Public Service at the City Bar  by Bettina B. Plevan, President

As members of the legal profession, we have virtually monopolistic access to the judicial system, the institution that is meant to ensure that all citizens have equal access to justice and are treated equally before the law.

Guaranteeing a fair and equitable judicial system and enhancing ensuring meaningful access to justice have therefore long been high on our Association agenda. The Association has taken the lead in creating a number of innovative programs to expand public interest law and legal assistance to the poor. We also support and encourage public service work by lawyers in the broadest sense because the dedication of these lawyers is critical to the fair administration of justice. In the month of May we furthered these efforts by supporting public service work by lawyers in several important ways.

In observance of Law Day, our Legal Referral Service held a series of free legal clinics around the city. Volunteer lawyers provided legal information one-on-one to New Yorkers seeking assistance, and brochures and materials from the Service and various public agencies were distributed. This annual event now has many co-sponsors, from government officials to bar associations.

Also for Law Day, volunteer judges and lawyers visited the city’s public schools to discuss legal issues and law as a career. This program expands the students’ horizons and gives them an opportunity to hear from, and question, members of the legal profession.

On May 5, our Committee on Legal Services for Persons of Moderate Means presented a program on legal issues confronting aging adults and caring for aging parents. The presentation was designed to be understood by non-lawyers. Volunteers from the City Bar Fund’s Elderlaw Project were on hand to assist audience members in preparing health care proxies and living wills.

Continued on pg 2.
Public Service at the City Bar  Continued from pg 1.

The re-launching of the City Bar Bankruptcy Pro Bono Panel was the occasion for a CLE program on May 18 to train potential volunteers, followed by a reception in honor of bankruptcy judges and pro bono bankruptcy volunteers, all sponsored by the Committee on Bankruptcy and Corporate Reorganization and the City Bar Fund.

On May 19, the City Bar Public Service Network and several Association committees presented a program focused on public service opportunities in the New York area, including both legal and other volunteer projects, where a number of volunteers discussed their varied experiences.

Our Legal Services Awards will be presented on May 23 to four lawyers and one nonlawyer who have devoted their careers to providing full-time civil legal assistance to New York’s needy. Legal Services Corporation President Helaine Barnett will present the awards.

In another effort to encourage volunteerism, our Senior Lawyers Committee, in its annual program, “Retirement: Fresh Challenges and Opportunities” on May 25, touts the virtues of undertaking a significant volunteer or public service commitment in retirement.

On May 31, we will present the Henry Stimson Medal to four outstanding Assistant United States Attorneys from the Southern and Eastern Districts of New York. Our keynote speaker will be the Honorable Reena Raggi of the Second Circuit.

And there is more in June. On June 7, the City Bar Fund is presenting a training program for lawyers seeking to volunteer to handle asylum cases. On June 9 the Fund is co-sponsoring a program on pro bono work by in-house counsel with the Association of Corporate Counsel, Greater New York Chapter.

On June 10 we will bestow Honorary Membership in the Association on Sargent Shriver at a ceremony in Washington, D.C., honoring this extraordinary public servant for his leadership in creating what became the Legal Services Corporation.

Our Project on the Homeless will conduct its annual pro bono program on June 15th. Summer associates and law student interns will see housing court, a drop-in center or welfare hearings in the morning and then meet at the

Professional Development Skills Workshops Coming in September

What do mid-level associates need to know to compete successfully in the marketplace? What does it take to become a law firm partner?

In the last 15 years, the size of the largest New York-based law firm has grown from 948 to 1,650 attorneys. The highest generated revenues by a U.S.-based law firm in the same period grew from $518 million to $1.33 billion. This growth, spurred on by globalization, new technology, and changes in the financial markets, has created a competitive environment in which attorney development is critical.

The challenges that face attorneys are changing dramatically. Lawyers even a few years out of law school need - and are expected to have developed - the skills, not just to draft and negotiate commercial agreements or write briefs and make oral arguments, but also to effectively manage their matters and provide excellent client service. While these lawyers won’t necessarily generate new clients at this stage in their careers, it’s often too late to wait until partnership to get a handle on business development.

To address these needs, the Association is introducing an innovative monthly breakfast workshop series starting in September, to be taught by professionals in the fields of law management, career planning, and client development.

“We are pleased to be leaders in the area of attorney development,” said Association President Betsy Plevan. “We recognize that a broad range of high level professional skills is essential to practice law in the 21st century.”

Eight workshops are planned. They will deal with general professional skill areas, including communication and persuasion; managing work/managing others; client relations; law firm finances; and career development.

Programs will be designed to sharpen the professional skills needed for long-term success in the profession. Attorneys will focus on their own career objectives and the most effective ways in which to advance. Indeed, these programs will provide the opportunity to network and develop collegial relationships with peers, future clients, and future counsel.

This series will add to the wealth of programs the Association already sponsors on these subjects. The CityBar Center for CLE’s 2004-2005 curriculum included 10 courses on practice skills topics. The Committee on Career Advancement and Management, the Small Law Firm Center and other Association committees collectively sponsored more than 30 career programs in the past year. And last year, the Office of Diversity rolled out a series of workshop programs for signatories to the Association’s Diversity Initiative.

The series’ schedule and specific information on each workshop will be presented in the September issue of 44th Street Notes and on the Association’s website at www.abcny.org.
Human Trafficking is finally getting a great deal of attention. Even before this last case involving young Mexican women, several popular television shows, both fiction and newsmagazines, featured episodes about the issue. Is all the attention helping the cause?

Of course, attention on an issue is always a good thing. When an issue is hot you often see an increase in funding and action. In fact, we recently met with the office of a state senator in Albany to discuss possible state legislation. But while I think there are more trafficking cases than we know about, these cases, while extremely heart-wrenching, are relatively rare. I am somewhat concerned that another major category of clients, immigrant victims of domestic violence, are no longer receiving the public attention they deserve. Domestic violence clients face many of the same obstacles as trafficking victims. We have many more domestic violence cases than trafficking cases. Unfortunately, we now have a waiting list of domestic violence victims who need help but we need more volunteer attorneys to be available to take their cases.

What is the typical domestic violence case like?

The dynamics of power and control in these cases can be very similar to trafficking cases. In both instances an immigrant is being victimized and is afraid to get help for many reasons, including their immigration status. The typical domestic violence scenario is when people who are U.S. citizens or green card holders promise to sponsor their immigrant spouse for a green card, and use that as a means of control. When the relationship becomes abusive, the victim is told that if she leaves, she will not only lose any chance at legal immigration status but also be arrested for not having proper immigration paperwork. Just like the trafficking victim, the abuser often controls her every move, by not letting her out of the house without permission. Rape, physical abuse and threats of murder are often a part of their daily existence. So, while I am quite grateful for the attention the trafficking victims are receiving, domestic violence clients deserve attention and resources as well.

What can volunteers do to help?

The Immigrant Women and Children’s Project trains volunteer attorneys to handle domestic violence immigration cases. (Due to the complexity involved and the limited number of cases, the trafficking cases are all handled directly by Suzanne.) Under the Violence Against Women Act, immigrants who are being abused by a spouse who is sponsoring their immigration status may be able to complete the immigration process without the abuser’s cooperation. An attorney needs no prior knowledge of immigration law to handle these cases, as the Project will train and mentor all attorneys closely. CLE credit is available for both the training and the pro bono work. While these cases are time-intensive and require a strict commitment, attorneys get a chance to learn a new area of law, sharpen skills and, most importantly, help a victim free their life from abuse.

Last year we helped 124 domestic violence clients, but the need remains enormous. I get an uncomfortable feeling in my stomach any time an eligible victim calls and we don’t have a volunteer attorney to match them with immediately. Every minute they spend on a waiting list for an attorney could mean extra days of abuse. With our vast membership, I am hoping we can rise to the challenge and take all the worthy cases that come to us. We are looking for individual attorneys, but also law firms who might have several attorneys willing to take cases. In those instances, we would go to the firm to provide training, and have bi-weekly mentoring sessions.

We have talked a great deal about the program and the victims that you serve. But what about you? Does working with abuse victims and hearing stories of violence every day take a toll on you?

I would be lying if I said that it doesn’t take an emotional toll on me to some degree. But whenever it gets to be too much, I am inspired by the clients and also the volunteers’ commitment to pro bono. I particularly think about the nine-year-old we just spoke about, who is now a twenty-year-old being tutored, learning to drive and studying for her home health care license. It is hard for these survivors to turn their lives around. Not only have they been denied an education, but they often lack the social skills that come from experience with people. But despite that, I am confident that she and the others will thrive with the opportunity of freedom, and I am so proud of the City Bar Fund for its work in this area.
At Fork in Life’s Road, They Studied Law

Not long ago this newsletter wrote about attorneys who left the law for more creative passions. But in many cases the opposite occurs, as people who start out in other careers find a law degree is exactly what they need to fulfill life’s goals.

All-night study sessions, the Socratic method, and financial depletion; all daunting enough for a student right out of college. So why would someone already successful and settled want to take on the challenge of law school later in life? The following City Bar members share their stories on why they left stability and employment behind for study groups, outlines and blue books.

Nurse to Med-Mal Activist

As a high school debate champ, Leslie Lewis stifled an early desire to study law, because the field wasn’t widely available to women. At Columbia nursing school, she attended class with medical students; at Princeton, she taught obstetrics and pediatrics. She cared for terminally ill children and anorectic girls, and assisted in early open-heart surgery.

Disillusioned with the status of nurses in hospitals, she eventually answered an ad in the New York Times and landed a lucrative job in an advertising agency serving major pharmaceutical firms. While she enjoyed the success of her meteoric rise to vice president, she couldn’t escape the nagging doubts in the back of her mind: “Redundant medications, outrageous expenditures, pricing valid products beyond a needy individual’s ability to pay – it just didn’t feel right.”

Despite her doubts about the job, she needed the money to help with medical expenses after the birth of her premature twins, both of whom were seriously injured as a result of medical negligence. Although her husband donated blood, the hospital gave an AIDS-tainted transfusion from another donor to one of her newborns. The other newborn became blind in one eye after failure to diagnose a progressive condition affecting infants born prematurely. For the five years her son lived with AIDS, Leslie struggled for vigorous legal advocacy and justice in the courts. “If we’d gotten some money while he was alive,” she explains, “we could have traveled and tried other treatments.”

Out of this tragedy came the determination to study law. While raising three young children, Leslie finished law school and eventually pursued a career in medical malpractice. “I barreled through every line of his career and volunteer activities.

Now chair of the Graduate Program in Educational Leadership at Brooklyn College, CUNY, he instructs post-graduate educators in school governance issues. As an active member of the Association’s Education and the Law Committee, he is able to harness the Association’s prestige to influence public policy and improve New York City’s education system.

As a high school Head Start volunteer in Great Neck, Bloomfield said he “resonated with kids whose childhoods are difficult, who feel powerless and demeaned.” He wanted to teach in a public elementary school in New York City, but teachers were being laid off en masse by the fiscal crisis. A private school hired him. Yet even with the massive achievements of writing a curriculum on African studies for elementary school children, receiving tenure and becoming head of the faculty’s professional organization, he wanted to do more. With a vision to reform education policy and management, David felt he could achieve more as a lawyer than an administrator.

Once a full-fledged lawyer, Bloomfield’s goal of achieving education reform was still never far from his mind. He clerked for the U.S. District Court under Judge Robert L. Carter, who had been an NAACP attorney on Brown v. Board of Education. In 1986, he became general counsel to the NYC Board of Education. As general counsel and senior education advisor for Manhattan Borough President Ruth Messinger, he authored “Children First,” an acclaimed, seminal reform plan for improving school governance. Its elements are embedded in legislation that instituted mayoral control of city schools.

His background in both education and the law has proved a perfect combination. While the law degree provides the tools he needs to instruct on education governance and law, his early years in the classroom provide the foundation for his policy beliefs. When his post-grad students ask how they can deal with central administration policies, he tells them, “It ought to be a service center, not a control center. Our ‘Children First’ plan intended that the administration should facilitate educational decision-making by people on the ground.”

Cold Warrior to Litigator

An attorney who has spent 20 years around cannons, rockets and nuclear warheads does not get easily rattled when taking a deposition. Ask John Lundin, an artilleryman who rose through the ranks in the U.S. Army from enlisted man to major. A civil litigator for Schlam Stone & Dolan, he marches into court armed with the self-discipline, focus and attention to detail that he acquired in the military.

He noted that he decided to make the Army a career after visiting the border between what was then East Germany and West Germany. “I was deeply moved at seeing the fences, guards, minefields and dogs focused on keeping their own people in,” he remembers. “I became committed to seeing that we were protected from that.”

After almost five years as an enlisted man, he attended Officer Candidate School, serving in, among other places, Germany, Hawaii and Korea. During a spate of urban terrorist threats in Europe, he was responsible for the security of nuclear warheads. In the first Gulf War, he spent six months in the desert in Saudi Arabia and Iraq, helping run the command post responsible for all artillery in the 101st Airborne Division.

Describing his decision to retire and go to law school, he noted: “At 38, I was already one of the old guys,” he says. “It was time to move on, I wanted to find another job just as rewarding, interesting and fun for me, and that provided for my family.”

In 1997, he graduated from Columbia Law School, where he was a Kent Scholar for two of his three years. After law school, he clerked for the U.S. Court of Appeals in San Francisco and then spent four years as a litigation associate at Cravath, Swaine & Moore in New York. In 2002, he left Cravath to join Schlam Stone & Dolan.

He believes that, above all, the military gave him perspective: “Our cases are extremely important to our clients and us, and we take them very seriously, but if I lose a motion, it’s not like I compromised the fate of Western democracy. At the end of the day, as an attorney, win or lose, we all walk out of the courtroom basically okay. Of course, it would be... Continued on next page.
The Controversy Over Gifted Programs

Why has there been so much controversy over the possibility of any changes being made in the way New York City public school gifted programs are run? For parents of children in these programs, their fears probably fall into two categories: first, that their child’s program might be eliminated; second, that the admission policy to their child’s program may change in a way that lessens the program’s quality by admitting less gifted students. It is because of these concerns that any time a city official even hints at the possibility of changing gifted programs, there is a hue and cry, usually followed by the administration backing down.

For many thousands of minority and immigrant parents in the City, however, gifted programs are seen as the near-exclusive preserve of middle class and affluent white families. This is because some of the City’s gifted programs have operated in ways that are fundamentally unfair. They exclude many students who are gifted but whose parents do not learn about the programs until it is too late to apply. They exclude many gifted students whose intelligence is not revealed by the IQ tests that are used for admission. They exclude many students whose first language is not English and for whom the entry tests are not available in their native language.

How does this happen? In many of the City’s gifted programs, the admission process is open to pre-kindergarteners, whose parents mostly hear about the programs through word-of-mouth. District outreach about the programs is limited, and children of minority and immigrant parents are greatly under-represented in the applicant pool. When their children enter kindergarten, many of these parents discover that there is a gifted program in their child’s elementary school, but that they missed the window to apply. Few slots open up in the program for students already in kindergarten or higher grades.

For those who do learn about a gifted program during the application window, the admission criteria are not based on classroom observation or student performance in school, because the four-year-old applicant pool has not yet entered the public schools. Instead, a high score on an IQ test is often a major, or even the sole, criterion for admission, despite the fact that the IQ test-makers themselves do not approve its use as an admissions test, especially for young children. In fact, giving an IQ test to a four year old reveals at least as much about the kinds of opportunities to which the child has been exposed as it does about innate intelligence or giftedness.

In one New York City district that was examined several years ago, the data showed that white kindergarteners were sixteen times more likely to be in the gifted program than their nonwhite peers. Do we really believe that white four and five year olds are sixteen times more likely to be gifted than minority children of the same age? To the contrary, the limited outreach about the program, the location of the schools in which it was implemented (which were in the middle class areas of the district), and the use of an IQ test cutoff score for admission all conspired to make the program almost exclusively for the benefit of white middle class families.

Most education experts believe that giftedness can mean many things, that there should be multiple criteria for admission to gifted programs, and that gifted programs should start in second grade or later, so that teachers have had at least two years to observe students and assess their capabilities and talents. Given this, why do so many of the

Continued on page 9.

PRO BONO OPPORTUNITIES: Volunteers Sought for Monday Night LAW

The Monday Night Legal Advisory Workshop (LAW), which begins its 15th year in September, is seeking volunteer attorneys. Monday Night LAW is designed to address the public’s ever-increasing need for affordable and accessible legal assistance by having about a dozen attorneys available every Monday evening to meet with clients who have been screened by the Association’s Legal Referral Service.

During half-hour appointments, the clients and attorneys discuss problems in the areas of housing, employment, family matters, and personal bankruptcy. The attorneys do not take any cases, but they distribute materials, provide explanations and suggestions to help clients understand and find solutions to their legal problems, and make referrals, where appropriate, to the Legal Referral Service or other legal services providers.

Volunteer attorneys must commit to attending the program one Monday evening per month from October 2005, through July 2006, at the Association. Volunteers also must attend two three-hour training seminars, which will be held on Sept. 12 and Sept. 26, 2005. No prior experience in the topics covered is necessary, but volunteers must have been admitted to practice for a minimum of two years. CLE credit will be available to those completing the requirements for both the live training and for the clinic. For information or an application to participate, please provide a street-mail or e-mail address to the Legal Referral Service at lrs@abcny.org; if mail is unavailable, please call LRS at (212) 382-6715.

At Fork in Life’s Road, They Studied Law

Continued from previous page.

different if I were defending capital cases.”

While his military years may be behind him, his army experiences undoubtedly shaped his opinions of the current problems regarding the treatment of detainees in Guantanamo. In January his team from the Federal Bar Council Inn of Court made a presentation on the legality of the use of torture, based in part on the City Bar Association’s reports on detention and deportation of suspected terrorists.
June 2005 Calendar of Events

Unless otherwise noted, programs are free of charge; open to all members, their guests and the general public; and held at the House of the Association. Program information is subject to change. Please check our website at www.abcny.org for the latest program information.

4 Saturday, 8 pm

Lawyers’ Orchestra

The program will include C.M. Weber, Overture to Oberson; Tchaikovsky, Violin Concerto (Michelle Ross, Violin, winner of the Young Artists’ Competition) and Moussorgsky, Pictures at an Exhibition. Please Note: This program will take place at the Pope Auditorium of Fordham University (113 West 60th Street at Columbus Ave).

Admission is $15 ($10 for seniors and students). For more information, please call (212) 788-1093 or go to www.lawyersorchestra.org.

6 M onday, 8:30 am - 2 pm (Registration begins at 8:00 am)

Second Annual Diversity Conference Making Heads Count: Accountability for Legal Employers

This year’s symposium will focus on leadership and accountability both from the individual and the organizational perspective. Please see page 17 for further details.

Registration by May 30 is necessary. The fee, which includes breakfast and lunch, is $250 members, $325 non-members. Please register on page 8 or online at www.abcny.org.

6 M onday, 6-9 pm

Drunk, Drugged, Driving: A Recipe for Ruin

The 11:00 pm telephone call - the family lawyer’s response: What do you do when a client or colleague who has been charged with “Driving While Intoxicated” needs your counsel? How do you best advise them? What are the criminal, civil or professional consequences they may be facing?

1. CRIMINAL CONSEQUENCES
   A. Immediate Action Breathalyzer Statements
   B. Arraignment Custody/Bail
   C. Grand Jury
   D. Plea Bargaining
   E. Trial & Sentence
   F. Driver’s License
   G. Changes in the Law

Speakers:
   C. Lawyers Assistance Program
   B. Malpractice Issues
   A. Disciplinary Proceedings

7 Tuesday, 7 pm

The Role of the Judiciary in the War on Terror

This program will examine the powers and limitations of the federal courts as tribunals for the adjudication of cases involving terrorism, and the constitutional issues implicated by alternatives to the federal courts, including military commissions and courts-martial.

Speakers:
   BRADFORD A. BERENSON
   SIDLEY AUSTIN BROWN & WOOD, LLP
   BARBARA OLSHANSKY
   CENTER FOR CONSTITUTIONAL RIGHTS
   JOHN D. HUTSON
   Formerly the Navy JAG
   HON. BARRINGTON D. PARKER, JR.
   UNITED STATES COURT OF APPEALS, SECOND CIRCUIT

6 M onday, Noon-2 pm

ADR Luncheon How Your Organization Can Benefit from the EEOC’s ADR Initiatives

Please join the EEOC’s New York ADR Program Coordinator and representatives of leading companies as we explore how the parties to discrimination claims are successfully using mediation and other ADR options offered by the EEOC to resolve employment disputes.

Moderator:
   STEPHANIE M. MURSE-SHAMOSH
   First Vice President,
   UB Financial Services, Inc.

Speakers:
   MICHAEL BERTY
   ADR Program Coordinator,
   EEOC, NY District Office
   MARCIE MINTZ
   Director/Associate General Counsel,
   Citicorp Global Markets Inc.

Registration by June 1 is necessary. The fee, which includes lunch, is $20 for members, $30 for non-members. Please register on page 8 or online at www.abcny.org.

2. Civil Consequences
   A. Driver
   B. Vehicle owner
   C. Bar owner
   D. Victim

Speakers:
   ANTHONY BRAMANTE
   Private Practice
   DEREK SELLS
   Co-managing Partner, The Cochran Firm
   ANDRA BRATTON
   Principal Attorney, Departmental Disciplinary Committee, First Department
   EILEEN TRAVIS
   Director, Lawyers Assistance Program, The Association of the Bar of the City of New York

3. Professional Consequences (when the driver is an attorney)
   A. Disciplinary Proceedings
   B. Malpractice Issues
   C. Lawyers Assistance Program

Speakers:
   CAROL S. GREENWALD
   Professional Services Marketing Consultant
   WALTER TIMOSHENKO
   CMO, Weiser LLP

T here is no charge for this program. To register for this series (the other programs were on May 11 and May 25), please call (212) 382-6624 or email aahktar@abcny.org. Registration can also be done through the Association’s website at www.abcny.org.
8 Wednesday, 6-8 pm
Real Estate Development
After Kelo: When is a Public Interest a "Public Use"? Justifying the Exercise of Eminent Domain?
Panelists presenting a variety of viewpoints will discuss the ramifications of Kelo v. City of New London, a case presently pending in the U.S. Supreme Court, in which the City's exercise of eminent domain has been challenged by working class homeowners seeking to block the City's plan to replace their homes with a commercial development. In this controversial area, state courts have disagreed about whether the acquisition of private property by eminent domain for transfer to developers who promise to make "better" economic use of the property constitutes a valid "public use" required for condemnation. Included among the panelists will be representatives of both the homeowners and the City in Kelo.

Moderator:
CLAYTON P. GILLETTE
Vice Dean/Professor of Law, New York University School of Law

Speakers:
WESLEY W. HORTON
Horton, Shields & Knox, P.C., Hartford, CT (Argued respondent municipality's case in the Supreme Court)

SCOTT W. SAWYER
Sawyer Law Firm, LLC, New London, CT (Local counsel for petitioner homeowners)

THOMAS W. MERRILL
Professor of Law, Columbia Law School

D. KENNETH PATTON
Director, New York University School of Law Real Estate Institute

There is no fee for this program, but refreshments will be served.

10 Friday, 6:30 pm
Friday Evening Chamber Music at the Association
Seminar: Mozart's Requiem - The Real Story
Join Park Avenue Chamber Symphony Music Director David Bernard for a seminar covering the history and performance challenges of Mozart's final work. Commissioned by a masked messenger and left unfinished prior to the composer's death, Mozart's Requiem has been the subject of legends, rumors and even an Oscar winning movie. But what really happened, and since Mozart did not complete the Requiem, who did (no, it was not Salieri?) Who was that masked messenger (also not Salieri) Mr. Bernhard will explore the following topics: Historical Context - who commissioned the Requiem and why, a survey of works by other composers that may have influenced Mozart in composing the Requiem, the Traditional Completion - an analysis and discussion of those who were involved; survey of the "New" Completions (Landon, Levin, Mander) and preparing a version for The Park Avenue Chamber Symphony. The seminar will include "drop the needle" audio excerpts and handouts. Please note: The Park Avenue Chamber Symphony will be performing the work at St. Jean Baptiste Church (June 17-18, 2005), and at Avery Fisher Hall (June 21, 2005).

Keynote Address:
WILLIAM C. RUDIN
Chairman, Association for a Better New York

15 Wednesday, 9:30 am - 2:30 pm
Project on the Homeless Lawyers Working Pro Bono for New York's Homeless: A Role for the Business Lawyer
This program is for law student interns and summer associates. The program begins with a visit to either the NYC welfare administrative hearing site, housing court or a drop-in center for homeless persons. After participants reconvene at the Association House for lunch, panelists from firms and nonprofit organization will discuss the important civic contributions of lawyers - especially business lawyers - to nonprofits that create new housing in New York, offer support services and otherwise advocate for homeless persons. The discussion will highlight successful pro bono models.

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ABCNY

June 2005
Registration Form

☐ Second Annual Diversity Conference - June 6
   ☐ $250 Member ☐ $325 Non-member

☐ ADR Luncheon - June 6
   ☐ $20 Member ☐ $30 Non-member

☐ Small Law Firm Luncheon - June 9
   ☐ $20 Member ☐ $30 Non-member

☐ Luncheon with Judge P. Kevin Castel - June 15
   ☐ $20 Member ☐ $30 Non-member

Name: ________________________________
Address: ________________________________
_______________________________________
City: _____________________________ State:____________ Zip:____________
Phone: ________________________________
Number of Reservations: ________________
Total Enclosed: _______________________
Please charge to my:
☐ Mastercard ☐ Visa ☐ American Express
Card Number: __________________________
Expiration Date: _______________________
Signature: _____________________________

Please return this form to: Meeting Services, Association of the Bar, 42 West 44th Street, New York, NY 10036-6689. Please make checks payable to the Association of the Bar. If registering for additional persons, duplicate this form.
The Controversy Over Gifted Programs

City’s gifted programs begin in kindergarten? One reason may be that middle-class and affluent families can apply to the program before they decide whether to enroll in their children in the public schools. If their children are not admitted to their district’s gifted program, they can consider other options such as private school or moving to the suburbs.

One result of this is that a largely minority elementary school might have five classrooms in each grade, one of which is mostly white (the gifted program), while the rest are mostly minority. The messages sent to young children by this kind of segregated schooling reinforce racial stereotypes, even if the reasons for the segregation are more complex than the kind of de jure segregation that was outlawed a half a century ago.

Of course parents want challenging programs for their children, programs that support children of high intelligence and great talent. Gifted programs can help serve this need, but should do so through effective outreach to all parents and through admission procedures that do more than reflect a family’s affluence and opportunity. If the Department of Education’s efforts to reform gifted programs accomplish this, they should be applauded, not condemned.
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<td>TAX &amp; ACCOUNTING</td>
<td>BRIDGE-THE-GAP</td>
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<td>Civility &amp; Zealous Advocacy --Building Blocks to Success: The American College of Trial Lawyers Codes of Pre-Trial &amp; Trial Conduct</td>
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### SECURITIES ARBITRATION & MEDIATION HOT TOPICS 2005:

**The Program For Attorneys, Experts, Arbitrators & Mediators**

A premier faculty of experienced practitioners and the Directors of Dispute Resolution and Arbitration of the National Association of Securities Dealers and the New York Stock Exchange, will examine the latest rule changes, decisions and proposals. This program delivers practical suggestions and effective techniques for coping with new and proposed rules and recent decisions as well as advice present and defend Securities actions. Interactive audience participation is a key feature of this annual event.

**Program Chair:**

**ROGER M. DEITZ**
Dispute Resolution

**Faculty:**

- **ROBERT S. BANKS**
The Banks Law Office, P.C.
- **GEORGE H. FRIEDMAN**
  Executive Vice President and Director of Arbitration
  NASD Dispute Resolution, Inc.
- **SANDRA D. GRANNUM**
  Davidson & Grannum, LLP
- **KAREN KUPERSMITH**
  Director of Arbitration
  New York Stock Exchange
- **BRIAN F. MCDONOUGH**
  Drinker, Biddle & Reath LLP
- **RICHARD P. RYDER**
  President
  Securities Arbitration Commentator

**Co-sponsoring Organizations:**
- CPR Institute for Dispute Resolution
- National Association of Securities Dealers
- New York County Lawyers' Association - Committee on Arbitration and ADR
- National Futures Association
- New York Stock Exchange

**Cooperating Organization:**
- American Bar Association: Section of Dispute Resolution

**CLE Credit:**

3 credits total: 2 ½ professional practice/practice management & ½ ethics. This program provides transitional credit to newly admitted attorneys.

**Live Program:**

- $185 ABCNY Member or Co-sponsor,
- $285 Non-member
- $92.50 NASD/NYSE Arbitrators

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### BRIDGE-THE-GAP

**8 & 15 Wednesdays, June 9-5 p.m.**

**16 Hour Bridge-The-Gap**

Earn all of your annual CLE credits while obtaining invaluable knowledge on a variety of areas. The Bridge-the-Gap programs fulfill a full year's credit requirements for those that are newly admitted, while providing invaluable information and credits for more experienced attorneys. A skilled faculty will guide you through the day-to-day practice of law and cover topics of interest to all attorneys, including legal ethics. This program is unique because we offer one day of litigation and one day of corporate; you can purchase both days together, or just one. In order to fulfill the MCLE Bridge the Gap requirements, you must attend both days.

**Program Co-Chairs:**

- **MARK A. LIMARDO**
  Katten Muchin Zavis Rosenman
- **STEVEN R. SCHNOEFELD**
  Torys LLP

**Faculty:**

- **SUSAN BROTMAN**
  Benjamin Brotman & Associates, P.C.
- **JUSTICE JOHN T. BUCKLEY**
  Presiding Justice
  Appellate Division of the Supreme Court of the State of New York, 1st Judicial Department
- **ARNIE HERZ**
  Attorney at Law
- **DAVID P. HOROWITZ**
  Ressler & Ressler
- **VICKIE GERMAIN KOBAK**
  Adjunct Professor, Fordham University School of Law & Professional Development Consultant
- **SHARI HELAINE LICHTMAN**
  Attorney & CPA
  Litigation, Consulting and Education
- **HON. EDWARD W. MCCARTY III**
  New York State Supreme Court Justice, Nassau County
- **KENNETH M. MOLTNER**
  Bressler, Amery & Ross, P.C.
- **VICTOR OLDS**
  Vice President & Senior Attorney
  Morgan Stanley D.W., Inc.
- **GARY J. SIMON**
  Hughes Hubbard & Reed LLP

**CLE Credit:**

- June 8 & 15: 16 credits total: 7 professional practice/practice management, 6 skills & 3 ethics. This program provides transitional credit for newly admitted attorneys.
- June 8 or 15: 8 credits total: 3 ½ professional practice/practice management, 3 skills and 1 ½ ethics. This program provides transitional credit for newly admitted attorneys. This program provides transitional credit for newly admitted attorneys.
### CORPORATE & SECURITIES

**6 Monday, 9-5 p.m.**

**Corporate Finance For Lawyers: What Your Clients Need You To Know**

Add a valuable financial perspective to your current legal knowledge and skills. Attend this innovative one-day workshop and learn:

- The goals and context of top management decision-making
- The measures and objectives of the financial community
- How investors, fund managers, and analysts evaluate companies and securities
- The drivers of stock prices, credit ratings, profitability, and business value
- How to use financial statements, ratios, and other financial information

You know the law, but how well do you understand your client's business? For corporate lawyers, a sure footing in corporate finance is essential to communicating with clients and formulating legal solutions that meet clients’ business needs.

**Instructor:** EDWIN I. MALET
Durako & Malet
Co-sponsored with ALI-ABA

**CLE Credit:**
7 credits total: 4 professional practice/practice management & 3 skills. This program provides transitional credit for newly admitted attorneys. This program is approved for MCLE credit in other MCLE jurisdictions. Credit jurisdictions will be available at the program.

**Live Program:**
$315 Member, $455 Non-member

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### ETHICS

**14 Tuesday, 6-9 p.m.**

**Ethics For Litigators**

Join us for a spirited discussion of real-life ethical issues facing litigators today. In this interactive program, a panel, consisting of experienced litigation practitioners together with a law professor, will use several hypothetical situations to address ethical issues that often arise, which may include:

- Representing corporate employees
- Interviewing your adversary's employees and/or former employees
- Inadvertent production of privileged communications
- Client confidentiality and government investigations
- Disclosures relating to crimes/frauds
- Litigation conduct and obligations

**Program Chair:** STEWART AARON
Arnold & Porter LLP

**Faculty:**
- RICHARD F. ALBERT
Morvillo, Abramowitz, Grand, Iason & Silberberg, P.C.
- G. MICHAEL BELLINGER
Dorsey & Whitney LLP
- JOEL COHEN
Stroock & Stroock & Lavan LLP
- CAROL L. ZIEGLER
Adjunct Professor of Law, Brooklyn Law School
Associate Reporter, Committee on Standards of Attorney Conduct, New York State Bar Association

**CLE Credit:**
3 credits in ethics. This program provides transitional credit for newly admitted attorneys.

**Live Program**
$215 Member, $315 Non-member

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### INSURANCE

**9 Thursday, 8:30-2 p.m.**

**Current Issues In D & O Liability & Insurance 2005**

Directors and officers liability and D&O insurance are unique and complex areas of the law which require special consideration and handling. D&O claims challenge the conduct of senior executives and board members at public and private corporations, as well as not-for-profit organizations. Historically, D&O claims against public corporations have been a function of significant fluctuations in stock price which oftentimes involve irregularities in the companies’ financial reporting. In some instances, D&O claims attack business strate-
gies, corporate philosophies and management styles. D&O claims can involve highly publicized situations, such as Enron, in which the financial wherewithal of the corporation, its employees and investors are totally at risk. Directors and officers, and corporate liability insurance products address these exposures and are a key component of any company's risk management plan. The legal environment continues to evolve in the wake of the many financial restatements, corporate governance under the Sarbanes-Oxley Act and the enhanced role of the Securities and Exchange Commission in protecting public investors. With the exposures presented by securities class actions at catastrophic levels, the D&O insurance product and the marketplace continue to evolve. Our panel of professionals from various components of the D&O industry will provide their insights on these issues:

• D & O "101": An Intro to Directors & Officers Liability & Insurance
• Securities Litigation Statistics & The Practitioners' Points of View
• Implications of the WorldCom Settlement & Recent Case Law for D & O Liability Insurance
• The State of the D & O Insurance Market
• Handling Complex D & O Claims and Coverage Issues

Program Co-Chairs:
Scott R. Schaffer
Wilson, Elser, Moskowitz, Edelman & Dicker LLP
James A. Skarzynski
Boundas, Skarzynski, Walsh & Black, LLC
T. David Ackerman
Vice President
Quanta U.S. Holdings, Inc.

Faculty:
Steven H. Anderson
Executive Managing Director
Beecher Carlson
Max W. Berger
Bernstein Litowitz Berger & Grossmann LLP
R. Damian Brew
Managing Director
Marsh USA Inc.
Ivan J. Dolovich
Senior Vice President
St. Paul Travelers
Susan F. Friedman
Senior Vice President
Marsh USA Inc.
Kathleen M. Golden
Willkie Farr & Gallagher LLP
William J. Henriques
Senior Vice President
Guy Carpenter & Company
Vinita M. Juneja
Senior Vice President
NERA Economic Consulting
Brad S. Karp
Paul, Weiss, Rifkind, Wharton & Garrison LLP
Christopher J. Keller
Goodkind Labaton Rudoff & Sucharow LLP
John S. Lopes
Executive Vice President of Professional Liabilities
Quanta U.S. Holdings Inc.
Bryan J. Manzelli
Senior Vice President & General Counsel for Global Litigation, Employment and Affairs
Merrill Lynch & Co., Inc.
G. A. Markel
SVP
Guy Carpenter & Company
Vinita M. Juneja
Senior Vice President
NERA Economic Consulting
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Goodkind Labaton Rudoff & Sucharow LLP
John S. Lopes
Executive Vice President of Professional Liabilities
Quanta U.S. Holdings Inc.
Brian E. Pastuszynski
Goodwin Procter LLP
Timothy G. Reynolds
Skadden, Arps, Slate, Meagher & Flom LLP
Hon. Robert W. Sweet
United States District Judge (S.D.N.Y.)
Richard H. Walker
Managing Director and General Counsel, Legal Department
Deutsche Bank AG

CLE Credit:
6 credits in professional practice/practice management. This program does not provide transitional credit for newly admitted attorneys.

Live program:
$315 CityBar & IFNY member;
$455 Non-member

10 Friday, 9-12 p.m.

Video Replay:
Giants of the Trial Bar VI: Handling The High Profile Case (The Case We All Want)

Hear the Giants talk about the unique aspects of handling high profile criminal or civil cases like: Martha Stewart, Tyco, Rev. Sun Myung Moon, Judge Sol Wachtler, Sen. Guy Velella, Michael Jackson, Kobe Bryant, P. Diddy, Quattrone, Harold Geneen, Clive Davis, Laura, Congressman Robert Garcia, Judge Gerald Garson, Taubman, Nicky Barnes, Three Mile Island, Lynn Stewart, the Twin Towers, Rosie O'Donnell and others.

The Giant will discuss dealing with the client, the press, the prosecutor or adversary, the court, “gag orders,” sentencing guidelines, potential ethical constraints, the use of jury consultants and other special problems such cases present.

Program Chair:
Roy L. Reardon
Simpson Thacher & Bartlett LLP

Faculty:
Benjamin Brafman
Brafman & Ross, P.C.
Ronald P. Fischetti
Law Offices of Ronald P. Fischetti
Robert B. Fiske, Jr.
Davis Polk & Wardwell
Hon. John S. Martin, Jr.
Debevoise & Plimpton LLP
Robert G. Morvillo
Morvillo, Abramowitz, Grand, Iason & Silberberg, P.C.
Gustave H. Newman
Newman & Greenberg
Charles A. Stillman
Stillman & Friedman, P.C.

CLE Credit:
3 credits total: 2½ skills & ½ ethics. This video replay does not provide transitional credit for newly admitted attorneys.

Video Replay:
$215 Member, $315 Non-member

20 Monday, 6-9 p.m.

Civility & Zealous Advocacy -- Building Blocks to Success: The American College of Trial Lawyers Codes of Pre-Trial & Trial Conduct

Can a successful litigator be aggressive while still maintaining standards of professionalism in practice? This panel of a Judicial Fellow and three Fellows of the American College of Trial Lawyers, and a law professor will teach how both civility and zealous advocacy are vital to a successful litigation practice. Using the American College of Trial Lawyers Codes of Pre-Trial and Trial Conduct as a guide, the panel will explore the tensions and common goals to be achieved by professionalism and zealous advocacy. The panel will teach how following the Codes can help lawyers win the cases they should win, and how following the Codes can help avoid bad consequences for both the client and the lawyer.

Program Chair:
JOHN S. SIFFERT
Lankler Siffert & Wohl LLP
Fellow, ACTL

Moderator:
ROBERT J. JOSSEN
Dechert LLP
Fellow, ACTL

Faculty:
CELIA GOLDWAG BARENHOLTZ
Kronish Lieb Weiner & Hellman LLP
Fellow, ACTL

BRUCE A. GREEN
Professor of Ethics
Fordham University School of Law

HON. JED S. RAKOFF
United States District Judge, (S.D.N.Y.)
Judicial Fellow, ACTL

THEODORE V. WELLS, JR.
Paul, Weiss, Rifkind, Wharton & Garrison LLP
Fellow, ACTL

Co-sponsored with:
The American College of Trial Lawyers

CLE Credit:
3 credits in professional practice/practice management. This program provides transitional credit for newly admitted attorneys.

Live Program:
$185 Member, $285 Non-member

7 Tuesday, 9-12:30 p.m.

Fundamentals of Trust Accounting Income & Principal Rules Under the Revised New York State Laws: Ethical & Liability Issues You Need To Know

New York State has significantly revised the trust laws as they pertain to accounting income and its application to a tax reporting position.

The substantial changes in the definition of accounting income under New York State law grant the trustee certain discretionary rights in determining the amount of accounting income that is payable to an income beneficiary.

Under the revised New York State trust laws, the income beneficiary has significant rights as well. The income beneficiary can take certain actions to enhance his/her annual income distributions from a trust. An analysis of the new IRS final regulations on the definition of accounting income as well as sample drafting language with conformity with IRS rules will be included.

This program is a must for trust & estate attorneys, accountants and any attorney involved in preparing trust tax returns or income tax returns for a trust beneficiary. Save yourself from any
ethical and/or liability issues by learning the fundamentals of these new rules.

As a special feature to the program the manual "Fundamentals of Trust Accounting Income and Principal Rules Under the Revised New York State Laws," that contains over 120 examples, will be distributed.

Program Chair: SEYMOUR GOLDBERG, CPA, MBA, JD
Goldberg & Goldberg, P.C.

Faculty:
JOSEPH V. FALANGA, CPA
Goldstein Golub Kessler LLP
HON. C. RAYMOND RADIGAN
Former Surrogate, Nassau County
Of Counsel,
Ruskin Moscou Faltischek, P.C.

CLE Credit:
4 credits total: 3½ professional practice/practice management & ½ ethics. This program provides transitional credit for newly admitted attorneys.
4 CPE credits in taxation.

Live Program:
$220 Member, $320 Non-member

Cancellations & Refunds
For live programs and video replays, refunds and program credits are available provided cancellation is made in writing and received by the CityBar Center prior to the program.

A $25 administrative fee will be charged for all refunds. The cancellation fee will be deducted directly from the refund. For program credits no administrative fee will be charged. Program credits must be used within one year of the original program date. Cancellations must be in writing and faxed to the CityBar Center at (212) 869-4451.

Refunds and program credits are not available for the purchase of tapes, CDs, DVDs, course materials or online programs.

These programs are presented under the auspices of the CLE Committee, Burton N. Lipshie, Chair, and the CityBar Center for Continuing Legal Education.

Scholarships are available. Please call (212) 382-6663 for an application.

Is there a program you would like to attend or a speaker you would like to hear? Please contact the CityBar Center with your suggestions.

Exciting CLE Event for In-House Counsel

On June 9th from 3-7 pm the City Bar Fund, the Association of Corporate Counsel and the NYSBA’s Access to Justice Committee will sponsor an exciting CLE event for in-house counsel on Pro Bono Work by In-House Counsel: Models and Ethical Considerations. Information on pro bono models used successfully by various corporations and specific opportunities targeted to in-house counsel in New York will be discussed. Time Warner’s experience launching their new pro bono initiative will be highlighted. Professor Stephen Gillers of New York University School of Law will speak on Ethical Issues in Pro Bono Representation, for which CLE credit will be available. The meeting will be held at The University Club, 1 West 54th Street, NYC. To register call Nina Kulmala, (212) 784-8805 or by e-mail to nina.kulmala@cgmp-law.com. The program is free of charge and all are welcome.

The City Bar and New York Law Journal present

“A Taste of Summer” Summer Associate Welcome

Annual reception welcoming summer associates to NYC.

Thursday, June 23; 6:00–8:00 p.m.

Register by June 17 at www.abcny.org or call 212-382-6753
### JUNE 2005 CLE REGISTRATION FORM

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<thead>
<tr>
<th>Program Title</th>
<th>Date</th>
<th>Member Fee</th>
<th>Non-member Fee</th>
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<tr>
<td><strong>Bridge-The-Gap: Corporate Day — June 8</strong></td>
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<td>Program</td>
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Tapes are sold with the accompanying written materials from the program.
Program materials can be purchased separately from the program. (CLE credit may not be given for materials only.) Mandatory NYS sales tax is included in the purchase price for tapes and materials. All sales of tapes, CDs, DVDs and materials are final. Please allow 3-5 weeks after the program date for your order to be processed.

Please see our cancellations & refunds policy on pg. 15.

Advance registration is advised for live programs & video replays. An additional fee of $25 will be charged for registrations received later than 3:00 p.m. one business day prior to the program. For more information or to register for a program visit our website at www.abccny.org, call (212) 382-6663, fax (212) 869-4451 or mail your registration to CityBar Center for CLE, Association of the Bar, 42 West 44th Street, New York, NY 10036.
While many legal employers have inclusive diversity statements, many have not specifically addressed the needs of their lesbian, gay, bi-sexual and transgender (LGBT) attorneys. On April 7th, members of the Association’s Committee on Lesbian, Gay, Bisexual, and Transgender Rights led a diversity working session on why this is an issue legal employers should care about and the action steps necessary to focus on this constituency. Panelists included committee members Lisa Badner, Christopher Collins, Jason Chue, Harley Diamond and Thomas Pappas, as well as Ivan Dominguez, chair of the LGBT Issues Committee at the New York County Lawyers’ Association.

Members of the panel shared personal stories that underscored some of the biases LGBT attorneys face. One gay male attorney described how he was called “Tinkerbell” behind his back by a partner, which led in part to his decision to leave the firm. Due to the often “invisible” nature of sexual orientation, LGBT attorneys can be privy to homophobic conversations they may not hear otherwise. Panelists also explained how there is a presumption of “straightness” in informal conversations and firm policies. As one panelist shared, “You can’t work 60-80 hours a week and not be yourself.”

Power of Policies

Often the first step to addressing the unique needs of LGBT lawyers is to ensure equitable firm policies with heterosexual counterparts. Beyond the actual benefits bestowed by the policies, such policies serve as compelling symbols of inclusion and acceptance of LGBT attorneys.

Diversity statement: Explicitly address “sexual orientation, gender identity and expression” in diversity statement in compliance with New York City law.

Domestic partner benefits: While many legal employers today offer these benefits, progressive employers are now going a step further to address the tax implications for partners who are not considered “family members” by law.

Bereavement and family leave policies: Recognize the bonds and obligations of domestic partners and their families, thereby ensuring parity with married couples.

Adoption leave and benefits: Be inclusive in language to recognize non-birth parents regardless of gender. Provide paid adoption leave and consider adoption expense reimbursement. In addition, it is important to recognize parent status for LGBT couples even if they haven’t been able to formally adopt due to foreign adoption laws.

Benchmarking: Many firms, in their diversity benchmarking questionnaires, leave the “openly gay” category blank. To ensure an accurate count of LGBT attorneys, firms can send a confidential and anonymous survey gathering information on all the diversity demographic groups in question, including sexual orientation.

Comfortable Culture

Beyond policy, the key to attracting and retaining LGBT attorneys is to foster an inclusive environment, with the tone set from the top.

Diversity committee: Explicitly see LGBT issues as part of the diversity charter and ensure adequate representation on committee. In addition, gather information on these issues as part of the assessment process.

LGBT networks: Whether formal or informal, networks serve as an important support function, providing mentoring, coaching, and a welcoming environment for new attorneys. Also, the network can be a feedback channel to senior leadership on key issues for this constituency.

Recruitment: Offer all prospective hires the opportunity to interview with an openly gay attorney along with women, minorities, or other groups. This signals the openness of the firm, even if few prospects avail themselves of the opportunity. Use the network to create a list of openly gay attorneys who would be willing to speak with recruitment prospects.

Pro bono clients and cases: Demonstrate the firm’s commitment through willingness to dedicate pro bono resources to these issues.

Events: Use inclusive language in invitations to firm events so LGBT attorneys feel comfortable bringing their partners. Leverage external relationships, such as LGBT bar associations, and sponsor events of interest to the LGBT community.

Embed into existing training mechanisms: Incorporate concrete examples of LGBT issues in diversity education programs.

To learn more about LGBT diversity issues or upcoming diversity programs, please see our Web site at www.abcny.org or contact Meredith Moore, director of the City Bar’s Office for Diversity, at mmoore@abcny.org.

Second Annual Diversity Conference
Making Heads Count: Accountability for Legal Employers
Monday, June 6, 2005 • 8:00 am - 2:00 pm

This year’s symposium will focus on leadership and accountability, both from the individual and the organizational perspective, including:

• A dynamic and interactive session led by Steve Young of Insight Education on addressing the subtle underlying behaviors that stand in the way of a diverse and inclusive workplace.

• A panel discussion on diversity leadership and accountability featuring Deborah Holmes of Ernst & Young, Amy Schulman of DLA Piper Rudnick Gray Cary, and P.D. Villarreal of Schering Plough.

For further information, please contact Meredith Moore, director of the Office for Diversity, 212-382-6689 or mmoore@abcny.org.
Anything in those volumes tell you how to grow your firm?

You've studied law for years, but nothing in a book teaches you how to build a firm. At City National Bank, we have an entire department specializing in law firms just like yours. Not just banking services for your firm, but personal financial help for your partners and associates too. We'll get to know your business so well, you'll think we sit in the office right next to you.

Call Robin Balding, Kevin Conroy or David Jacobsen at 1-917-322-5200 to see how we can get on the case.
What’s Your Specialty?

Lawyer’s Professional Liability is Ours

At BR we specialize in finding the right protection from top-rated insurers to satisfy your specific needs. Yes, for your specific situation. Regardless of your firm size or area of practice, BR has your solution.

For over 30 years BR has been guiding law firms to the most secure professional liability protection. Today we offer:

- A stable program sponsored by prestigious bar associations including The Association of the Bar of the City of New York.

NEW - A brokerage unit to find alternative options for firms with complex areas of practice, high claim frequency or severity, those seeking higher limits of liability, etc.

Contact BR today — and let our specialty protect your specialty.

Call: 800-727-2525 ▪ Visit: www.brcorp.com/abcny
Email: plprotection@brcorp.com

Health Savings Accounts

A new savings plan that helps you pay your healthcare costs!

As an employer faced with rising medical premiums each year, it’s time to change your strategy. By implementing a High Deductible Health Plan and Health Savings Account (HSA), you can fight back. And you can use some or all of your first year’s premium savings to help fund your employees HSA to get them started. They get the benefit of provider choice and tax benefits while you benefit by reducing your expenses.

Among the benefits:

- Contributions to a health savings account are tax deductible and earn tax-free interest*
- Contributions may be made by an individual, an employer or both
- Amounts in an HSA belong to the individual and are fully portable
- Unused amounts in the account at year end remain available for future years
- Distributions are not taxed if used for qualifying medical expenses

For more details on high deductible health plans, call Marsh Affinity Group Services at 888-88-ABCNY (888-882-2269) or e-mail ABCNY.insurance@marsh.com. For more information on HSAs, visit www.MarshAffinity.com.

(*4% in 2005 through Exante Bank.)

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What’s Going On at the Small Law Firm Center

N o longer the best kept secret at the City Bar, the Small Law Firm Center is providing many practitioners with the help they need to start and maintain their own practices. For example, the Small Law Firm Center conference room, available by reservation to our members, is constantly buzzing with activity - so much so that a second conference room is being contemplated. Many members find the City Bar’s location convenient for meeting clients, especially when a member’s office is outside of Manhattan. Both the conference room and the attorney workspace now have Wi-Fi and wired data access so that members can use their own laptops to connect to the internet, just like they do on the 4th floor of the library.

Association members with questions about starting a practice, or seeking law practice management information, may contact the Small Law Firm Center’s director, Lisa M. Bluestein. Prior to opening her firm, Member Karen M. Kart met with Lisa to discuss opening a law practice. Karen remarked, “It was great to be able to talk to Lisa about starting my own law firm. Lisa pointed me to informational resources at the City Bar and elsewhere about starting a practice. She gave me some ideas by describing how she started her own practice, and encouraged me to join the Committee on Small Law Firms, where I have networked and exchanged management tips with many colleagues. The City Bar’s services have definitely helped me to grow my practice.”

Members have also been using the Free Member Postings on the Small Law Firm section of the city bar website. The postings, which started out as mainly office space advisories, now highlight other services as well. Members have found others to share staff, work for space relationships, and per diem and contract work arrangements by posting a message on the Web site. All postings should be sent to lbluestein@abcny.org and include a telephone number and an e-mail address in the posting for responses.

Based upon members’ questions to the Small Law Firm Center, their continuing concerns about practice management issues, and the success of last year’s Law Practice Management Symposium, the city bar is pleased to announce its 2nd Annual Law Practice Management Symposium, designed to provide practitioners in law firms of 50 or fewer attorneys with all-day exhibits, informational programs, and networking opportunities. The symposium will be held on November 1, 2005, at the Association. This year there will be two tracks of programming, one for the start-up and solo practitioner, and the second for the more experienced and larger firms. In response to attendees’ requests, there will be more time in between the programs and a less “hurried” atmosphere. Stay tuned for more information about the symposium in the coming months.

We also heard from our members of the need for a program on ethical issues particular to starting and maintaining a practice, and in response, we presented a CLE program on May 5 titled, “Ethical Perils and Pitfalls Facing Start-up and Small Firm Practitioners.” Lisa Bluestein chaired the program in which Richard M. Maltz and Deborah A. Scalise, both formerly counsel to the Departmental Disciplinary Committee, discussed everyday ethics issues such as: letters of engagement and retainers; escrow accounts; and responsibilities of partners, associates and affiliated lawyers (such as “of counsel”).

The Small Law Firm Center started a pilot mentoring program in early 2005, matching attorneys who plan to start their own firms or have been practicing on their own for less than a year with more experienced small firm practitioners. After review and assessment of the pilot program, the City Bar will determine whether a full program should be implemented.

The Small Law Firm Center, in conjunction with the Committee on Small Law Firms, chaired by Steven M. Ratner, recently hosted a lunch on business opportunities through the City Bar’s Legal Referral Service. LRS Director Allen Charne explained the application and selection process to over 60 attendees, some of whom have already submitted applications to be on the referral panel. Each month the Small Law Firm Luncheon provides useful information to practitioners, along with a great opportunity to network with peers.

The Small Law Firm Center welcomes ideas about topics for workshops and programs that would be of interest to City Bar members. Please send any ideas to slfc@abcny.org.