public Law Library – Fresh Start Program – \$5,500

As a service to the community, the Jefferson County Public Law Library offers free expungement services to financially eligible participants who are able to have records expunged. The program assigns an attorney to review the paperwork which clients complete and file in court. LBF funds will provide for clients to have court costs covered and to receive free legal assistance.

Kentucky Refugee Ministries – Immigration Legal Services – \$11,000

Kentucky Refugee Ministries provides legal services to immigrants who have resettled in the Louisville area. Many of these immigrants need to file applications with U.S. Citizenship and Immigration Services for permanent residence status or to petition for asylum. The LBF grant will provide partial fee subsidies for immigrants who cannot afford to pay the entire cost of preparing and filing these documents.

La Casita Center – Legal Outreach and Clinic Services – \$10,000

In addition to the numerous social, nutritional and cultural programs La Casita Center provides in the Latinx immigrant community, it specifically conducts outreach to Latinx women and families in need of legal services. Through its targeted outreach and legal clinics, participants receive help on understanding the legal system, immigration issues, family law matters and other legal problems. LBF funds will support the Center's targeted outreach to the Latinx community and the development of a pro bono attorney panel to assist program participants in understanding legal problems and how to resolve them.

Legal Aid Society – Doctors and Lawyers for Kids – \$8,000

Doctors & Lawyers for Kids is a medical-legal partnership that assists children from low-income families by training healthcare providers to recognize unmet legal needs that affect patient health and by having free legal services available to families in need. LBF funds will be used to educate healthcare providers, social workers and discharge planners and enlist their help in identifying legal issues faced by caregivers and their children. LBF funds will support training pro bono volunteers to increase attorney resources to provide this service.

YouthBuild – Legal Assistance Case Management Services – \$5,000

YouthBuild helps young adults (18–24 years old), often with prior involvement with the court system, obtain GEDs, secure employment and enroll in college or vocational programs. As a result of YouthBuild's intensive interventions and programming, only 11 percent of its participants re-offend, compared to national recidivism rates trends where more than 50 percent generally re-offend. YouthBuild's case managers provide individualized support to participants to accomplish this success. LBF funds will assist case managers in identifying legal issues for participants and linking participants with legal resources to avoid and resolve issues that could lead to court involvement.

24 Attorneys Join Distinguished Ranks of LBF Fellows in 2021 – A New Record

The LBF is proud to recognize the following 24 attorneys as new Fellows of the LBF in 2021. This is the largest number of attorneys to join the ranks of LBF Fellows in any one year—a goal achieved through a generous challenge gift by LBF President John Selent. As a result, more than \$48,000 was contributed to the endowment for grantmaking activities. The LBF Fellows Program is vital to creating and sustaining a strong foundation. The LBF Fellows Program recognizes individuals who have achieved success in the legal profession and whose generous personal gifts have supported the law-related mission of the Louisville Bar Foundation. Fellows contribute or pledge a minimum of \$1,000 to the Louisville Bar Foundation. Pledges may be made in equal installments over a four-year period. Contributions to the Fellows Program are applied to the Foundation's endowment, thereby increasing the amount of grant funds available in future years. To make your gift to the endowment, call (502) 292-6734 or donate online at www.loubar.org/foundation/contribution.

**2021
Fellows**
(as of 12/1/2021)

Lonita K. Baker
K. Kelly White Bryant
J. Christopher Coffman
Nicole T. Cook
C. Patrick Dalton
Edward T. Depp

Brian R. Dettman
Hon. Bryan D. Gatewood
Dorislee Gilbert
Hon. David J. Hale
Robert L. Hallenberg
Demetrius O. Holloway

Hon. Annette C. Karem
Scott Karem
Benjamin J. Lewis
Jessica R.C. Malloy
R. Kenyon Meyer
Kristen L. Miller

James D. Moyer
Hon. Shelley M. Santry
Hon. Ann O'Malley Shake
John Sheffer
Thomas Simms
Louis I. Waterman

Meet the President

Seth A. Gladstein



When the history of the pandemic is written, much will likely be said about the ways in which it changed how our society operates. You could almost bet a chapter will be devoted to how it altered the way we look at our careers, and how American workers emerged from the pandemic with more of a thirst for personal and professional balance in their lives than ever before.

But it didn't take a worldwide work stoppage to convince incoming Louisville Bar Association President Seth Gladstein that work-life balance is important. It's something he's been trying to achieve—and encourage for others—throughout his career.

“One thing that's great about having your own firm is being able to dictate your work-life balance,” Gladstein says. “I've got my kids' basketball games tonight—I'm able to work around that to get ready for tomorrow's deposition. I know there are times I'll be working all weekend, but if I need to take a day, or if I need something, yes, I can do it.”

The notion of reconnecting the personal and the professional is on Gladstein's mind more than ever these days as he assumes his new leadership role with the LBA. During his term, he wants to encourage collegiality and help members build personal relationships with other legal professionals who can be helpful to their careers. He also wants to use the one thing we all have in common to give us opportunities to connect with each other on matters that are important to us, whether those are legal in nature or personal interests that speak to who we are.

“Sometimes we forget about this bond we all have in common



of being lawyers. We need to get back together all under one roof, and we need to be able to talk with one another about things that are inside the law and outside the law. People want contact and interaction post-COVID, in a safe way. We need to provide spaces for our members to comfortably get back together and see each other again.”

How it Started

Gladstein was born and raised in Louisville into a household where another profession—medicine—was often the subject of conversation at the dinner table. His father was a physician, and early on, Gladstein knew he was interested in doing something with his career that might involve the field of medicine. But med school wasn't his goal—law school was. “I'm sure at some point when I was young, I wanted to be an astronaut or a firefighter, but I just remember everyone being like, ‘You talk too much. You should be a lawyer.’”

After high school, he followed in his parents' footsteps and enrolled in the University of Michigan. In his junior year, he set his sights on preparing for law school, ignoring his parents' entreaties to study abroad so he could focus on getting ready for the LSAT instead. In hindsight, Gladstein says, that plan almost backfired.

“I knew all these people who studied abroad, had the best time ever, and they took the LSAT when they came back. When I got this pile of law school applications, I was totally uninterested in filling them out. So, I ended up taking a year off and teaching English in Prague, Czech Republic and then traveling around Europe for a few months. Because I knew I wasn't ready—law school was always in the picture, I just needed to have the maturity to get there.”

Gladstein credits his year abroad with broadening his horizons and says going to work every day as a teacher helped him get refocused. When he returned, he enrolled in the Chicago-Kent School of Law.

During law school, Gladstein took a trip to visit a friend from college in New York for New Year's Eve. While there, he ran into a woman he remembered from Michigan who happened to live in the same apartment building. He saw her again later that night at a New Year's Eve party. After the holiday, Gladstein returned to school in Chicago—but thanks to this chance meeting, he wasn't in the

Windy City to stay. After graduation, he moved to New York to be with her, and soon after, they were married. Gladstein and his wife, Heather, will celebrate their 18th wedding anniversary this year.

In New York, Gladstein started his legal career at a firm where he first began to put his unofficial family education in medicine to work, focusing on medical malpractice defense. But as he and his wife began to consider starting a family, Gladstein found himself thinking more and more about his Louisville roots. Building a family in the city would be tricky, he thought, likely involving long commutes that would require him and his wife to spend too much time away from home. His career was young enough that he was still finding his path—and he felt like that path might become more evident in a smaller community that had a strong respect for the legal profession. So, he set about convincing his wife—who had already started her own successful business working with professional artists like classical musicians, Broadway performers and opera singers—to make the move to Kentucky.

“The best lawyering I’ve ever done was convincing her to move from New York to Louisville,” Gladstein says.

Once back home, Gladstein again went to work for a large firm, specializing in medical malpractice defense. He says his time working in the firm was critical to his development as an attorney, and the mentors he met during this period—including Phil Grossman, Greg King and Jack and Doug Ballantine—gave him pivotal guidance that he relies on even today. Still, it wasn’t long before he began to realize the firm lifestyle wasn’t the right fit for him. By this time, Gladstein and his wife had one young son and another on the way, and he wanted to be as present for them as possible. That’s when he decided it was time to strike out on his own, diving into plaintiff’s work in the medical malpractice arena and starting Gladstein Law Firm, PLLC.

How it’s Going

Gladstein says plaintiff’s work appeals to him because it gives him the opportunity to help people who are going through some of the toughest times of their lives.

“I tell clients this when I meet them—you are not coming to me because of something good, so every time you see my number on your caller ID, I know that’s going to stir up bad emotions and bad memories. Even though we’re working to help our clients, they have to compartmentalize why it is we’re helping them, because they have to get on with their daily lives. So, knowing that you’re helping people in such difficult times is really gratifying.”

And though the work is personally fulfilling, Gladstein acknowledges that going out on your own is no easy task.

“The stress is, well, is the phone going to continue to ring? When is the next one coming? So that’s the pressure of it all. That is very, very stressful.”

Luckily, when he started out, he went into his new endeavor with a plan—literally. When his father-in-law, who had long worked on Wall Street, heard of Gladstein’s intention to start his own practice, he asked his son-in-law to show him a business plan. So, Gladstein got to work. He read books by other attorneys who had followed the same path (including one he highly recommends that’s quite appropriately called “How to Start and Build a Law Practice” by Jay Foonberg) and developed his own strategies on everything from how he would get referrals to where he would locate his office. The Gladstein Law Firm business plan still has a spot on his desk to this day, and he refers back to it often—though he admits it probably needs updating. And as for the father-in-law? He gave it a thumbs up.

“I haven’t followed it to a T, but I think I’ve done OK. I was lucky within the first few months of opening my own practice to get some significant cases I was able to resolve. From there, I was



off and running. Now ten, eleven years down the line, I’m still standing here.”

Gladstein also gives credit to the LBA and the relationships it fosters within our legal community for helping him build his practice.

“What we do is a relationship business,” Gladstein says. “It’s not only relationships with our clients, but relationships with other attorneys. And now I feel as if there are a good number of attorneys on the other side that I can call up when I need a favor. We’ve talked about non-legal topics and issues; we’ve served on committees together. That’s the purpose of the LBA—it’s the collegiality.”

Gladstein believes that, particularly for young lawyers, the networking opportunities the LBA provides are critical. “If you work at a big firm, they want you to go out and get business. But how do you do that? How do you go out and get business? How do you talk to people? Of course, your work speaks for you as a lawyer, but if you have personal relationships you’ve built up within the Bar, they may send you a case down the line when something comes across their desk.”

One of Gladstein’s goals as President is to grow the LBA membership and work to diversify it so that anyone—whether a potential client or a future attorney—can see him or herself reflected in our ranks. He wants to involve attorneys from a wide variety of practice areas to build the LBA’s capacity in all disciplines. He also wants to focus on our mission to promote justice and help the public access the judicial system by educating our community about the role of the judiciary as the election cycle kicks into gear later this year.

Gladstein acknowledges the LBA has its own internal work to do, as well.

“The future of professional organizations is changing. The LBA is a voluntary bar association, and we have to listen to what our members need—and those needs are constantly changing. I want to see us do a better job of communicating. I’d like to see us become a little more technologically savvy with how we engage our members. I want to see if we can use the Bar Center more effectively and have it become a real hub for lawyers to use. We have to do a better job speaking to law students early on and asking them to get involved so they can get connected to other attorneys and judges through the LBA. And we need to show how lawyers are involved in our community. We should give back, and we should help facilitate lawyers giving back.”

Above all, Gladstein believes now is the time for the LBA to play a larger role in helping the community address important issues and chart a positive course for the future.

“Whether it’s a new law or city ordinance, a lawyer is going to write it. Those statutes and regulations are written by lawyers. And unfortunately, sometimes you can’t get a seat at the table unless you have effective counsel. I think in the last 12 months, we’ve seen that, without lawyers, some societal ills may not have been investigated and brought to light. Lawyers do a lot of good, and as an association, we can be a catalyst for change.”

Balancing the needs of his membership and the needs of his city, his desire to advance both the legal community as a whole and the individuals who comprise it, his attention to the personal and the professional, won’t be easy—but they’re tasks for which Gladstein seems especially suited. If nothing else, the last few years have prepared him to tackle them with a renewed sense of optimism.

“Before the pandemic, I always considered myself a glass-half-empty kind of person. If anything, COVID has taught me to be much more of a glass-half-full person; I am now much more grateful for everything in my life.”

A shift in the balance, it would seem. ■



And Just Like That... 2021's a Wrap

After nearly two years without in-person events, LBA members and friends began to gather again during the last quarter of 2021. The availability of COVID-19 vaccines, coupled with continued observation of safety protocols, made it possible for us to return to some semblance of pre-pandemic normalcy.

On October 7, a reception at Rabbit Hole Distillery served as a welcome for Kristen Miller, the LBA's new executive director, as well as a fundraising opportunity for the Louisville Bar Foundation.



On October 13, a celebration of the 20-year partnership between Central High School and the Brandeis School of Law was held at the Bar Center. The Justice William E. McAulity Jr. Trailblazer Award was conferred on Prof. Laura Rothstein.

On November 17, the annual Awards Luncheon was held at the Ice House. Award recipients were feted including Judge of the Year, Hon. David Hale of the U.S. District Court for the Western District of Kentucky.

On December 2, 21C Museum Hotel was the setting for a party honoring Scott Furkin upon his retirement after more than 14 years as LBA executive director.

Look for even more in-person LBA events in 2022!



LBA Celebrates a Successful 28th Annual Santa's Court Toy Drive!

Thank you to all in the legal community who joined the 28th annual Santa's Court Toy Drive to make the holiday a merry one for local children in need. Gifts collected in the LBA's annual toy drive were donated to children participating in The Salvation Army's Angel Tree program. Thirty-three (33) law firms and numerous individuals contributed a combination of monetary and toy donations to total over \$13,500!

The Louisville Bar Association extends a special thanks to the participating firms and their hard-working coordinators and to those who contributed to the toy drive in their individual capacity, whether by donating their time, money or gifts. Space restrictions keep us from naming each of you, but please know your contribution mattered. A huge round of applause to **Brandeis School of Law, Dinsmore & Shohl, Fultz Maddox & Dickens** and **Satterley & Kelley**, whose contributions were each \$1000+!

We'd also like to thank the owners of Work the Metal who opened their doors after hours for our members to do holiday shopping and made a donation to our drive. If you haven't visited their shop of uniquely curated items be sure to stop by their store at 1201 Story Avenue.



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Help Wanted

Through the LBA Placement Service

Associate Attorney:

The LBA Placement Service is currently working with a growing law firm located on the east-side of Louisville that is seeking to add an Associate with a minimum of 1-2 years of civil litigation experience and licensed to practice in Kentucky. The firm primarily does a variety of defense for the public sector throughout Kentucky. Candidate must have excellent references and be in good standings. The firm offers a competitive salary and benefits package commensurate with experience. Send resumes in MS Word format to the LBA Placement Service Director, David Mohr, dmohr@loubar.org.

Estate Planning Attorney:

The LBA Placement Service is currently working with a well-established and respected law firm located in downtown Louisville that is seeking to hire a seasoned Attorney for their Estate Planning group. Candidate must have at least 5 years of experience with Estate Planning matters and be licensed to practice in the state of Kentucky. Candidate must be in good standings and have excellent references. The firm offers a competitive salary package to right candidate. Send resumes in MS Word format to the LBA Placement Service Director, David Mohr, dmohr@loubar.org.

Labor and Employment Attorney:

The LBA Placement Service is seeking a mid-level Labor & Employment Associate with 2-5 years of experience to work in our client's Labor, Employment & Employee Benefits practice group in their Louisville, Kentucky office. The ideal candidate will have strong academic credentials and excellent writing skills. Prior management-side labor and employment experience and/or federal judicial clerkship preferred. All applicants must have a high degree of integrity, attention to detail, ability to work as a team player, and sound judgement. They offer competitive salaries and an excellent benefits package. Send resumes in MS Word format to the LBA Placement Service Director, David Mohr, dmohr@loubar.org.

Indiana Civil Litigation Associate:

The LBA is currently working with a Midwest firm that is seeking a motivated and talented Civil Litigation Associate Attorney (minimum of 3 year's experience desired) to join its New Albany, IN office. Candidates should possess superior academic credentials, as well as strong verbal, written and interpersonal communication skills. Candidates should also be professional, well-organized, capable of meeting deadlines, and adept at managing multiple complex projects. They are ideally looking for someone licensed in Indiana, but this is not a requirement as long as the candidate is willing to become licensed in IN. This firm is well equipped to meet the needs of clients in both the public and private sectors. The firm is best known for its litigation capabilities, as well as, for its ability to provide non-litigation legal services across the Midwest. The firm has a varied practice that includes Employment Law, Civil Rights and Governmental Liability. A career with this firm provides you with a competitive salary, professional work environment, comprehensive benefits package, paid time off, and the support necessary to advance your career. Send resumes in MS Word format to the LBA Placement Service Director, David Mohr, dmohr@loubar.org.

Experienced Attorneys AND/OR Small Practice to Merge Desired:

The Louisville Bar Association's Placement Service is currently working with one of Louisville's top law firms with various practice groups. They would like to add an Attorney or Attorneys with at least 4+ years of experience in Estate Planning, Family Law and/or Commercial Real Estate matters, which are practice areas the firm has well established. The firm would also be open to bringing in Attorneys, or a small practice group, (Including support staff), with experience and a book of business in new areas such as Workers Compensation, Environmental or Immigration. If you or your practice would be interested in learning more, please respond in confidence at your earliest convenience. Send resumes in MS Word format to the LBA Placement Service Director, David Mohr, dmohr@loubar.org.

Save the Date

The Bench & Bar Social is back!

MARCH 31, 2022

Louisville Bourbon Aficionados

Whether you're an expert on Kentucky's native spirit or a rookie anxious to see what all the fuss is about, the LBA has you covered—the Louisville Bourbon Aficionados, that is.

We're launching a new group to bring together members who want to know more about the beverage behind Louisville's bourbon boom. We'll be hosting special tastings and events with local experts to immerse you in all things bourbon—keep an eye out for more information about our launch event coming in February.

So, whether you need to learn how to "talk bourbon" with friends and clients or you're a long-time collector eager to show off your collection, come join us. E-mail David Mohr at dmohr@loubar.org for more information.

MEMBERS *on the move*



Ames



Garlove

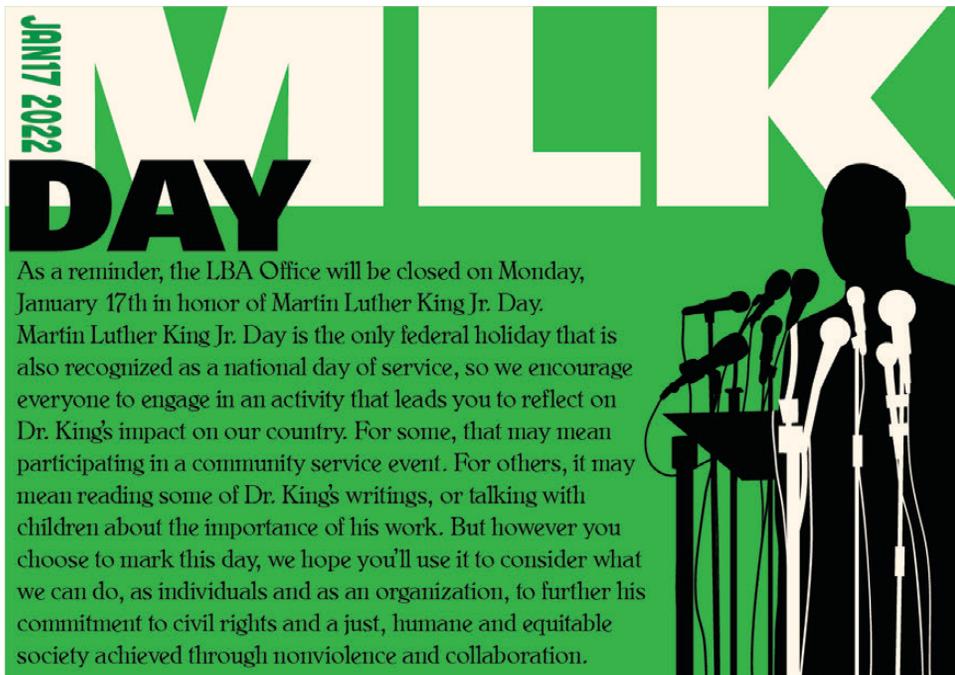


McCall

McBrayer is pleased to announce **Lee Garlove** has joined the firm as a Member. Garlove practices as part of the firm's corporate law team. He brings a wealth of experience in handling corporate legal matters, focusing primarily on entity formation, corporate contracting, commercial transactions, and real estate transactions. He has additionally served as a negotiator for many statements of work, operating agreements, leases, master service agreements, license agreements, independent contractor agreements, and various other types of commercial contracts.

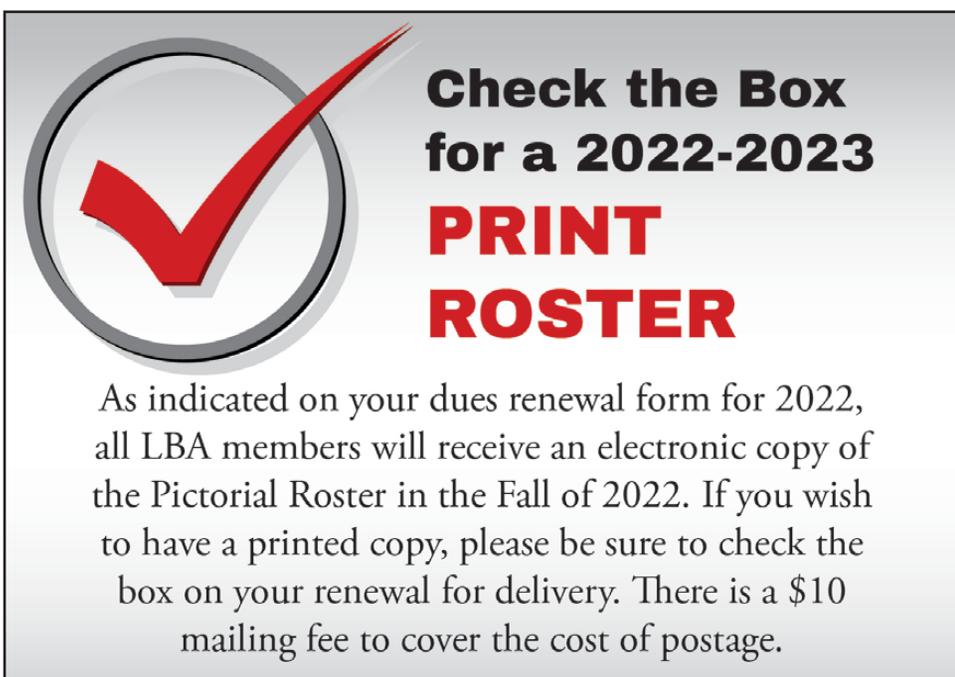
Kristin McCall has joined Dentons Bingham Greenebaum as Senior Managing Associate in the Louisville office. McCall is a member of the Commercial Litigation practice, where she represents clients in state and federal courts in a variety of litigation matters, including business torts, breach-of-contract claims, employment-related claims and discrimination claims.

Dentons Bingham Greenebaum senior partner **John W. Ames** has been recognized by the American Bankruptcy Institute (ABI) with its 2021 Lifetime Achievement Award. Ames works exclusively in the business reorganization process, both in Chapter 11 and state law workouts. He received the honor during ABI's Winter Leadership Conference in December. He has been a member of ABI since 1985, serving on various committees. He is currently co-chair of the Veterans and Servicemembers Task Force of ABI. Ames is a former captain in the United States Marine Corps, serving from 1967-1972. ■



JAN 17 2022
MLK DAY

As a reminder, the LBA Office will be closed on Monday, January 17th in honor of Martin Luther King Jr. Day. Martin Luther King Jr. Day is the only federal holiday that is also recognized as a national day of service, so we encourage everyone to engage in an activity that leads you to reflect on Dr. King's impact on our country. For some, that may mean participating in a community service event. For others, it may mean reading some of Dr. King's writings, or talking with children about the importance of his work. But however you choose to mark this day, we hope you'll use it to consider what we can do, as individuals and as an organization, to further his commitment to civil rights and a just, humane and equitable society achieved through nonviolence and collaboration.



**Check the Box
for a 2022-2023
PRINT
ROSTER**

As indicated on your dues renewal form for 2022, all LBA members will receive an electronic copy of the Pictorial Roster in the Fall of 2022. If you wish to have a printed copy, please be sure to check the box on your renewal for delivery. There is a \$10 mailing fee to cover the cost of postage.

Taking a Bow

Upon its founding in January 1900, the Louisville Bar Association adopted a Constitution which provided in Article II:

"The objects of the Association are to raise the standard of admission to the Bar, and to maintain the honor and dignity of the Profession of the Law; to cultivate social intercourse and acquaintance among the members of the Bar, and to increase their usefulness in the administration of justice, and in prompting legal and judicial reforms."

Although the LBA has undergone myriad changes over the course of its 122-year history, many of the same principles enshrined its foundational document apply with equal force today—especially the promotion of camaraderie and collegiality amongst members.

It's this aspect of the LBA that touched me the most in my final weeks as executive director. The warm wishes from so many of my brothers and sisters at the Bar made me feel loved and appreciated. My heartfelt thanks to every one of you.

I also thank the 15 LBA presidents as well as the many directors, committee chairs, section leaders and other volunteers with whom I had the pleasure of working during my tenure. You brought unique gifts and talents to your positions to help advance our common mission. You are truly the lifeblood of the LBA.

Special thanks go to the LBA staff. If I was orchestra conductor—standing out front waving the baton, setting the tempo, signaling when the music should swell or recede—you were the musicians skillfully and passionately playing your respective parts to produce a harmonious sound. I often got the audience's applause, but we all know that without you there would be no symphony.

Finally, I thank my family for supporting me and making it possible for me to be my best at work. My wife, Mary Pace, deserves special praise for her restraint when colleagues recently described me as calm, steady and unflappable; she saw me at home when I was anything but and has been my sounding board for everything from minor irritations to truly challenging issues.

It has been my honor to serve the LBA, the oldest continuously operating bar association in Kentucky. As mind boggling as it is to think about the sweeping changes both society and the legal profession have undergone over the last 122 years, the LBA has always adapted to the times and is poised to do so once again. As in a relay, I've run my leg of the race and happily hand the baton off to Kristen Miller to continue the LBA's forward momentum.

Now, perhaps more than ever, the LBA needs the support and participation of all its members as it serves the next generation of Louisville lawyers. Have you renewed your membership for 2022? If not, what are you waiting for?

D. Scott Furkin
D. Scott Furkin
LBA Director Emeritus

A Final Hoorah as the Next Chapter Begins



On December 8, Louisville's legal community gathered at the 21c Museum Hotel art gallery to celebrate the retirement of our esteemed executive director, Scott Furkin. After nearly 15 years leading the Louisville Bar Association, Scott is transitioning from an accomplished career to a hopefully relaxing retirement filled with new memories.

At his celebration, judges gathered with court employees and both current and former LBA staff joined to discuss the experiences they shared as Scott led the LBA to be one of the most successful metropolitan bar associations in the country. Through toasts and conversation, by the end of the night one thing was certain: Scott will surely leave a gap in the local legal community that will be felt far and wide.

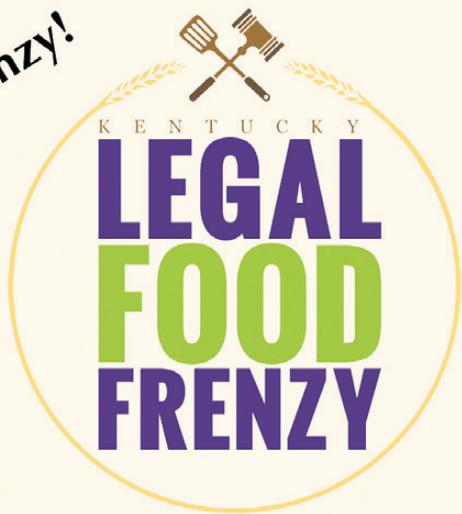
Thank you all for a night filled with memories, celebrations and good friends.

Pictured here: Top (LtoR) Kristen Miller, Kate Crosby, Scott Furkin, Deena Ombres and Seth Gladstein.



Bottom: Scott's immediate family, daughters Alyssa Mattingly (left) and Bethany Daily (far right), and wife Mary Pace. ■

#FeedTheFrenzy!



The KBA Young Lawyers Division is again partnering with Feeding Kentucky and Attorney General Daniel Cameron in Kentucky's annual statewide hunger relief effort by the legal community: the **LEGAL FOOD FRENZY!** Join your fellow lawyers across the Commonwealth in a food drive with a competitive twist.

The deadline to register for the Frenzy is February 6. To participate, sign your office up TODAY at www.kyfoodfrenzy.com/register/

All proceeds will be distributed to the local soup kitchens, food banks, and shelters in your county through the network of Kentucky Association of Food Banks. Food and fund donations will be collected between **February 7 - March 11, 2021.**

The YLD is hopeful that every member of the KBA will take part in this initiative. It is a nonpartisan effort that anyone can get behind, regardless of one's politics. And it reinforces the idea that lawyers, despite all the bad jokes about us and the negative press that we get, really are here to help our communities.

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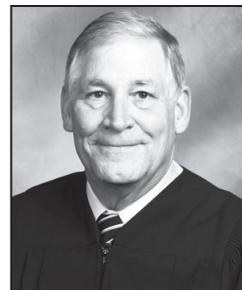
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TIME TO
RENEW



Details on page 2