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Perry Novak, a graduate of UC Berkeley and the USF School of Law, has provided financial advice and investment management to Bay Area families and companies for almost 30 years. He has served on a panel advising the Joint Economic Committee of the U.S. House of Representatives, and has worked with financial and retirement planning programs sponsored by the California Medical Association and the California Society of CPAs.

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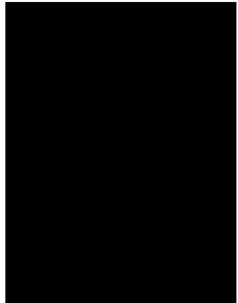
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Alison Chandler graduated from the University of San Francisco, School of Law in 2004. She attended the University of Texas in Austin and received a Bachelors degree in history and philosophy and minored in Spanish.





Janet Holmes has proudly served the citizens of Contra Costa County for nearly fifteen years in the County Counsel's Office. During her tenure there, she has handled juvenile dependency matters, "general law" duties for various County departments, and tort litigation. For the past 12 years, Jan's efforts have been primarily focused on defending the County and its employees in lawsuits involving allegations of discrimination, wrongful police practices, medical malpractice and dangerous conditions of public property.

Previously, Jan worked for a large insurance company, defend-





Jan claims she was forced to become a lawyer when she "flunked photocopying" while working as a legal assistant during college at UCLA. Jan has practiced law in both State and federal courts through California, but has always insisted her favorite courts are Contra Costa County's.

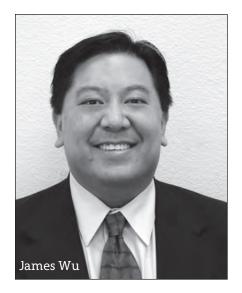
While Jan was born and raised in Southern California, she had

the good sense to settle in the Bay Area. Jan is an avid fan of college sports, especially those involving the Cal Bears and UCLA Bruins, but her spare time is dominated by her troop of bichon frises. She volunteers for the high school moot court program, also serving as a guest lecturer at various high schools, and routinely assists with various County functions. She served for three years on the CCCBA's Judicial Nomination Evaluation Committee.

James Wu has been practicing primarily employment and labor law since 1996. He helps businesses comply with employment laws, provides training, and defends employers when they are sued.

James was born and raised in Colorado. He attended Stanford University and earned a Bachelors of Arts in Political Science and also a Masters of Arts in Higher Education Administration. James was very involved in various organizations and events at Stanford, and was awarded the James Lyon's Dean's Award for Public Service as an undergraduate student.

After Stanford, James went across the country to attend law school at



Boston College Law School. During law school, James was a Teaching Assistant for two years in classes for first year law students. James also worked for the U.S. Department of Education, Office for Civil Rights, and as a third-year law student, James was in a clinical program where he was able to serve as an Assistant District Attorney.

Following law school, James started his law career practicing in Chicago, Illinois. In 2001, James moved to Walnut Creek and has enjoyed the Contra Costa community ever since. He has practiced at Crosby Heafey, Littler Mendelson, and most recently, James has been a Partner at Lewis Brisbois Bisgaard &

Smith. James is now pursuing new and exciting opportunities.

While practicing law full time, James has also been highly active in the CCCBA. For example, James has served on the Board of the Employment Law Section since 2007, and was the President in 2008. James has also served as an Associate Professor in the Paralegal Program at CSU-Eastbay. He is also involved with the Asian American Bar Association of the Bay Area, the National Employment Law Council, and is on the Board of the Northern California Employer Roundtable (sponsored by the California Department of Fair Employment and Housing).

James enjoys non-work time with his wife and two elementary school aged sons. He is involved in their sports activities by helping to coach their teams, and has been training them to become fans of the Denver Broncos and Stanford Cardinals.

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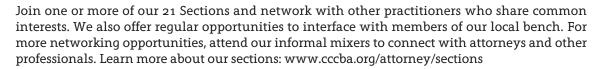
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by **Lisa Reep**Executive Director

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Our highly regarded magazine, Contra Costa Lawyer, is published monthly, 6 times per year in print, 12 times online. Each year, we also publish a pictorial Membership Directory. E-mailed "News & Upcoming Events" broadcasts are also sent to our members every Tuesday morning. Check out the latest issue of our magazine: www.cccba.org/attorney/cclawyer



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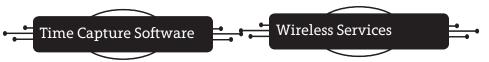
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GOTA FEW HOURS?

- Be a virtual mentor for a student at the Deer Valley High School Law & Justice Academy.
- Lead or assist at a Free Legal Workshop. Help those who want to help themselves.

GOTA MORNING?

Become a court tour docent. Take students on a tour of the courthouse, intrigue them with information about the detention facility. Observe a court proceeding in process, then lead them in a scripted mock trial, where they find that justice isn't always so easy to serve!

GOTA FEW HOURS/WEEK FOR A FEW MONTHS?

- Lead a Mock Trial group at Deer Valley High School Law & Justice Academy (Antioch)
- Provide a workplace learning opportunity (after school or during the summer).

For information about these and other volunteer opportunities, please contact Theresa Hurley, Education and Programs Coordinator at (925) 370-2548 or thurley@cccba.org.

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MEET YOUR NEW BOARD PRESIDENT



AN INTERVIEW WITH AUDREY GEE

Audrey Gee, a partner in the firm of Brown Church & Gee LLP, takes over the leadership as President of the CCCBA for 2012. Below is the interview with her on what the future holds.

What are the biggest challenges you see facing the Bar Association?

The latest surveys show a national overall unemployment rate of 8.6%. According to the Wall Street Journal, California has approximately 3,000 new law school grads in 2011 without gainful employment. Members say they are getting calls from super qualified attorneys right and left looking for work. Inhouse departments are shrinking. Insurance companies are squeezing panel counsel. Clients are downsizing. Potential defendants are bankrupt or judgment proof and can't fund a settlement for contingency fees. The overall economic climate is tough. We need to be doing what we can to keep our lawyers busy and their practices humming.

How do we do that?

The more business we can bring into the Contra Costa County area, the better. So many of our members find work through personal referrals. We make referrals based on the people we know, their abilities and areas of practice. We have talented attorneys in our county. The best way of getting to know people is to get out and meet them. I encourage all of our members to get to as many events as they can. The more that I can refer business to other members, professionals and businesses in the area, the more that those people will then in turn spend money in their neighborhoods and with



their service providers, fund the tax base, and provide a richer community for us all.

Isn't that a little oversimplified?

Yes, but how much time do you have? My parents had a neighborhood pharmacy in Berkeley for 20 years. When the Oakland Hills fire burned out most of our customers and insurance was slow to fund rebuilding, they had to close up shop. I know firsthand the importance to service providers of having a healthy community.

The bottom line is that we need to take charge of our own destinies and help everyone make and strengthen connections with each other. That is the reason for the new inter-professional networking mixers the CCCBA started last year. We partnered with bankers, CPA's, insurance people, financial services

and commercial real estate professionals to amp up the volume of business referrals out here in the East Bay. It is our own little stimulus package. Every little bit helps.

Plus, many of our sections hold topical monthly functions, where you can meet other members and learn about new areas of practice at MCLE programs. These are great. Get involved at the Section Board or committee level. Check out our website for the latest events at www.cccba.org.

How would you compare the CCCBA to other bar associations across the country?

I went to the Bar Leaders Institute program in Chicago, as part of training for the presidency and met leaders of state and local bar associations across the country.

During roundtable discussions, I shared how we were set up, our many sections and their finances, our staff and budget process, our MCLE programs, publications, education outreach, and community work, and the people were floored that a local bar association our size was so well run and held so many activities at the section level, as well as at the overall bar level. I think the praise here goes to our dedicated section and committee leaders, Lisa Reep and our great staff at the CCCBA, who make our local bar association so fabulous.

MEET YOUR PRESIDENT,

cont. from page 17

You've started a new firm?

Yes! I started the firm of Brown Church & Gee LLP on 11.1.11 with four of my partners from Morgan Miller Blair, where I had practiced for 14 years. BCG is a business centered law firm with a fresh approach to legal services. I provide litigation and counseling to clients in employment matters and business and real estate disputes. Industries we serve include food and beverage, health and medical, manufacturing, technology, financial, professional services and real estate. We represent startups to public companies and many of the mid-market businesses. We are super excited as we move forward and are well positioned to grow in this market.

Tell us a little about your personal history

I grew up in Walnut Creek and can remember playing in the walnut orchards by my house. We used to build forts in the trees with the kids from the neighborhood. Now I live and work in Walnut Creek and my children go to school here, so I have strong ties and loyalties to this community.

My father was born in China and came to this country when he was 6. He can remember running from the Japanese bombs and air raids as a child during the Sino-Japanese war in the 1940's. I am so thankful that my grandparents were able to come to America. They arrived with nothing and were able to build a thriving restaurant in the 1950's in small town Oroville, be great community supporters, and send all 9 of their children to universities (including Cal, Stanford, Harvard, and other UC's). I am a fifth generation Chinese American on my mother's side, and my great great grandfather was an herbalist and leader of a Family Association which took care of the railroad and agricultural Chinese workers in the San Joaquin Valley in the 1800's. There is still a Taoist Temple in Hanford (my mother's hometown), listed on the National Register of Historic Places, where they started a school in the early part of the 1900's, which has many of my family's historical belongings on display. (If you're interested, check out www.chinaalley.com)

I know my family's history is similar to many others. This country provides opportunities that would be impossible in other places. Sometimes, I think we forget that so much of what is good in California is built from the hard work and leadership of immigrants. I never cease to be thankful for those opportunities and the liberties and freedoms we have in the United States and want to ensure those for future generations. •



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CRIMINAL TRIALS

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- Supervising
Judge Brian Haynes (D11)

Judge Lewis Davis (D13)

Judge Susanne Fenstermacher

(D₁₅)

Judge Leslie G. Landau (D24) Judge Thomas M. Maddock (D16) Judge Mary Ann O'Malley (D4) Judge Barbara Zúñiga (D2)

CRIMINAL CALENDARS

Judge John T. Laettner (D25) - *Bray* Judge Clare Maier (D36)

- Felony Criminal

Judge Nancy Davis Stark (D20)

-Annex

Judge Richard E. Arnason (D28)

- Probation

JUVENILE

Judge Lois Haight (D10)

- Supervising

Judge Barry Baskin (D7)

- Martinez

Judge Barbara Hinton (D38)

- Juvenile Hall

Judge Joni T. Hiramoto (D32)

- Richmond

Commissioner Stephen F. Hough-

ton (D54) - Pittsburg

FAMILY LAW

Judge Jill Fannin (D21)

- Supervising

Judge Charles 'Ben' Burch (D23)

- Family/ Juvenile/ Probate Trials

Judge Joyce Cram (D22)

Judge Steve Treat (D12)

Judge Trevor S. White (D₃₇)

Commissioner Josanna Berkow

(D₅2)

Commissioner Jeffrey D. Huffaker (D50) - *Pittsburg*

CIVIL

Judge Judith Craddick (D9)

-Supervising

Judge Steve K. Austin (D33)

Judge Laurel S. Brady (D31)

Judge David B. Flinn (D6)

Judge Barry P. Goode (D17)

- Complex Litigation

Commissioner Judith A. Sanders (D6o)

PROBATE

Judge John H. Sugiyama (D14)

- Supervising

PITTSBURG

Judge Theresa J. Canepa (D35)

-Supervising

Judge Rebecca Hardie (D5)

Judge Cheryl Mills (D19)

Judge George V. Spanos (D34)

Commissioner Lowell Richards

(D₅₇)

RICHMOND

Judge Ed Weil (D39)

- Supervising

Judge Peter A. Berger (D27)

Judge Christopher R. Bowen

(D₄0)

Judge Patricia M. Scanlon (D₃)

Commissioner Robert

Broughton (D₅6)

WALNUT CREEK

Judge William M. Kolin (D18)

-Supervising

Judge Harlan Grossman (D26)

Judge Bruce C. Mills (D29)

Commissioner Ronald K.

Creighton (D54) - Concord

Commissioner Joel Golub (D59)

Holiday Party & Open House

at the Contra Costa County Bar Association



CCCBA Board Member Dana Santos, & Steve Steinberg, Secretary



Kent Parr & D. Benjamin Borson



Anthony Ashe, Rand Stephens & Judge Steve Austin



Wendy Graves and Len Cook

Thank you for joining us at our holiday party on December 15, 2011.

Happy New Year!



Pam Lauser, Angelo Costanza & Jacob Lauser



Robin Pearson, CCCBA President Audrey Gee & Kathryn Schofield, Ex Officio



CCCBA Treasurer Candice Stoddard, President-Elect Jay Chafetz & Carol Langford



Steve Gizzi and Dick Frankel

Section Moliday Parties





- CCCBA staff member Theresa Hurley & Jenny Kim
- CCCBA Board Member Richard Alexander & Judge Harlan Grossman
- Peter Hass & losh Genser



West County Section







Want to see more photos? Visit the Contra Costa County Bar Association Facebook page at facebook.com/CCCBA!





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with our Lawyer Referrral & Information Service (LRIS)



LRIS MEMBERSHIP MAKES GOOD BUSINESS SENSE

WHAT IS LRIS?

Our Lawyer Referral & Information Service (LRIS) staff handles over 12,000 calls and online requests each year from members of the public who contact us with legal-related problems; nearly 5,000 of those calls result in client consultations with members of our LRIS each

MODERATE MEANS PROGRAM

Help make quality legal support a reality for moderate income clients by joining the Moderate Means Program! As an adjunct to the Lawyer Referral & Information Service, this program offers reduced-fee representation in family law, immigra-

Client Referrals, Quality Screening, Marketing and more! How can I join, you ask? Call (925) 370-2544 to talk to LRIS Coordinator Barbara Tillson

year. Clients are carefully screened to determine whether a consultation with an attorney or a referral to another agency is the most appropriate course of action. When it is clear that the caller would benefit from consulting with an attorney, a 30-minute consultation is scheduled with an LRIS panelist who has met specific experience requirements, maintains malpractice insurance coverage** and who practices in the geographic and subject matter areas that match the client's needs. The LRIS is a public service of the Contra Costa County Bar Association, a non-profit organization. Our Lawyer Referral & Information Service is certified by the State Bar of California (Certification #0018) and meets American Bar Association Standards.

tion, and elder law matters. The program is designed to make legal services available for those who do not qualify for pro bono services but who still do not have the means to retain attorneys at their usual rates. Moderate Means clients pay participating attorneys a modest retainer and hourly rate that fit within the program guidelines. Panel attorneys come from all different legal backgrounds and experience levels.

FAMILY LAW ALTER-NATIVE RESOLUTION (FLARe) PROGRAM

Also an adjunct to LRIS, the FLARe program provides a mediation alternative for parties with a family law situation who agree to attempt resolution of their dispute using this

process. A 90-minute session at a much-reduced rate is offered to give clients the opportunity to determine if mediation would be useful in attempting to resolve their entire family case. The FLARe program is never offered where domestic violence is a factor.

WHY YOU SHOULD JOIN THE LRIS

We do the marketing for you: We get over 12,000 calls each year from people who are looking for legal representation. Rather than place expensive ads in the yellow pages, magazines or other publications hoping that prospective clients might need your services some day, your LRIS membership gives you access to the people who really need your help today.

LRIS referrals are paying clients: Over \$1.3 million in attorney fees are collected annually from clients referred by our LRIS. Although not every case leads to a paying client, there are rewards realized even from prospective clients who only come in for a consultation. An initial consultation can lead to a long and profitable attorney-client relationship, as well as future referrals to colleagues, friends and family.

Better clients as a result of the LRIS: There is a growing distrust of what are often perceived as self-serving yellow page ads and TV in-

fomercials. The public is looking for a referral source that can be trusted. Our LRIS is certified by the State Bar of California and approved by the ABA as an independent provider of competent and reliable legal representation.

Join the LRIS now by contacting the Contra Costa County Bar Association at 925.686-6900 or by visiting our website at www.cccba.org.

WHAT LRIS CLIENTS HAVE TO SAY

About LRIS panelist Steven Mehlman: "He was straight-forward and to the point with answers.
[...] He even took the step to show me a template of how to write an effective letter to my landlord. I left feeling empowered by the lawyer. Thanks for the referral!"*

About LRIS panelist Robert Schock: "Robert Schock is a nononsense super-lawyer! His voice really gets you to get serious. He's got 46 years of experience - I need that!"*

About LRIS panelist Bradley Fell: "My experience with Mr.
Fell was very encouraging. He explained the facts to me and advised me as to what I could or could not do. I value his advice."*

About LRIS panelist Andrew Shalaby: "I enjoy having Mr. Shalaby as my lawyer. He was very helpful and he cares about my case. I will refer my friends to LRIS."*

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CONTRA COSTA LAWYER

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^{*} The quotes used in this article were taken from our regular client surveys.

^{**} Affordable LRIS malpractice insurance coverage is available to solo practitioners through Lawyers' Mutual Insurance Company. Please call 1800.252-2045 far rates and details.

MEET YOUR SECTION LEADERS





Nicole Mills

What was the most helpful piece of advice you received as a new attorney?

Return your phone calls the day you receive them.

If you could tell a new attorney one thing, what would it be?

Being aggressive and combative is not the same as being a good attorney. It is important to remember that many times your client is better served by a cooperative approach. It can save money, time and emotional stress. It can also build your professional reputation as someone who is fair, reasonable and good to work with.

What is the most interesting, fun and/or helpful event your section has planned for the coming year?

Last year the ADR Section started holding periodic Roundtable Discussions, which were very popular and we will be continuing them this year. Come and join your colleagues for a glass of wine (yes, there will be wine!) and stimulating discussions about current topics in ADR or even ask for ideas on how to handle different situations you have faced in mediation. It is a wonderful opportunity to get to know your fellow practitioners, get up to date on the latest and greatest in ADR and bounce ideas off other people. We hope you will join us!







Gary Watt

What was the most helpful piece of advice you received as a new attorney?

Always take the high road when it comes to interacting with opposing counsel in discovery and other matters, no matter how deplorable opposing counsel behaves.

If you could tell a new attorney one thing, what would it be?

Create value to the firm above and beyond current assignments by steeping yourself in knowledge about insurance, indemnity, e-discovery, post-trial motion practice procedure and other thorny and/or cuttingedge areas.

Why should someone join the Appellate Section?

We provide both trial and appellate lawyers with insights on key statutory and case law developments by putting on MCLE seminars. And we usually get an appellate justice to join our MCLE Spectacular presentation.





Marlene Weinstein

What was the most helpful piece of advice you received as a new attorney?

The senior partner to whom I directed a question, assuming he would know the answer, thereby eliminating any need to do research and charge my client for what I thought would be unnecessary fees, told me that he didn't know the answer and that he'd have to look it up.

What I learned from that exchange is never to assume the reason you don't know the answer to a question is because you're a new attorney. If you approach each problem in that way as you develop your practice, you will eliminate being ashamed to ask questions or to ask for assistance as you develop your practice.

If you could tell a new attorney one thing, what would it be?

First, listen to your gut. If you're uncomfortable with a client, don't take the case just because you need the money. In the long run, it may very well cost you more time, money and aggravation than you bargained for. Second, keep connected to your county bar association and all associations related to your practice. Go to seminars that extend beyond your specific area of practice. For example, if you're a consumer bankruptcy

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attorney, go to seminars about business bankruptcies and commercial issues. If you're a business bankruptcy attorney, go to seminars about Chapter 13. It will make you a better lawyer and it will help you spot issues in your cases that may have to be addressed in order for you to provide the best legal advice to your clients.

Why should someone join the Bankruptcy Section?

First of all, the section puts on educational seminars related to bankruptcy that provide practical knowledge to assist you in your practice, and this year, as section leader, I am hoping to join forces with the bankruptcy section of the Alameda County Bar Association to make more programs available to our members. Secondly, being a section member provides an opportunity to create a network of other attorneys with whom you can discuss issues and problems that arise in your practice. In addition, by getting involved in the Bankruptcy Section, opportunities will arise for you to become involved in the County Bar Association through which you can expand your network of attorneys and build your practice, for example, by being a speaker for a seminar or writing an article for the bar association's monthly magazine, the Contra Costa Lawyer.



Chair: Crystal Fernandes

What is the most helpful piece of advice for a new attorney?

As an attorney, one of the pieces of gold you have and can control is your reputation. Having people trust you and find you reliable is so important!

Why should someone join the Barristers Section?

The Barristers/Young Lawyers Section seeks to provide attorneys in practice for six years or less with networking, education, and mentoring opportunities and provides a great way for newer members to become involved in our local bar association. Plus, membership is free to all CCCBA attorney members in practice for six years or less!

BAR SECTIONS ON OUR WEBSITE

Learn more about each section by visiting www.cccba.org/attorney/sections/



Business Law & Corporate Counsel



D. Benjamin Borson

What was the most helpful piece of advice you received as a new attorney?

The primary purposes of an attorney are to: (1) be loyal to your client, (2) maintain client confidences, and (3) provide the best, zealous, and most competent representation.

If you could tell a new attorney one thing, what would it be?

Know who your client is (individual or entity), listen and understand not only what your client wants, but also provide reasoned advice about what they need, based on your knowledge of their specific situation and the law. Avoid putting yourself or your clients in conflicts.

Why should someone join the BLCC Section?

Joining the BLCC provides you with opportunities to increase your knowledge of the wide variety of issues facing business attorneys and to meet and discuss matters of common interest. Because business law covers a large number of different topics (e.g., employment, transactions, intellectual property, real property, litigation among others), the BLCC fosters CLE and other events covering a large segment of the legal profession. Interacting with your colleagues is rewarding, both personally and professionally. As a member, you have numerous opportunities to become involved with the Section and to help further our missions. You can take advantage of opportunities to develop speaking, organizational, and leadership skills that will serve you throughout your career, and to help others that will follow in your footsteps.





Janice Crosetti-Titmus

What was the most helpful piece of advice you received as a new attorney?

Saturday and Sunday are days of rest, not work days.

If you could tell a new attorney one thing, what would it be?

Keep your clients informed and return their phone calls.

MEET YOUR SECTION LEADERS,

cont. from page 25

Why should someone join the CGPT Section?

Our events are directed at providing useful information to conservatorship/guardianship/probate/trust counsel which also provide necessary MCLE requirements. Our Probate Bench Luncheon, generally in January, brings Bench and Bar together to start each New Year. The Symposium in March, co-sponsored with The Mechanics Bank, targets current hot issues. In June we co-host a luncheon with the Taxation Section in which the focus is, of course, tax issues of interest in the probate/trust world. Our section is involved in the MCLE Spectacular and often provides an end of year session with our probate bench. All of our programs are designed to provide the probate bar with up to date material. We look forward to input from our section members for suggestions regarding subjects of interest for discussion.





What was the most helpful piece of advice you received as a new attorney?

Never underestimate your opponent!

If you could tell a new attorney one thing, what would it be?

Peter Johnson

Pull the time waiver and Go!

Why should someone join the Criminal Section?

1. The focus of the section is to address practical issues that will directly assist you in the practice of criminal defense in Contra Costa County. 2. You are in control of what you get out of the section. There are opportunities there if you want them.



Co-Chairs: NeChele Rucker & Mary Grace Guzman

What was the most helpful piece of advice you received as a new attorney?

To understand the importance of networking. Networking is how we build friendships, develop business contacts, share job information, and become better, more knowledgeable lawyers. Its value is priceless!

If you could tell a new attorney one thing, what would it be?

You must be your biggest cheerleader. If you do not believe in yourself, then others will not either. Stand tall, and be confident – whether in court, in a job interview, or when doing an initial intake with a client. Believing in oneself is the first step toward success!

What is the most interesting, fun and/or helpful event your section has planned for the coming year?

We are excited about this year's events. We are currently planning our annual Diversity Mixer, which will double as a fundraiser for The Color of Justice Program. Our Diversity Mixer is always a lot of fun and well attended. This year we are adding to our list of activities sponsorship of The National Association of Women Judges and their Color of Justice Program, which is a legal education program for disadvantaged high school students. The Diversity section plays a major role in planning this event and providing speakers and volunteers.





Arlene Segal

If you could tell a new attorney one thing, what would it be?

Always be prepared and, as much as possible, handle things personally. File your own papers, get to know the Court personnel. You will learn more about how things work and things will go more smoothly.

Why should someone join the Elder Law Section?

We are an aging population and working with seniors is not limited to what is generally considered "elder law." Our MCLE programs are designed to increase our awareness and knowledge, not just of the laws that pertain to elders, but also of the myriad issues that arise when working with the elderly. Many legal specialties can benefit from learning more about these matters.



Chair: Shannon Walpole

What was the most helpful piece of advice you received as a new attorney?

All lawyers make mistakes, good ones fix them fast.

If you could tell a new attorney one thing, what would it be?

Always be sure to review the local rules. They are important.

Why should someone join the Employment Section?

1. We offer timely, thoughtful continuing education and if you are a member you get to attend for less! 2. Where else will you have access to this many local employment specialists?



Family Law





Barbara Suskind

What was the most helpful piece of advice you received as a new attorney?

There are no stupid questions, only stupid mistakes.

If you could tell a new attorney one thing, what would it be?

Don't be afraid to ask your question, see above.

Why should someone join the Family Law Section?

1) Over 2 dozen relevant continuing education opportunities each year; 2) Section newsletter, "In Chancery", and our own website bringing members up to date on current information about the Section, the Family Bench, and the practice of Family Law in Contra Costa County.



Intellectual Property





Stuart West

What was the most helpful piece of advice you received as a new attorney?

Never trust opposing counsel.

If you could tell a new attorney one thing, what would it be?

Work hard, take on as many varied cases as you can reasonably handle

and get as much exposure as you can by writing articles or giving presentations.

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MEET YOUR SECTION LEADERS,

cont. from page 27

Why should someone join the Intellectual Property Section?

1. Networking & excellent educational opportunities through our Breakfast Presentations/Meetings. 2. For New Attorneys and Students - Amazing hands-on practical client experience through our Clinic offered in conjunction with the Women's Initiative.





Rhonda Wilson-Rice

What was the most helpful piece of advice you received as a new attorney?

Don't try to do everything. If you know you don't have expertise in a particular area, don't do it. This is especially true if the prospective client is also a friend and they just want you to do "this one little thing" for them. You will end up spending way too much time trying to figure it

out, when you could have just given them a referral to a colleague.

If you could tell a new attorney one thing, what would it be?

Don't mix business with pleasure – keep your private life separate. So much of the work we do is very stressful we need to have an outlet away from the office and clients to relax. It's important to spend time with your family and to take vacations. It's amazing how much more energy and zeal you can have fresh from a few days off.

What is the most interesting event your section has planned for the coming year?

I think most of our members get the most satisfaction out of the out holiday donations to kids in group homes and to the Toy Drive co-sponsored by the Bar Association. Our attorneys represent parents and children in cases of abuse or neglect. It is not uncommon for us to have clients with mental health, substance abuse and/ or anger management problems. When the adults have these types of problems their children may develop very similar issues. So it is always fulfilling to know that, even if we can't solve all of the problems, we can spread a little joy to these families with our donations during the holidays.

Litigation

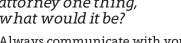


Geoffrey Steele

What was the most helpful piece of advice you received as a new attorney?

Nothing is written, it is always rewritten.

If you could tell a new attorney one thing, what would it be?





Joshua Cohen

Always communicate with your client even when nothing is happening.

Why should someone join the Litigation Section?

Every lawyer in the Bar Association should be a member of the litigation section as this section covers some aspects of just about everyone's practice and the opportunity is always present to meet lawyers who specializes

in a matter that you may just be exploring.



Chair: Samantha Sepehr

What was the most helpful piece of advice you received as a new attorney?

Find an area of the law that you truly enjoy practicing in and then find the best mentor you can to help guide you through your first few cases...all while breathing.

If you could tell a new attorney one thing, what would it be?

Your reputation is one of your most valuable assets - it will open or even close doors for you.

Why should someone join the Pro Bono Section?

1. As attorneys we should be mindful of helping all people find access to our judicial system. There are many ways that attorneys can do that: providing a free consultation, representing a client on a pro bono basis, volunteering at various legal workshops, or even being a mentor to a young attorney who is representing a pro bono client. The Pro Bono Section will be able to help you find various opportunities to give back to our community, which typically results in positively changing someone's life.

28 JANUARY 2012 2. Some attorneys take pro bono cases in areas of law with which he/she is unfamiliar. The attorney's experience with this unchartered territory can help the attorney decide whether he/she enjoys practicing in this particular area of law. But sometimes this learning experience can become quite overwhelming. Joining the Pro Bono Section is a great networking opportunity for lawyers who are interested not only in finding a mentor but being a mentor. In addition, we look forward to co-sponsoring events with other CCCBA sections in the upcoming year, allowing for some networking time.





Craig Nevin

What was the most helpful piece of advice you received as a new attorney?

You cannot underestimate the importance of clear, concise writing and accurate research. Make sure that you understand the resource constraints of your assignment and deliver your very best work within those constraints, and explicitly note

anything you would have done but did not because of those constraints.

If you could tell a new attorney one thing, what would it be?

Ask your supervising attorneys many questions when getting a new assignment, such as: when do you want this done by, how should I approach the research, what format do you want this assignment to take, and do you have any exemplars that I could review on my own time?

Why should someone join the Real Estate Section?

The Real Estate Section is a great return on your investment of dues and time. We're one of the biggest sections in the CCCBA, and one of the most dynamic. We provide free MCLE credits almost every month at a convenient time and location that won't interfere with your day, while providing ample opportunity to network. In addition to our own events, we participate in events with other sections and with other professional associations. In addition, our reach is beyond traditional real estate, including land use, environmental, energy and other issues in both the transactional and litigation settings.

Solo Practice & Small Firm



Heidi Coad Hermelin

What was the most helpful piece of advice you received as a new attorney?

The most helpful piece of advice I received as a new attorney is to go to court as often as you can. Going to court allows you to learn from observation by listening to more seasoned attorney's arguments and to gauge how judges both run their courtrooms and their opinions on

both substantive and procedural matters. I would advise young attorneys to do the same thing and keep up on the tentative rulings for judges they appear before to gain insight into the cases the judges rely upon and the factual arguments they find compelling.

Why should someone join the Solo Section?

By having consistent networking and fellowship opportunities (we host an after-work mixer and a breakfast, on alternating months), the Section has evolved into a collegial organization resembling a "firm," with specialists in various fields both willing and capable to offer assistance to other Section members. Section members receive a monthly email newsletter, The Maverick, informing them of upcoming events, providing topical articles and a forum for comment and commentary. Annual section dues include access to the JFK Law Library.



Co-Chairs: Debora Matos & Miriam Munguia

Why should someone join the Law Student Section?

1. Learn about and participate in professional opportunities. 2. Become part of the community now: A community provides practice advice, personal support, and professional growth. Joining the Law Student section of the CCCBA provides opportunities to meet practicing lawyers and learn what a particular field of law truly involves. Students can learn the nuances of particular fields of law that may not be discussed during classes or in books. The CCCBA Student Section informs students of internship opportunities available which can provide valuable experience, future references and possible future employment opportunities.

MEET YOUR SECTION LEADERS,

cont. from page 29

What is the most interesting event your section has planned for the coming year?

"A day with lawyers": We want to bring together lawyers/law professors with different backgrounds and experiences to give tips, directions, and advice for students regarding steps that can and should be done while in law school to better prepare and increase the chances of a recent law graduate to fit in today's difficult professional market.



Taxation





G. Scott Haislet

What was the most helpful piece of advice you received as a new attorney?

Go for it!

If you could tell a new attorney one thing, what would it be?

Act civilized and respectful; don't take yourself or your case too seriously.

Why should someone join the Tax Section?

Join the Tax Section – rub elbows with some of the top tax attorneys in California. Join the Tax Section – taxes come up every day (as a cross-over issue, some practitioners' worst nightmare); and it's nice to have a fellow Tax Section member to call for ideas, suggestions, and direction.



West County



Co-Chairs: Jeanne Mirante & Adriana Quintero



Jeanne Mirante

If you could tell a new attorney one thing, what would it be?

Be prepared; know your case and the law.

Why should someone join the West County Section?

Because the speakers at our section lunches are usually sitting judges

in Contra Costa County and they offer real insights into what the courts look for in certain types of cases. And because our lunches and other section sponsored events are alot of fun!



Chair: Megan Cohen

What was the most helpful piece of advice you received as a new attorney?

Prepare, prepare, prepare

If you could tell a new attorney one thing, what would it be?

Prepare, prepare, prepare

Why should someone join the Women's Section?

The Women's Section hosts several networking events throughout the year. We are a lively group of hardworking, dedicated attorneys who inspire and support each other. Our mission is to promote the interests of women in the legal profession and the judiciary. As part of our philanthropy, we annually award scholarship funds to deserving law students who have shown leadership potential, achieved academic success, and have shown a commitment to women's issues and to Contra Costa. We raise funds for these scholarships at our annual spring wine tasting and auction, a fun evening of delicious wine and one-of-a-kind auction items.

BAR SECTIONS ON OUR WEBSITE

Learn more about each section by visiting www.cccba.org/ attorney/sections/



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WE WANT YOUR ARTICLES!

We invite you to take the opportunity to get your articles published.

Please take a look at our 2012 editorial calendar below
for upcoming themes and deadlines.

If you think of a timely, interesting article - write it and send it to us!

We have editorial guidelines available on our website,

at www.cccba.org/attorney/cclawyer



CONTRA COSTA LAWYER 2012 EDITORIAL CALENDAR

Print issues are listed in **bold**, online-only issues in regular font.

2012 EDITORIAL CALLINDAR

ISSUE	ARTICLE DEADLINE	THEME
February 2012	Jan 10, 2012	Love & the Law
March 2012	Feb 1, 2012	Torts/ Personal Injury
April 2012	Mar 13, 2012	Kids & the Law/ Privacy
May 2012	Apr 2, 2012	Tax/ Family Law
June 2012	May 8, 2012	Bankruptcy/ Real Estate
Jul y 2012	June 1, 2012	Sports, Entertainment Law
August 2012	July 10, 2012	Technology/
		Practice Management
September 2012	Aug 1, 2012	Bench/ Bar
October 2012	Sept 11, 2012	Politics
November 2012	Oct 1, 2012	Criminal Law
December 2012	Nov 13, 2012	CCCBA Year in Review

CONTACT INFORMATION:

Dana Santos, Contra Costa Lawyer Editor: danasantos@comcast.net **Nicole Mills**, Contra Costa Lawyer Co-Editor: nicolemillsesq@yahoo.com **Kerstin Firmin**, Communications Coordinator: kfirmin@cccba.org

MEET THE STAFF



Chances are you know Lisa Reep, our Executive Director Extraordinaire, who has been leading the CCCBA for the past 17 years with infectious enthusiasm and style.

But do you know the staff who answers the Lawyer Referral calls? Who coordinates Fee Arbitrations and who handles your membership questions? Who do you contact if your section wants to plan an event and who can help you with your advertising needs? Look no further - meet the staff!

BARBARA TILLSON

Lawyer Referral & Information Service Coordinator

btillson@cccba.org (925) 370-2544



How long have you been with the CCCBA?

Almost 4 years

What do you like best about your job?

The daily contact with the public and possibly being able to help refer them to the best attorney for their situation. I especially like working with the Moderate Means clients, most particularly the Elder Law clients.

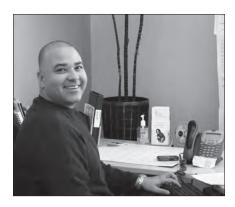
What do you like to do in your spare time?

Spending time with my family and my dogs, fixing up our new home, visiting flea markets, street fairs and farmer's markets.

MANNY GUTIERREZ

Administrative Assistant / LRIS Interviewer

mgutierrez@cccba.org (925) 370-2549



How long have you been with the CCCBA?

4 years

What do you like best about your job?

I like the fact that we help so many people find help and different alternatives to helping solve their issues. And that every day you can make a difference in someone's life. And the fact that I've made some great relationships while working at the CCCBA is one the best things about my job.

What do you like to do in your spare time?

In my spare time I like to spend time with my family and take family trips. I'm also an assistant coach on my son's basketball and soccer teams.

KERSTIN FIRMIN

Communications Coordinator

kfirmin@cccba.org (925) 370-2542



How long have you been with the CCCBA?

18 months

What do you like best about your job?

I love working on the Contra Costa Lawyer magazine - print and online. Editorial design challenges my creative and analytical skills and the online magazine allows me to play with new media and multimedia. I also handle advertising, so - call me!

What do you like to do in your spare time?

Explore cities on foot, frequent small performance venues, drink Bloody Rudys at the Can't Fail Cafe, and amass books and magazines against all reason. I love anything new, creative, and vibrant - if it involves art or science, count me in.



THERESA HURLEY

Education & Programs Coordinator / Section Liaison

thurley@cccba.org (925) 370-2548

How long have you been with the CCCBA?

10 months

What do you like best about your job?

All the great people I work with – CCCBA staff, attorneys, other legal professionals, court staff, community members. I also enjoy the wide variety of things I do in my position, every day is different! I love that I am continually learning in this job – about the legal field, community resources, event management and more.

What do you like to do in your spare time?

I love spending time with my kids, though now that they are almost all teenagers I don't see them as much as I would like to! I spend as much time as I can outdoors – camping, hiking, running, attending outdoor concerts or theater. My 'indoor' passions include knitting and reading. I'm also an active volunteer at my children's schools, Girl Scouts, Girls on the Run, Avon Walk for Breast Cancer and the Child Abuse Prevention Council.



EMILY DAY

Fee Arbitration Program Coordinator / Systems Administrator

eday@cccba.org (925) 370-2541

How long have you been with the CCCBA?

23 years

What do you like best about your job?

I like the technical challenges attendant with my various duties the best. It has been a constant learning experience, from the time when cut & paste meant scissors and glue to today. From the electric typewriter and mimeograph machine to the computer, fax, copier and printer. From White-Out and boxes of cards that were used to make the referrals to ARP attorneys to the delete key and programs in the Cloud. Snail mail to email. Books in bookcases to the Internet. These advances have helped us improve the services we, the staff, provide to CCCBA members, and to the community that the Lawyer Referral & Information Service supports.

What do you like to do in your spare time?

I love to go home. My husband and I watch old movies and TV shows on Netflix. I also like to read mysteries on my Kindle.



JENNIFER COMAGES

Membership Coordinator

jcomages@cccba.org (925) 370-2543

How long have you been with the CCCBA?

I started working for the CCCBA July 1, 1979.

What do you like best about your job?

I have enjoyed working with some of the best Executive Directors, and have learned a lot from them, as well as others in the Legal Community. The best part of my job is having a great relationship with my co-workers and a fantastic boss and the opportunity to help the Members of the Association as well as the public.

What do you like to do in your spare time?

I don't have much spare time as I help care for my extended family that lives with my husband and me, but I do enjoy bowling, reading and taking walks with my black lab.



BAR SOAP

by Matt Guichard

t has been a while, so where to start?

How about a solution for the Occupy Movement? Lots of vacant office space in the East Bay due to law firm break-ups. Simply move the folks in and voilá! In fact, 1331 N. California Boulevard in Walnut Creek is particularly in need of some occupation.

- The positive news is the announcement of new firms in our midst. It is always cause for celebration when lawyers get together to form a new venture among themselves. Remember the excitement and anticipation?
- George Cabot, formerly of Morgan Miller Blair (MMB) formed a new boutique firm entitled PremierCounsel, LLP. Greg Allio and Steve Gasser have joined George as partners. The principal office will be in San Francisco, with an "Auxiliary" office in Lafayette. The new firm will focus on corporate, securities, taxation and M&A transactions.
- Another important MMB spin-off is Brown, Church & Gee LLP, with offices in Walnut Creek and San Jose. Managing Partner Mike Brown, Terry Church, Audrey Gee and Katherine Wenger make up that new firm. I am told there will be another member soon. So, stay tuned.
- Another new firm has started in our legal community, and it is not a MMB spin-off. Steele George Schofield & Ramos, LLP. Geoffrey Steele, Virginia George, Kathryn Schofield and Alan Ramos make up that new marriage, with a wideranging practice.
- Joshua Cohen, formerly of (you guessed it) MMB has joined Wendel, Rosen, Black & Dean LLP. Pattie Curtin and Todd Williams

also joined that firm a few months ago. They too were former MMB partners.

- Hey, I am not picking on MMB. Law firms, like big families, beget other firms and sometimes simply pass away. That is how life works. It is a real testament to that firm to see so many accomplished lawyers landing on their feet.
- My good friend and former Roper's colleague **Paul Herbert** has joined **Robert J. Frassetto** to form Frassetto & Herbert LLP. Their new office is located in Oakland. Paul also spent some time working for our own **Justice Mark Simons** at the California Court of Appeal in San Francisco. By the way, anyone notice all those new firms are LLPs? I better call Mark Ericsson about that. Our firm is an APC. Button shoes perhaps?
- Speaking of Mark Ericsson, he has been named a JFK Alumni of the Year, and a Super Lawyer. Congratulations Mark!

- Speaking of awards, **The Honorable Maria P. Rivera** has earned the 2011 Aranda Access to Justice Award. The Aranda Award honors a trial judge or Appellate justice whose activities demonstrate a long term commitment to improving access to justice. Hard to believe she has been gone from our local bench and on the State Court of Appeal for almost ten years. Where do those years go?
- I even saw my own name come up in a Daily Journal profile of Justice Robert Dossee. He is now with JAMS, and, it seems. I said some nice things about him. All true, I might add.
- So, a number of you have asked, 'Whatever happened to Civil Jury Verdicts?' Well, glad you asked. Simply read on. Just forgive me if some of the reports didn't actually involve a jury. But at this point, beggars can't be choosers.
- Scott Jenny reported Napa County Flood Control and Water Conservation District v. Lewis Steven



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Case. (Yes, Case, not case.) The Napa County Superior Court Case No. 26-50766 was tried before the Honorable Francisca Tisher. Scott Jenny and Richard Jenny of Martinez represented the property owner Defendant Case. Ethan Friedman of Walnut Creek represented the District. The one week jury trial involved the partial taking of the property owner's residential property. The District valued the property at \$215,802. The appraiser for Mr. Case valued the property at \$533,000. The jury award was \$476,586. Case offered to settle before trial for \$410,000.

- Neil McGowan v. Wells Fargo bank, N.A., et al was tried in Alameda County Superior Court. Case No. RG07-360427 was tried before the Honorable Ronni B. MacLaren. Glenn H. Wechsler of Walnut Creek represented Defendant. Donald Drummond of San Francisco represented the Plaintiffs. In a complicated matter involving a landslide on Plaintiff's property, delinquent property taxes, loan defaults et al, the Plaintiffs demanded well into six figures before trial. The Court trial involved Plaintiffs' request for declaratory relief in the First cause of Action. The Court ruled in favor of defendant. The Tentative Decision was something like sixteen pages long. Of course, they don't pay me by the word, so I have abbreviated the report.
- Robert Mitchell of Spellman & Mitchell, Walnut Creek, reported a Family Law case in which his client prevailed and the attorney's fees awarded to his client was \$116,506.95, which may be one of the bigger fee awards in our County in a dissolution action. But, I will leave it to Bob to tell you all the details. Give him a call if you like. It sounds like a very impressive award.
- Keep those cards and letters coming, and please write to me about those civil verdicts/settlements of any kind: Mattg@gtplawyers.com •



Roger F. Allen 510.832-7770

Ericksen, Arbuthnot

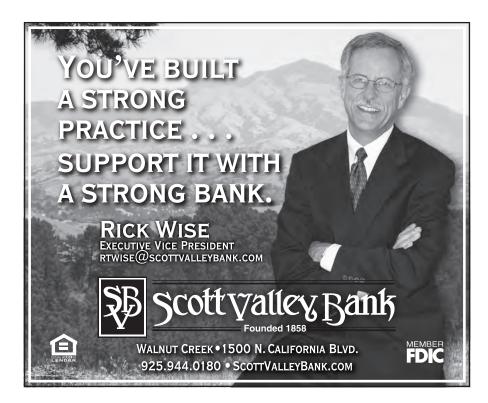
155 Grand Avenue, Suite 1050 Oakland, CA 94612

rallen@ericksenarbuthnot.com

Northern California Mediator / Arbitrator

16 years as Mediator 25 years as Arbitrator 33 years in Civil Practice

- Training includes Mediation Course at Pepperdine University 1995
- Serving on Kaiser Medical Malpractice Neutral Arbitrators Panel
- Settlement Commissioner, Alameda and Contra Costa Counties
- Experienced in all areas of Tort Litigation, including injury, property damage, fire loss, malpractice, construction defect



2011 YEAR-END FINANCIAL REPORT

(Based on projections as of mid-December. Staff and overhead expenses are not reflected under individual categories.)

INCOME **EXPENSES NET** PROFIT / (LOSS)

MEMBERSHIP 283,206.00 291,051.00 7,845.00

Dues, mailings, committee meetings, applications, State Bar swearing-in ceremonies, recruitment campaigns, networking mixers, annual leadership meetings, holiday party, printing costs.

LAWYER REFERRAL & INFORMATION SERVICE 316,946.00 45,942.00 271,004.00

Consultation fees, membership fees, percentage fees, advertising, brochures & marketing, phone system, postage, supplies, client surveys, committee meetings, staff education, Moderate Means Program, Elder Law Training, FLARe (Family Law Mediation program), Limited Representation program, marketing & panel recruitment, State Bar re-certification fees, free community legal workshops.

FEE ARBITRATION/MEDIATION &

CLIENT RELATIONS PROGRAMS 14,026.00 11,832.00 2,194.00

Filing fees, State Bar reimbursements, refunds, postage, committee meetings, supplies.

BAR-SPONSORED PROGRAMS & EVENTS 53,364.00 22,060.00 31,304.00

MCLE Spectacular, committee meetings, State Bar provider status renewal.

PUBLICATIONS 96,636.00 45,162.00 51,474.00

Contra Costa Lawyer & Pictorial Membership Directory: Printing, postage, production, mailing house, MCLE self-study tests, committee meetings, photography, directory practice area listings, advertising revenue (incl. website & weekly broadcast), stock photography, blog book, video-editing software, etc.

OFFICE ADMINISTRATION

Staff (does not include Criminal Conflicts Program) 450,709.00 (450,709.00)

Payroll, payroll taxes, payroll service, pension disbursements, medical, dental & vision benefits, workers' comp insurance, staff education, expense reimbursements.

Executive Director 5,996.00 (5,996.00)

Education & travel, dues/membership fees, expenses, etc.

Office Equipment (37,557.00) 37,557.00

Computers, computer consulting services, database, photocopier, fax machine, printers, postage machine & meter, etc.

General 36,762.00 167,627.00 (130,865.00)

Conference room rental income, rebates (LMIC, Marsh Affinity Group, Toshiba, Legal Span), Sales Tax refund from State Board of Equalization, interest & dividend income (including replenishing reserves used for 2010 website development), office rent and overhead, property insurance, utilities, office supplies, credit card processing fees, phone system, security system, parking permits, staff meetings, accounting, miscellaneous taxes, etc.

OFFICERS & BOARD of DIRECTORS

18,626.00 4,225.00 (14,401.00)

Installation luncheon, Board meetings, bar leader conferences, strategic planning meetings, gavels & plaques, miscellaneous committee meetings, Errors & Omissions Insurance.

SECTION SUPPORT 6,878.00 6,348.00 530.00

E-mail broadcasts, section leaders' meetings, program registration, handbooks, postage & mailings.

CONFERENCE of DELEGATES (2,847.00)2,847.00

Planning meetings, registration & hotel, materials, etc.

INFORMATION TECHNOLOGY 2,764.00 (2,764.00)

Website modifications/updates, SPAM filter, Internet connection.

EDUCATION OUTREACH PROGRAM 504.00 (504.00)

Court Tours docents training & court staff thank-you luncheon, postage & mailings, materials.

DIVERSITY (109.00)109.00

Committee meetings

COURT SUPPORT (172.00)172.00

Bench/Bar meetings, Fast Track Bench/Bar roundtable.

TOTAL INCOME & EXPENSES 819,888.00 819,888.00 (0.00)

TOTAL RESERVES AS OF 12/31/11: \$308,700.00

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We gratefully acknowledge our

2011 SUSTAINING LAW FIRMS

FIRMS WITH 30+ ATTORNEYS:

Archer • Norris McNamara, Ney, Beatty, Slattery, Borges & Ambacher, LLP Miller Starr Regalia

FIRMS WITH 20-29 ATTORNEYS:

Bowles & Verna, LLP Morgan Miller Blair

FIRMS WITH 15-19 ATTORNEYS:

Gagen, McCoy, McMahon, Koss, Markowitz & Raines Shapiro Buchman Provine Brothers & Smith, LLP

FIRMS WITH 5-14 ATTORNEYS:

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Thank you for your support and commitment! For additional information, contact Membership Coordinator Jenny Comages at 925.370.2543 or e-mail jcomages@cccba.org.

Whiting, Fallon, Ross & Abel, LLP



Greenan, Peffer, Sallander & Lally, LLP | Littler Mendelson, P.C. | Morison Holden Derewetzky & Prough, LLP Vasquez, Benisek & Lindgren, LLP | Whiting, Fallon, Ross & Abel, LLP



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PROBATE PARALEGAL TO ATTORNEYS

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CONFERENCE ROOMS FOR RENT

Conference rooms for rent at the CCCBA:

Standard Conference Room, with small adjacent waiting area and exit, seats 10-12: \$150/ full day, \$75/ half day

Full Mobile Room seats 20-30: \$200/ full day, \$100/ half day

Subdivided Mobile Room seats 10: \$75/ full day, \$40/ half day

Package Deal - Both Rooms:

\$250/ full day, \$150/ half day

Hourly Rate \$20

For more information, call Theresa Hurley at (925) 370-2548.

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DOES YOUR PHOTO IN THE CCCBA MEMBERSHIP DIRECTORY LOOK LIKE THIS:



or this:



or this:



If your answer is yes -Here's your chance to have a new photo taken for the 2012-2013 Membership Directory!

Photography sessions for the membership directory are free. No appointment is necessary; simply show up during one of the following scheduled photo shoots:

TUESDAY, JANUARY 24, 8:00am - 3:00pm:

Contra Costa County Bar Association, 704 Main Street, Martinez

FRIDAY, JANUARY 27, 11:00am - noon; 1:30 - 2:30pm:

(in conjunction with the annual Installation Luncheon) Contra Costa Country Club, 801 Golf Club Road, Pleasant Hill

THURSDAY, JANUARY 31, 8:00am - 5:00pm:

Brown, Church & Gee, LLP 100 Pringle Ave., Suite 310, Walnut Creek

Alternatively, you may forward a camera-ready photo for inclusion in the directory (head and shoulders, plain background) to Kerstin Firmin, Communications Coordinator, CCCBA, 704 Main St., Martinez, CA 94553 or e-mail a photo (minimum of 300dpi) to kfirmin@cccba.org. Reminder: You must be a current member by March 1, 2012 to be included in the annual pictorial Membership Directory.

MERGERS & ACQUISITIONS

HUBERT LENCZOWSKI, J.D., M.A.* LENCZOWSKI LAW OFFICES C. JOSEPH DOHERTY, J.D.

* Adjunct Professor of Taxation of Mergers and Acquisitions, Golden Gate University School of Law, LL.M. Taxation Program

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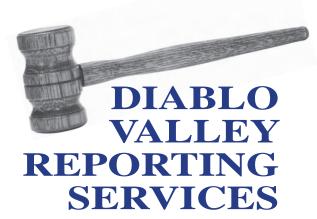
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