

WBASNY Newsletter

VOL. 26, ISSUE 1 SUMMER 2009

WOMEN'S BAR ASSOCIATION OF THE STATE OF NEW YORK WESTERN NEW YORK CHAPTER

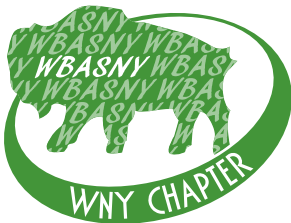
PRESIDENT'S MESSAGE



NATALIE A. GRIGG
2009-10 PRESIDENT

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Twenty five years ago, the WNY Chapter was started with the determination of a small group of women. The WNY Chapter has continued to thrive due to the hard work and dedication of the women who have come before me. As I take over as the 25th President I pause to think of and acknowledge these women. I have served on the Board of Directors in various capacities since shortly after I was admitted in 2003. The women I have served under, and even those I did not but have come to know through this organization, have unknowingly mentored me and guided me. I have had the opportunity to serve with Melissa Nickson, Karen Richardson, Lisa Mueller, Hilary Banker, Kelly Philips, and most recently, Marybeth Priore. These women are just a few of the women who laid the groundwork for a successful organization and continue to live the mission of WBASNY.

I am pleased to say that the WNY Chapter has now expanded to include more than 300 members. Though we are not yet the biggest chapter across the state, I have no doubt that we will be with enough hard work and dedication. In following in the footsteps of the presidents before me, I am dedicated to expanding our membership further, and strive to reach 350 for this membership year.

In continuing to live up promoting the mission of WBASNY and serving our membership, the Board of Directors and Committee Chairs have already been meeting to develop plans for the upcoming year so that we can provide quality education and social programs for the members. This year, we are fortunate to have Liza Callahan, Esq. of Goldberg Segalla as our CLE Liaison. Liza already is working with our Board members to develop ideas for new and interesting programs of inter-

est to younger and experienced attorneys alike. We intend to continue to offer the Chamber Chat program with the help of Karen Richardson. Additionally, we intend to plan a host of networking opportunities, and continue

“The WNY Chapter has continued to thrive due to the hard work and dedication of the women who have come before me.”

into our third year of coordinating a self defense class for the members.

Already I need to thank all of the Board members who are hard at work writing articles and planning events. Thank you to Bridget O'Connell for planning WBASNY's New Year Happy Hour at Just Vino. Thank you to all of who stopped in to express the appreciation to Marybeth Priore for her hard work during the past year and to wish me luck on my upcoming term as President. Additionally, we will be presenting various articles throughout the year based on the new changes to the ethics rules, and I thank Molly Mallia, Elisha Burkart, and Deanne Tripi for assisting with this undertaking. A special thanks to Melissa Foti and the 25th Anniversary Committee who have been working diligently to plan the 25th Anniversary and Installation Dinner scheduled for September. I encourage everyone to come

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PRESIDENT'S MESSAGE CONTINUED

out and celebrate at our Black and White Party!

When I think of the silver 25-year anniversary mark, I think of tradition. However, with tradition comes change, and change is needed in order to for all of us to grow personally and professionally. The WNY Chapter is no different. One new change that I would like to highlight for this year was the decision to add a new member category entitled "Sustaining Member." There is no minimum number of practice years required to become a sustaining member. For the annual member dues of \$150.00, a Sustaining Member can gain free admission to all WNY chapter events, with the exception of the Installation Dinner and CLE programs. Another new change coming is the rebuilding of the WNY Chapter website. We will have a new, updated look shortly, including an attorney directory and members' benefit section where members can view job postings online. The Board is very excited over these developments, and welcomes any comments and/or suggestions as to how we can best serve the membership.

As you can see, the year is off to a great start! With the support of an outstanding Board of Directors and committee chairs, I am confident that this year will be another great one for the WNY Chapter. I look forward to serving as your President, and hope to see you all at our upcoming events.

Best,

Natalie A. Grigg

President, WNY Chapter WBASNY

INSTALLATION DINNER 2009

We are excited to announce that the Western New York Chapter of the Women's Bar Association of the State of New York is celebrating its 25th Anniversary. To commemorate this milestone, will be holding a special cocktail reception in conjunction with our Annual Installation of Officers and Directors and Awards Ceremony on Thursday, September 24, 2009. The dinner party will be held at the Embassy Suites in the Avant with tarting at 5:30 p.m.

At this year's dinner we will be honoring Natalie A. Grigg, Esq. in her installation as the Chapter's 25th President. In addition, this year we will be honoring our members who continually devote their time and effort to our local Chapter. With that, we are proud to announce that we will be presenting the M. Dolores Denman Lady Justice Award to Audrey J. Czesak. The President's Award will be presented to Annie Deck-Miller. This issue of our newsletter features profiles on our two award recipients. We will also be honoring the Chapter's first 25 members.

Following the awards ceremony, we will have live music featuring Party Express. More details to follow. We hope you can join us in celebrating this special moment.

- Melissa Foti

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Kelly Philips & Natalie A. Grigg

REQUIREMENTS FOR ARTICLE SUBMISSION

Submissions for the next WBASNY-WNY newsletter must be received by Friday, October 16, 2009 at 5:00pm. Submission must include author's name and telephone number.

Electronic submissions (Microsoft Word documents [.doc]) are preferred and should be no longer than 600 words.

If you have any questions or comments, need additional information, or wish to submit items for publication, please contact:

Monica Wallace

E-mail: monica_wallace@nywd.uscourts.gov

Phone: 716.332.7813

Note: Any opinions expressed in this newsletter are solely those of the author and do not reflect the opinions of WBASNY, the Western New York Chapter, the Officers and Directors, or the editor.

CHAMBER CHAT WITH HON. BARBARA HOWE, ERIE COUNTY SURROGATE

Surrogate Judge Barbara Howe invited WBASNY members into her courtroom on April 29, 2009 as part of the WNY Chapter's Chamber Chat Series. Judge Howe spoke to the group about her career path and emphasized the importance of continued professional development, mentoring, and community involvement. She also discussed the election process for judges and encouraged participation in the revival of the YWCA's Institute for Public Leadership training program on how to run successful political campaigns. Thank you, Judge Howe, for sharing your insights with us!

- Karen Richardson



Left: Victoria D'Angelo, Hon. Barbara Howe, and Gayle Eagan.

Above: Chamber Chat with the Honorable Barbara Howe attracted law students, local attorneys, and practitioners from the Rochester area.



HAPPY NEW YEAR!!!

Just Vino was the setting as the Western New York Chapter of WBASNY ushered in the WBASNY New Year on June 25th. A fine time was had by all, thanks to the many current members who stopped by with dues in hand and the many new faces who joined that evening. We look forward to a great 2009-2010.

- Bridget O'Connell, Esq.



Left: Local Director Elizabeth Kraengel and Member Dara Biltekoff.

Above: President Natalie Grigg and Local Director Deane Tripi.

M. DOLORES DENMAN LADY JUSTICE AWARD RECIPIENT: AUDREY J. CZESAK

The annual M. Dolores Denman Lady Justice award recognizes the recipient's contribution and dedication to the Western New York Chapter of WBASNY and WBASNY's mission of promoting the advancement of the status of women in society and the legal profession and in the fair and equal administration of justice. The Lady Justice Award was established in honor of M. Dolores Denman, the first woman to serve as presiding judge in the Appellate Division of the New York State Supreme Court. The Western New York Chapter of WBASNY is proud to present this award to Audrey J. Czesak, President and CEO of Trinity Title & Abstract Corp., and President of the Everywoman Opportunity Center, Inc.

In 1994 Audrey solely founded Trinity Title & Abstract Corp., the Buffalo-based

full service title insurance agency and abstract company. She humbly credits her success to the foundation and support of her parents, and the hard work and dedication of her staff. Raised in the hamlet of Yorkshire in Cattaraugus County, she learned valuable life lessons at a young age on her parent's dairy farm. Her father used to say, "The only place that success comes before work is in the dictionary." Audrey found truth in his words and left the family farm to attend the State University of New York at Buffalo and achieved her undergraduate degree in English, becoming the only one in her family to graduate from college.

Although she initially wanted to become an attorney, Audrey found her niche in title work. After obtaining her undergraduate degree she worked as a title

examiner for Bill Quigley, Esq., whom she refers to warmly as the "guru" of real estate. When Mr. Quigley sold the company, the year she turned thirty, Audrey founded Trinity Title & Abstract Corp. When she developed her business plan for Trinity, her mother was there to provide backing and unwavering support. She also acknowledges that her staff provides her with the freedom to volunteer time to the community, stating that "I could not do what I do without my staff."

For the first five years after founding Trinity, Audrey admits she worked seven days a week. Now, she is able to more effectively balance her work life with her community contributions and family. She is the dedicated President of The Everywoman Opportunity Center, Inc., a non-profit organization that operates a Displaced Homemaker Program and provides employment retention services, vocational assessment, life skills training, career counseling, employment preparation, English for Speakers of Other Languages and other programs responsive to women in the communities of Western New York.

Audrey sympathizes with women faced with re-entering the workplace to find they are outpaced by technology, and she is motivated to help women in this community achieve economic and personal self-sufficiency. To that end, Audrey also assists women who have nowhere to turn by locating safe havens in times of trouble and uncertainty, and manages several properties for such purpose. Audrey's success is an inspiration to the women she aids who have fallen on difficult times.

Audrey is a board member for the Erie County and Buffalo Botanical Gardens, the Grand Island Planning Board, and the Erie County Equal Employment Opportunity Advisory Board. The Western New York Chapter of WBASNY is also grateful to Audrey for being a long-time sponsor of its quarterly newsletter.

Audrey is newlywed and lives in Grand Island with her husband, Donald Sprandle.

- Elizabeth A. Kraengel



PRESIDENT'S AWARD RECIPIENT: ANNIE DECK-MILLER

The Western New York Chapter of WBASNY is pleased to announce that the recipient of the 2009 President's Award is Annie Deck-Miller, Managing Editor and General Manager of the Buffalo Law Journal, an affiliate of Business First. The Chapter proudly recognizes Annie's contributions towards the advancement of women in the law and in the local community.

Upon her return to Western New York after obtaining her Master of Arts in English from the University of Notre Dame in 1997, Annie managed SPOT Coffee on Delaware for two years. There, she had the fortuitous opportunity to network with many local legal professionals who frequented the establishment. During that time, Annie also worked as a freelance writer for various publications, including Business First, and felt drawn to writing about the law and legal professionals. Her freelancing there turned into a reporting position for the Buffalo Law Journal.

In 2006, Annie advanced to her current position of Managing Editor and General Manager. She enjoys working with the Western New York legal community, stating that "journalists are supposed to know the 'ugly truth', but I really see the good side of the lawyers and judges here. They are a positive group that truly makes the community a better place." While she still loves reporting and writing, her current post overseeing all functions of the Law Journal, including editorial, advertising, circulation, production and the website, is quite demanding. "I like to have my

hand in different pots – there are always about five fires that need to be put out, but I really like the diversity of what I do today," Annie states.

Her work at the Buffalo Law Journal



keeps the local legal and business communities abreast of the latest stories, trends and notices. Last year, the Buffalo Law Journal and the local WBASNY chapter partnered to produce the Lawyer Survey 2008, which gathered information on nearly 400 area lawyers' age, race, gender, compensation and benefits.

Annie worked closely with the Western New York Chapter's Past President, Kelly Phillips, to gain a better understanding through the Survey of whether local women and minority attorneys are afforded the same opportunities as their male and non-minority counterparts. After digesting the findings, Annie authored "Survey sheds light on firms' make-up" in September 2008. The Buffalo Law Journal also ran several other related articles which served as a platform for discussion and development of future information on the topic.

Three years ago Annie became involved with what now has become her primary community service, acting as Vice President on the Mount St. Mary Academy Board of Trustees. A graduate herself of the all-girls preparatory school in Kenmore, Annie finds that the school gives young women a strong quality education and helps them become down to earth individuals. Her dedicated commitment to her work and community endeavors makes Annie the well-deserved recipient of this year's President's Award.

Annie is a member of the Hallwalls Contemporary Arts Center Corporate Sponsorship Committee, the Buffalo Alliance for Education Program Committee and the Success in the City Think Tank. Also a longtime supporter of the local performing arts, Annie can be found singing in various ensembles in her spare time. She resides in the City of Buffalo with her husband, Nate Miller and their three cats Max, Mina and Blaze.

- Elizabeth A. Kraengel

CONVENTION 2009

A celebration of camaraderie, good food, great laughs, and a recognition of WBASNY members resonated through the 2009 Annual Convention held in Niagara on the Lake Ontario. Members traveled by plane, train, and automobile so that they could experience the hidden treasure of the area. Overall, Convention attracted 203 attendees, 59 guests, 24 speakers, and 2 vendors.

To kick off the weekend, we headed to Niagara Falls via double-decker bus. There, we enjoyed a behind the falls self guided tour of awe-inspiring Niagara Falls and were appropriately dressed in lemon yellow plastic smocks. Following our tour of the amazing views, we headed inside for some tasty desserts and to reconnect with those who we have not seen in some time and to introduce ourselves to new faces.

The Awards Dinner held on Friday, June 5, 2009 was highly attended and rejuvenated the spirit of WBASNY. Members and non-members joined together to celebrate the accomplishments of our members. All of the Award Recipients delivered memorable and inspiring speeches, from quoting Mylie Cyrus to dedicating the award to loved ones. The amazing women who were honored that evening reminded us all why it is we have become WBASNY members and challenged us to continue to further the WBASNY mission.

Attendees also enjoyed another wonderful golf outing planned and coordinated by Adrienne Orbach. The weather was perfect for an afternoon of golf. Each team, consisting of four members, went out to compete for longest male drive, longest female drive, and closest to the pin. Whether you lost a ball in the brush, among the trees, or for some, in the Niagara Gorge, the resounding sentiment was one of celebration. There now are a select few of us that can say we golfed at the oldest golf course in North America.

While our mornings were filled with excellent and qualified speakers, the weekend continued as members enjoyed the area by going wine tasting, taking a relaxing stroll on a carriage ride, or engaging in a little retail therapy. As one member stated, "I had no idea there was so much shopping up here. I would have brought another bag, I don't know how I'm getting all of this home."

The festivities certainly carried on through the weekend and Saturday's Installation Dinner was no exception. With prizes a plenty, an uplifting presentation by Margie Ingram of The HUMOR project and an inspirational and heartfelt inaugural speech from our incoming President Cynthia Schrock Seeley, the night was truly memorable.

We are glad that this year's Convention was such a resounding success and look forward to seeing everyone at Convention 2010 and wish Lisa and Greta much luck as they embark on their planning endeavor!

- Natalie Grigg and Kara Lais



President Natalie Grigg with husband Justin Grigg, and Immediate Past President Marybeth Priore with husband Subbiah Mantharam.



Past President Karen Richardson, Hon. Lisa Rodwin Bloch, Past President Sheri Mooney, and Local Director Bridget O'Connell.



Member Kara Addelman, Local Director Molly Mallia, Past President Melissa Nickson, Local Director Deane Tripi, Member Laura Linneball, Member Beth Bivona, Past President Melinda Saran, Member Gayle Murphy, Past President Sheri Mooney, Hon. Lenora Foote, President Natalie Grigg, Hon. Lisa Rodwin Bloch, Member Holly Baum, Local Director Bridget O'Connell, Member Carol Condon, Past President Kelly Philips, Member Taylor Miranda, Member Meghan Brown, Past President Marybeth Priore, Local Director Betsy Harned, Member Pietra G. Lettieri, Member Joseph Mooney, Past President Hillary Banker, President-Elect Melissa Foti, and State Director Monica Wallace.

NEW YORK STATE'S NEW ETHICS RULES

In December 2008, the Administrative Board of the Courts announced the adoption of the Rules of Professional Conduct, which took effect on April 1, 2009. The Rules of Professional Conduct replace New York's Code of Professional Responsibility. The new Rules are partly based on the old Code, and partly based on recommendations of the New York State Bar Association Committee on Standards of Attorney Conduct (COSAC). The Courts adopted most of COSAC's recommendations, but declined to adopt the supporting exploratory comments. Thus, the Rules of Professional Conduct consist of 58 black letter Rules governing issues ranging from client-lawyer relationships, a lawyer's role as counselor and advocate, transactions with persons other than clients, law firms and associations, public service, legal services, maintaining the integrity of the profession.

Although many of the old Disciplinary Rules from the old Code have been carried forward to the new Rules, there are several important changes. This article will present an overview of some of the more significant changes.

One of the principal changes to the Rules provides that a lawyer may reveal confidential information about his client in order to prevent reasonably certain death or substantial bodily harm. Previously, the Code allowed disclosure of "confidences and secrets" only to prevent a future crime. The new Rules do stop short of allowing the disclosure of confidential information to merely protect property or financial interests.

Another important change to the Rules is the Rule 3.3 which deals with conduct before a tribunal. Previously, the Code did not require that a lawyer disclose to a tribunal that a client had committed perjury because such disclosure fell under the exception prohibiting the disclosure of a confidence or secret. However, under the new Rules, if the lawyer knows that the client or a witness is going to defraud the tribunal or if the lawyer, a client or a witness has defrauded the tribunal, the lawyer is required to take remedial measures, which include disclosure to the tribunal even if such information is protected as confidential information. Also, a lawyer has a duty to correct any false statements made before a tribunal and in an ex-parte proceeding, a lawyer is required to disclose all material facts to the court, even if they may be adverse to the client.

There are several changes regarding conflicts of interest and waivers. First, the new Rules expressly provide that all conflict waivers must be confirmed in writing. Confirmed in writing includes a writing from the person to the lawyer confirming consent, a writing that the lawyer promptly transmits confirming the person's oral consent or a statement by the person made on the record in any proceeding before a tribunal. Rule 1.9 also expressly prohibits the disclosure of a former client's confidential information, but only if its use would disadvantage the former client.

The new Rules added a section with regard to prospective clients. Rule 1.18 provides that a lawyer may not reveal information learned during a consultation with a prospective client unless revealing such information would not disadvantage the prospective client. Further, a lawyer may not represent a client whose interests are material adverse to a prospective client's unless there is written consent from all parties. Other lawyers in

the firm are disqualified from representing a client with adverse interests to a prospective client unless the other lawyer has not had exposure to any disqualifying information, other lawyers in the firm are notified that the lawyer who has knowledge with regard to the prospective client is screened from participating in the representation, and it is reasonable that the firm can provide diligent and competent representation. This rule highlights the need to keep thorough records of all prospective clients.

Rule 4.4 clarifies a lawyer's duties with regard to mistaken receipt of confidential information. This Rule requires that the recipient promptly notify the sender, but not expressly require any further action and does not expressly require the recipient to cease reading the material. The Rules are silent, however, with regard to any action that a court may take to disqualify or sanction a lawyer who continues to read confidential information after becoming aware that it was mistakenly sent.

In response to a lack of explicit rules in the old Code, coupled with widespread grievances with regard to poor attorney communication, the new Rules address attorney communication, requiring prompt communication of decisions to which informed consent is necessary, information required by a court to be communicated, material developments in the matter, the means by which objectives will be accomplished, the status of the matter. Lawyers are also required to comply with client requests for information and explain matters to the extent that is reasonably necessary to make informed decisions.

Other additions to the new Rules of Professional Conduct include Rule 2.3, prohibiting lawyers from supplying adverse client information to a third party (such as an insurance company or an auditor) absent informed client consent and Rule 3.7, which disallows lawyers to act as advocates before a tribunal if they are likely to be called as a witness on a significant issue of fact. Rule 3.7 does state that non-testifying members of a firm are not necessarily barred from continuing to represent that client in a role other than as an advocate before a tribunal. Rule 1.7 prohibits representation where there is a significant risk that the lawyer's professional judgment will be adversely affected by the lawyer's financial, business, property or other personal interests. The new Rules also permit a lawyer to make a professional determination to waive or fail to assert a right or position, to accede to reasonable requests from opposing counsel, provided that it does not prejudice the client, or to refuse to aid or participate in conduct that a lawyer believes to be unlawful.

The new Rules also expressly require competent representation—which is something that oddly was never expressly required under the old Code and the new Rules add precatory language regarding annual pro bono hour aspirations.

This article is intended to highlight some of important additions to New York's new Rules of Professional Conduct, but it is not an exhaustive list of all the changes. Lawyers should be sure to read the new Rules and become familiar with the changes, as well as identify areas that are salient to their practice and particular practice area.

WBASNY will be providing a series of detailed articles in the upcoming quarterly newsletters on the specific practice areas that are most impacted by the new Rules.

- Jenna S. Strazzulla

LAWYERS FOR LEARNING

On May 7th, two WBASNY teams joined approximately 300 other bowlers at the 10th Annual Lawyers for Learning Bowling Tournament at the AMF Thruway Lanes in Cheektowaga. This event, which helped to raise over \$10,000 for School 18 in Buffalo, proved to be a rousing success as well as a fun evening. Lawyers, legal staff and court employees from the area joined together to bowl, eat pizza and wings, and raise money for a great cause. Many teams participated in the annual costume contest, and there was good natured ribbing between the lanes as the bowlers went head to head. The lesson of the evening, though, as articulated by program coordinator Judge Tracey Bannister, is that bowling shoes truly are the great equalizer.

Lawyers for Learning, which originally began ten years ago as a committee of the Erie County Bar Association, focuses on offering assistance to School 18, a K-8 building in the City of Buffalo. The goals of the program are many, but chief among them is for lawyers in the community to offer academic assistance to the school children. To that end, over 100 attorneys volunteer one hour a week to meet with a student in need of academic help. The lawyers help with homework, read books with the students, and also make sure that the students have the supplies that they need in order to be successful in the classroom. The students often require language assistance, as the majority of them do not speak English as a primary language.

Additionally, for the past five years, Lawyers for Learning has been helping to send approximately ten students each summer to Camp Weona in Wyoming County. This is facilitated by the YMCA, which pays for half of each student's camp fees, while Lawyers for Learning shoulders the other half. Lawyers for Learning also provides the transportation for the children to and from camp, and invites the children's families to accompany

them on drop off and pick up day. Lawyers for Learning helps the children to have everything that they need in order to enjoy their week at camp. To help with this, the organization collected camping items at the Bowling Tournament which will be given directly to the children who will be attending Camp Weona this summer.



State Director Bridget O'Connell, Local Director Sarah Ranni, Hon. Lenora Foote, Member Tasha Moore, Local Director Anne Joynt, Roslind Polanowski, Member Anne Rutland, and Member Pietra G. Lettieri

The long-term goal of the organization is to build a new playground at School 18. Judge Bannister, instrumental in the program, explained that this goal has been put on hold, as School 18 is now on the list of schools to be renovated. As that process would take a couple of years, Lawyers for Learning will continue on, intending to update whatever playground equipment is given as a result of the school's renovation.

As any of the bowling participants could attest, the 10th Annual Bowling Tournament was a rousing success and a fun time was had by all. Anyone wishing to volunteer as a tutor for Lawyers for Learning or donate any camping supplies should contact Matthew Garvey at 854-4800.

- Anne E. Joynt, Esq.

WOMEN IN THE LAW PART III: BUILDING AND MAINTAINING YOUR PRACTICE

The practice of law is as much a business as it is a profession. As a major part of the WBASNY mission is to promote the advancement of women in the legal profession, it is essential that WBASNY focuses on the business aspects of law. Arguably, nothing advances the practice of an attorney like a large and loyal book of business. But building and maintaining a legal practice, as a woman attorney, encompasses much more than just practicing law. It involves an intricate and time consuming balance between client needs, family needs, social functions and maybe just a little “me time” every once and a while.



Local Director Elisa Burkardt.

On May 8th 2009, the WNY Chapter of WBASNY held the third and final segment of the annual Women in the Law Luncheon series on building and maintaining a law practice. The luncheon took place at Erie County Bar Headquarters. It consisted of lunch and a discussion of effective strategies for rainmaking and practice management, with tips for success in the current economic downturn. Local Director Elisha J. Burkart, Esq. moderated the panel of speakers, which consisted of Cheryl Smith Fisher, Esq., Kathleen M. Sweet, Esq. and Heather A. Giambra, Esq.

Cheryl, a partner at Magavern Magavern Grimm LLP, spoke from more than thirty years of experience as a practicing litigator. Among her extensive list of accomplishments, Cheryl was the 100th President and only the third woman to head the 119-year-old Bar Association of Erie County. Her insight into effective practice management comes not only from her years of experience, but from watching the legal profession, and women attorneys, change and advance since the late seventies.

Kathleen, a long time member and supporter of WBASNY, is a partner, at Gibson, McAskill & Crosby LLP. Kathleen presented a contemporary view on managing a busy practice as a trial attorney, while caring for her young children, and staying active in the community.

While both Cheryl and Kathleen provided advice on gender issues relating to managing a law practice among both men and women, Heather, an associate at Schröder, Joseph & Associates LLP, provided a view from the only an all-women law firm in Buffalo. Heather is an experienced labor and employment associate who has already learned the essentials of how to build and manage her own practice.

The panel led a lively discussion consisting of pointers and personal stories from thirty years ago to today. Topics included:

- How to use networking opportunities that are specific to women to build your practice;
- How to manage relationships with co-workers and staff in the office to maintain and advance your status;
- Tips on client relationships and using your current clients as a referral source;
- Client development and retention in the current economic climate; and
- How to effectively find and use mentors in the legal profession.

Heather said that mentorship at Schröder, Joseph & Associates has been a major asset to her professional growth. She explained how founding partner Linda Joseph, Esq., allows Heather to take the lessons Linda has learned and use them to achieve even

more. She said Linda's policy is: “stand on my shoulders” and not only accomplish what I have achieved, but more. The panel also discussed the use of women attorneys in the community as a referral source, and the benefits of sending business to women attorneys, when feasible.

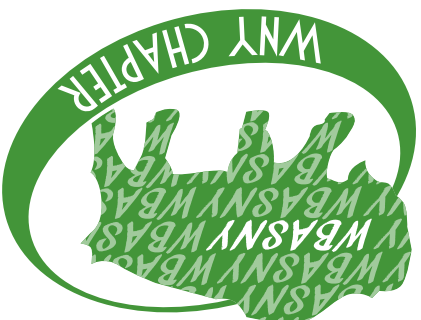
Over twenty attorneys attended the event, which featured lunch sponsored by court reporter Darlene A. Jerge of ACR of WNY.

Look for information about the 2009-2010 Women in the Law Luncheon series, including Women in the Law Part I, on dressing for success. The luncheon which will feature presentations by wardrobe and make-up consultants.

- Elisha J. Burkart



Panel Members Cheryl Smith Fisher, Esq., Kathleen M. Sweet, Esq., and Heather A. Giambra, Esq.



**WOMEN'S BAR ASSOCIATION
OF THE STATE OF NEW YORK
WESTERN NEW YORK CHAPTER**

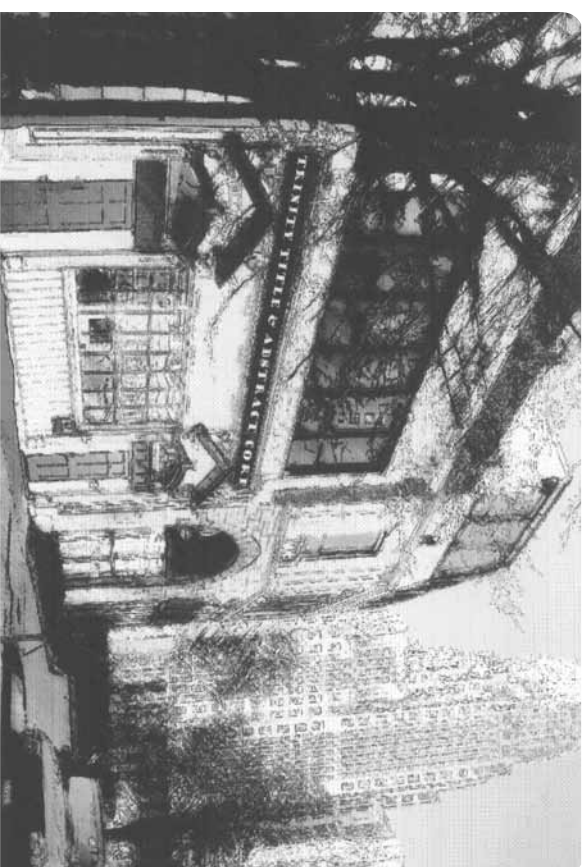
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membership dues for 2008-09!*

