

# Arizona Women Lawyers Association

Southern Arizona Chapter

April 2006



## *SETTING UP A LAW PRACTICE*

By Judy Drickey-Prohow, Esq. and Lori B. Jones, Esq.



Frightening words for two attorneys who have never been in private practice, let alone trying to go it on our own! We've been asked to share our "expertise" in setting one up. Please remember that this expertise is based on what little knowledge and experience we have acquired over the last 53 days! In a way our experience has been a little like walking into a courtroom for a big trial before anyone has explained who the bailiff and court reporter are and where the attorneys are supposed to sit. You arrive a little early, ask a lot of questions, trust you are questioning the right people, and hope for the best.

After a combined 42 years of government lawyering – and no private practice – the one thing we knew was that we didn't know anything about setting up or running a private law firm. So it must have been a monumental lapse of judgment that made us decide not only to establish our own firm, but to do everything involved by ourselves. "Everything" ranged from designing our own letterhead and business cards to doing all the legal work necessary to make the firm official; to setting up timekeeping and billing practices and letting people know we were ready for clients. It's a work in progress – look for our website and brochure in the next few weeks – but we continue to thrive and are even enjoying ourselves immensely, so the process was right for us.

It started with wonderful send-offs by our public sector colleagues and welcomes by our private sector associates. The most amazing and exciting part of the whole process was discovering how many people contacted us by telephone, email and letters to welcome us to the private world. All their offers to share their experience with us and generally help us out whenever we needed it have been greatly appreciated. Many, many thanks to Loral, Brad, Sandy, Mary, Merle, John, Tibor, Jim, Chuck, Carole, Craig, Bill, Barry, Karen, Amy, Stephanie, Lee, Kay and all of the others who offered advice, encouragement, coffee, lunches, referrals and more help than we could have ever imagined possible. The generosity of everyone we interacted with made an adventure out of what could have been an ordeal.

After the send-offs, and interspersed with the welcomes, we explored the ins and outs of getting started and discovered there was even more that we didn't know than we had originally thought. In the spirit of those who helped us – and with pleas for correction and assistance where we are going wrong – this is the roadmap that we built, otherwise known as *The Rules for Setting up a Law Practice – by Dummies*.

### Spotlights in this Issue

Setting Up a Law Practice 1-2	
Scenes from March	
Luncheon.....	3
April Luncheon .....	4
Wine & Cheese Party	
Invitation & map.....	5-6
Sustaining Members.....	6
AWLA News .....	7-9
Job Announcements.....	9
Membership Application....	10
AWLA Leaders Directory...	11



1. Pick a good partner. The partner you select should be someone with whom you are compatible, who has the same adventurous spirit you do, and who will be able to balance your weaknesses with her strengths and vice versa. For at least the first few months (and likely years) of practice, you will be spending more time with your partner than with your spouse, your cat, your dog and your children, so be sure that her idiosyncrasies are at least tolerable.

2. Talk to your partner about what you want to do and how the practice will be handled. Do you want to litigate? How much civic involvement should the partners have? What income belongs to the firm and how is it divided? What kind of outreach and advertising should be done and who will do it? What hours will you work and where?

3. Pick a recognizable name and be conservative about it. The State Bar disapproves of law firms that identify themselves as "Space Rats from Mars" or other unidentifiable objects.

4. Remember that the practice of law is all about precedent and order. Even establishing a practice requires attention to what comes before. For example, you can't file articles of incorporation until you have an address; you can't get a bank account until your articles of incorporation have been approved and finalized and you have an EIN; you can't open an IOLTA account until you have a bank account; and you can't take most clients until your IOLTA account has been established. Set out a chronological plan for what will be done when – and by whom – and follow it closely.

5. Build in extra time because whatever can go wrong will go wrong. Our first big annoyance occurred a week into the process after we carefully downloaded the template for articles of incorporation from the Corporation Commission website, filled in every blank, and paid the additional fee for expedited service only to have the paperwork returned to us as “rejected.” Why was it rejected? We had neglected to insert the word “professional” before the word “corporation” in articles 1 and 3. This is one of those things you have to know intuitively or learn through mentors or psychics. As we neither knew nor discerned, the articles required an extra week for approval, despite the additional fee.

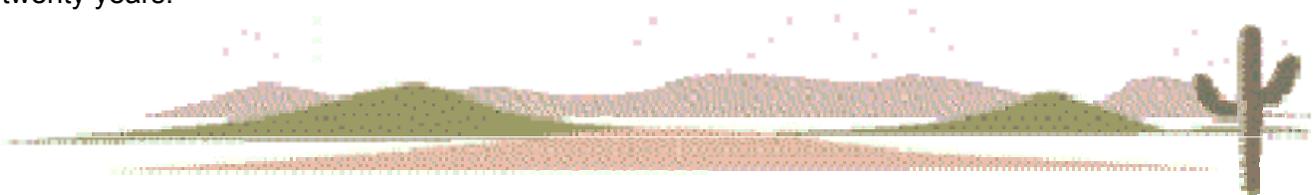
6. Don't neglect the government. You have to have an EIN from the IRS, and must be registered with the Arizona Department of Revenue, and pay a fee to the City of Tucson before you start taking in any money. The City wants its money up front and then quarterly; the feds and state allow you to hold off on reporting income until after your first taxable quarter, but you have to file a report then whether you have earned any money or not. (We are still trying to figure that one out.) Just to make things more complicated, you get your EIN telephonically, your Department of Revenue registration over the Internet, and your City of Tucson license in person. It helps to draw roadmaps and charts.

7. Stay in touch with the State Bar. They have lots of goodies available that nobody ever tells you about. For example, every section member of the State Bar is entitled to a list of the names and addresses of other section members at no charge. When we emailed the section coordinator and asked about a mailing list to let people know we had started our own firm, she emailed us both the list and labels for all section members so that we didn't have to prepare our own.

8. Small “women and/or minority-owned” firms are entitled to contracting preferences with the State of Arizona and with Tucson and Pima County, but you have to register. For the State, you register through the Arizona Department of Commerce website – it doesn't always seem to work, but after rejecting our application as “incomplete” (it wasn't) three times, we got an email telling us that someone would be telephoning us to complete the verification process. The City and County use a joint application available through the Office of Equal Opportunity Programs and Independent Police Review; it's pretty onerous but the advantages appear to outweigh the burdensomeness and the people who help you through the process are helpful and professional.

9. Don't forget to check out insurance coverage. Find a good broker and ask her to get you some quotes, quickly. You'll have to guess how much money you'll make over the next year and give specifics about the areas that you'll be practicing in. While malpractice insurance is not mandatory for attorneys, it will soon be posted on the State Bar website whether you are an attorney with insurance. Do you want to be listed as someone who is not covered? That's your choice and a serious consideration.

10. Finally stay connected. Keep your cell phone charged, your email addresses up to date, your messaging connected, and remind everyone that you are available and would appreciate their business. And while you are waiting for referrals to appear, relax and enjoy yourself as this may be the last chance you have for the next twenty years.



## Scenes from the March Luncheon: Lack of Diversity in Arizona Firms Persists

by Kristine Fox

The March 20 luncheon featured **Jenae Naumann**, an Assistant City Attorney for the City of Tempe, a solo practitioner, and former Chair of the State Bar's Committee on Minorities and Women in the Law ("CMWL"). Jenae spoke about the CMWL's recent efforts to determine whether Arizona firms have progressed in their efforts to hire, retain and promote minorities and women.



Speaker Jenae Naumann

**Roots in 1992 Survey.** The CMWL's project is an outgrowth of a survey it undertook in 1992. At that time, studies indicated that minorities made up 30% of Arizona's population and women made up 50%. The CMWL found that 20% of law school students were minorities and 40% were women, but that private law firms employed only 3.7% minorities and 20.4% women. (Editor's note: Full survey results may be found in the June 1992 edition of the *Arizona Attorney* magazine.)

Consequently, the CMWL developed a "Statement of Goals" for increasing minority and women representation at all levels of law firms and law departments. Over 50 firms and 80 businesses pledged to use their best efforts to achieve the goals of hiring and retaining at least 15% minority lawyers and 35% women during the period 1993 through 1998.

**Cheering for the Women.** Although the Statement of Goals intended that the CMWL would reassess progress toward those goals following the initial 5-year goal period, as is often the case with volunteer organizations, the project fell through the proverbial cracks. In 2003, however, Jenae took up the cause, and the CMWL began collecting data on the signatory firms with 10 or more lawyers to see what progress had been made during the prior ten years. Using 1996, 1999 and 2003 as benchmarks, Jenae described cheering for each woman as she dug through old State Bar and firm directories to determine whether an individual was still with the same firm in each of these years.

After two years of data collection, the information was provided to an outside consultant, who is in the process of preparing a final report. This report will be presented by the CMWL to the State Bar's Board of Governors at their April 21 meeting, along with the CMWL's suggestions for action by the Board. Although the report is not final, Jenae relayed that, of the 7 Tucson signatory firms with more than 10 lawyers, only one met the goal of having at least 35% women and a different firm met the goal of having 15% minority lawyers. Of the 110 lawyers employed by the 7 signatory firms in 1993, 23 (21%) were women. By 2003, these firms employed 136 lawyers, of whom 33 (24%) were women. Of the 24 Phoenix law firm signatories with more than 10 lawyers, only 4 met the goal of having at least 35% women.

**Delay, Deny & Lie.** Jenae confessed to collecting over the years every article she could find about women in the profession, the "Mommy Wars," and the "choice" for a balanced life. These articles, she observes, have been saying the same thing for over ten years. Indeed, women have been grappling with the question of whether it is practical to successfully fill the roles of wife, mother and lawyer since the first woman became a lawyer. To succeed, women have generally employed three tools – delay, deny and lie. Women often "delay" motherhood until after making partner, "deny" by downplaying their role as mothers while at the office, and "lie" to hide family-related obligations that take them out of the office by claiming "out of office" meetings. Jenae observed that firms do not take into account the hundreds of thousands of dollars it costs when an associate leaves, and the fact that many now allow part-time work arrangements is little consolation because few attorneys actually use them due to the associated stigma of being a part-timer.

"Time," Jenae remarked, is every woman's worst enemy. She said that as long as billable hours are the measure, problems for the advancement of women will continue. "Technology," however, is every woman's friend. With the apparent easing of the need for in-office "face time," she thinks it is becoming easier to manage both home and work life with the help of laptops, blackberries, and cell phones.

In conclusion, Jenae observed that the outlook is not bleak. Both men and women are now demanding more balanced lives, and the next generation of lawyers may reverse the trend of increasingly higher billable hour requirements.

# APRIL LUNCHEON

- DATE: Monday, April 17, 2006
- TIME: 12:00 pm
- PLACE: The Manning House, 450 W. Paseo Redondo
- COST: \$15 Members / \$20 Non-Members / \$8 Students
- RSVP: No later than Monday, April 10, 2006. Early reservations are required due to the Manning House's 5-day minimum guarantee policy. All members on AWLA's electronic list-serve will receive a separate email notice to RSVP for the luncheon. Please use this automated system to make your RSVP. If you are not on AWLA's email list-serve, make your reservation by contacting Linda Peterson at [lpeterson@thebigt.net](mailto:lpeterson@thebigt.net) or 744-1994. No shows and cancellations made after the reservation date will be billed. Please pay at the door. Checks prepared in advance are appreciated. We look forward to seeing you!
- MENU: The Manning House offers a delicious buffet with both standard and vegetarian fare. The menu this month will feature Garden Fresh Vegetables and Bibb Lettuce, Mesquite Grilled Tri-Tip of Beef, Chicken Piccata, Pecan Rice Pilaf, Seasonal Vegetables, Cookies & Brownies.
- TOPIC: Lauren Stiller Rikleen is a senior partner in the Real Estate and Environmental Law Group of Bowditch & Dewey in Boston, Massachusetts, and a member of the ABA's Commission on Women in the Profession.

Lauren recently authored *Ending the Gauntlet: Removing Barriers to Women's Success in the Law*. The book was just published and addresses the institutional impediments to the retention and advancement of women in the legal profession.

Studies show that lawyers choose their profession because they hope to make a contribution and to have an impact on the world around them. Most began their careers excited and optimistic about what they could accomplish with their law degree. They expected to work hard. What they did not anticipate was the lack of professional fulfillment and the unsustainable personal sacrifice they encountered. For women, these struggles are even more acute as they try to succeed in a workplace that fails to acknowledge society's competing demands on their time as wives, mothers, and daughters of aging parents.

The result of two years of research, *Ending the Gauntlet* is based on Lauren's interviews with hundreds of women lawyers and law firm managers from all over the United States. She also draws extensively on a wide range of research across multiple disciplines in order to shed a creative and penetrating light on the modern law firm and offers a compelling rationale for change.

At our April luncheon, Lauren will be speaking about these issues. In addition, her book will be available for purchase and signing. Because this topic concerns the legal profession, April's meeting will qualify for up to 1 hour of Ethics CLE Credit. Materials and a CLE certificate will be provided.



## An Invitation to New Members

Please join me at the April luncheon! I will be hosting a table for new members, where I will welcome you to AWLA, introduce you to other members present at the luncheon and generally help you to feel comfortable in what may (for now, at least) be a roomful of strangers. Just look for the table with the "New Members" sign. Hope to see you there!

Terri Roberts, Immediate Past President, AWLA Southern Arizona Chapter

*The Pleasure of Your Company is Requested  
At the Arizona Women Lawyers Association*

**ANNUAL WINE & CHEESE  
PARTY**

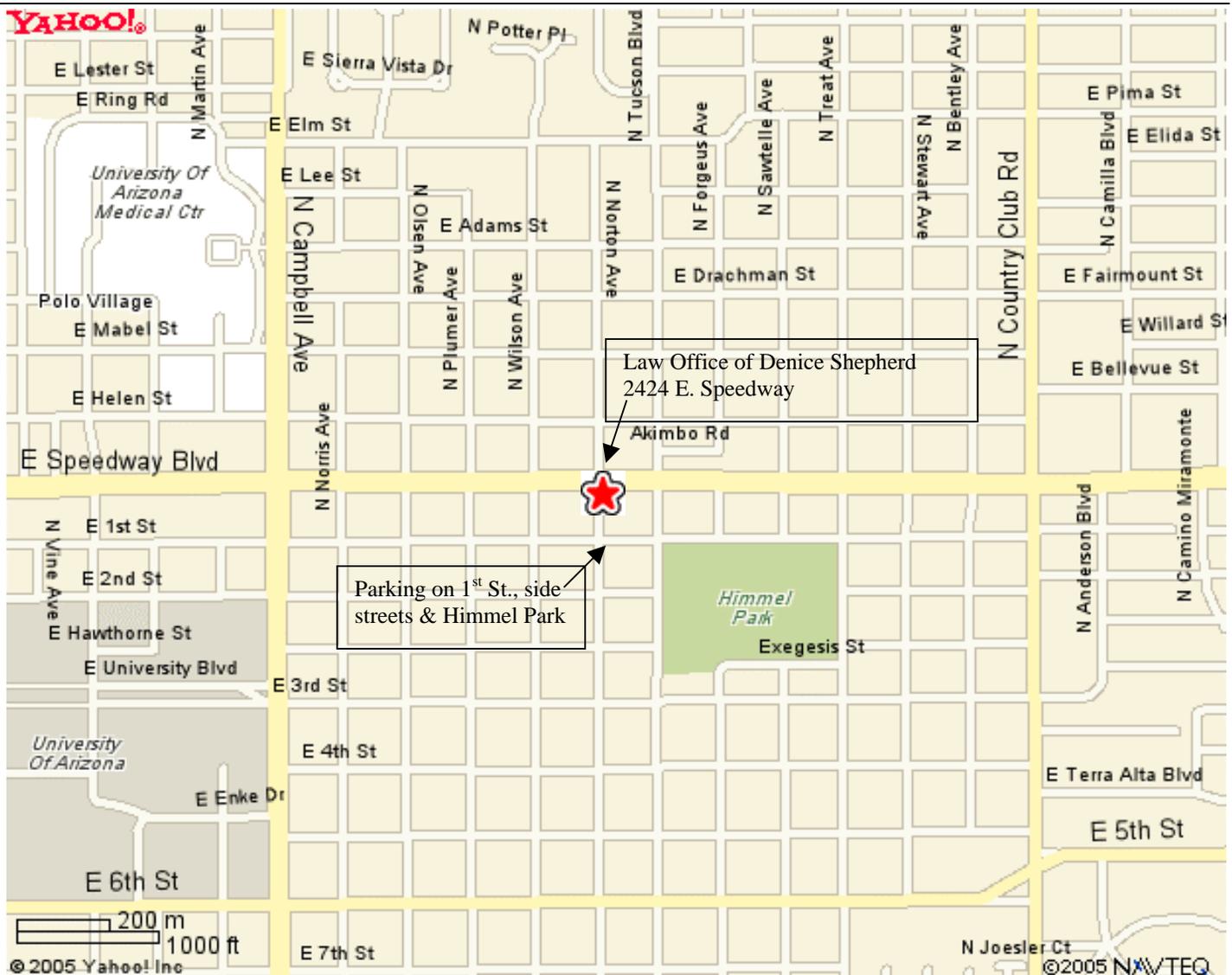
**FRIDAY APRIL 21, 2006  
5:00 p.m. to 6:30 p.m.**

**Law Office of  
Denice R. Shepherd, P.C.  
2424 East Speedway**

**Free to LAW STUDENTS  
\$5 DONATION FOR LAWYERS  
AWLA Guests Welcome**

**PLEASE RSVP  
by noon, Friday, April 14, 2006  
[admin@awla-state.org](mailto:admin@awla-state.org)**





## Thank you to our 2006 Sustaining Members!

Lisa I. Abrams  
 Hon. Karen S. Adam  
 Raquel Arellano  
 Prof. Barbara A. Atwood  
 Eva K. Bacal  
 Beth C. Beckmann  
 Laura C. Belleau  
 Janice L. Bernardini  
 Ivelisse Bonilla-Torrado  
 Elizabeth D. Bushell  
 Christina M. Cabanillas  
 Hon. Nikki A. Chayet  
 Deanna Conn  
 Edith A. Croxson  
 Marjorie Fisher Cunningham  
 Hon. Sharon Douglas

Zada A. Edgar-Soto  
 Hon. Jane L. Eikleberry  
 Annette M. Everlove  
 Hon. Nancy Fiora  
 Lillian S. Fisher  
 Sonia Flores  
 Kristine M. Fox  
 Susan M. Freund  
 Lisa Bossard Funk  
 Shannon L. Giles  
 Beverly A. Ginn  
 Anne C. Graham-Bergin  
 Leonie D. Gray  
 Sandra M. Hansen  
 Sally Hart  
 Hon. Margaret M. Houghton  
 Hon. Cindy K. Jorgenson

Pamela M. Katzenberg  
 Lynnette C. Kimmins  
 Michelle T. Langan  
 Judith E. Leonard  
 Hon. Violet A. Lui-Frank  
 Selma Marks  
 Hon. Margaret L. Maxwell  
 Linda C. McNulty  
 Megan E. Miller  
 JoJene E. Mills  
 Drue A. Morgan-Birch  
 Leslie Nixon  
 Hon. Elizabeth A. Peasley-  
 Fimbres  
 Alyce L. Pennington  
 Lori L. Pierce  
 Ann Jordan Remers

Kay Richter  
 Terri A. Roberts  
 Annie M. Rolfe  
 Dee-Dee Samet  
 Stellisa Scott  
 Denise R. Shepherd  
 Hon. Sarah (Sally) R. Simmons  
 Sandra L. Tedlock  
 Lisa C. Thompson  
 Merle Joy Turchik  
 Susan C. Villarreal  
 Hon. Nanette M. Warner  
 Janice A. Wezelman  
 Ellen K. Wheeler  
 Jacqueline D. Wohl  
 Lynne O. Wood



# AWLA NEWS

- April 7 .....First Friday Happy Hour (special guest TBA), Cuvee World Bistro, 5:30-7:30 pm
- April 17 .....Monthly Luncheon at Manning House, 450 W. Paseo Redondo, 12:00 noon
- April 21 ..... Wine & Cheese Party with UA Law Students, law office of Denice Shepherd, 5-6:30 pm
- April 22 ..... Law College Association Appreciation Dinner, 5:30 pm
- May 5 ..... First Friday Happy Hour with guest Dean Toni Massaro, Cuvee World Bistro, 5:30-7:30 pm
- May 7 .....Hike Madera Canyon with Judge Warner, time and other info TBA
- May 15 .....Monthly Luncheon at Manning House, 450 W. Paseo Redondo, 12:00 noon



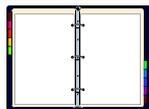
## *Congratulations!!*

**Christopher Straub** has been appointed Chief Civil Deputy Pima County Attorney, effective April 1st. UA law student Marisa Budwick has been selected to receive the Mary Anne Richey Scholarship for 2006.

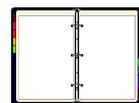


## *U of A Law College Association Appreciation Dinner*

AWLA Member **Peggy Houghton** will be honored at the 32nd Annual Law College Association Appreciation Dinner on Saturday, April 22, 5:30 pm. Menu choices are steak and shrimp, halibut, and vegetables over polenta. If you are interested in attending with other AWLA members, send an email to [admin@awla-state.org](mailto:admin@awla-state.org) by April 7.



## *Save the Date*



The **2006 AWLA Annual Convention** will be held in Tucson at the Manning House on Friday, November 3, 2006. Look for details in future issues of the newsletter and your weekly AWLA News e-mails.

## *Committee Reports*

### Gender Equity Task Force Report by Kristine Fox

The Gender Equity Task Force is meeting on Saturday, April 1, to finalize the scope of the task force, set goals, and create an action plan. The group will also be addressing the data gathered by the State Bar's Committee on Minorities and Women in the Law (see "Scenes from the March Luncheon: Law of Diversity in Arizona Firms Persists" on page 3) and discussing Lauren Stiller Rikleen's book (see the April luncheon topic description on page 4).

If you are interested in the activities of the task force and would like further information, please contact Kristine Fox at [kristine\\_fox@azd.uscourts.gov](mailto:kristine_fox@azd.uscourts.gov).

### Mother's Forum Update by Sally Digges

The AWLA Mother's Forum enjoyed the desert-dwelling animals (and the ice cream) at the Sonoran Desert Museum on March 18. In the group were Lisa McNorton and son Elijah, Danette Pahl and sons Braydon and Trevor, and Sally Digges and son Philip.

The Mother's Forum is planning a picnic and/or hike in Madera Canyon on May 7 with the Social Committee. (See Social Committee Update, below, for more details.) Sally Digges, [sdigges@sc.pima.gov](mailto:sdigges@sc.pima.gov), 661-1268.

### Social Committee Update by Ronna Fickbohm

A small group of our fitness-inclined members (five to be exact) braved the inclement weather forecast on Sunday, March 19th, meeting at Sabino Canyon for the power walk with Superior Court Judge Leslie Miller. On the way up, the weather was lovely, but the few who persevered to the top immediately felt cold wind in their faces as they started back down. This was offset (for awhile) by a couple of spectacular cardinal sightings. The weather forecasts proved correct, and we hurried out through what some called hail (and what I called "corn snow") during the last half mile. Turning around to see where we had been, we were glad we got out when we did, as it was definitely snowing in the canyon. It will be a morning to remember.

Our next fitness event will be Sunday, May 7th, when we hike in Madera Canyon with Superior Court Judge Nannette Warner. No snow is forecast. We will be coordinating with the Mother's Forum to provide a picnic option for those of you who do not want to hike, but would like to enjoy the canyon's beauty. Please watch for additional information in the weekly emails, or contact me with your questions.

Our FIRST FRIDAYS continue to be a relaxing venue for members to network or just plain socialize. By print, our April 7th FIRST FRIDAY will have already happened. Please calendar and join us on May 5th, when our guest will be University of Arizona's James E. Rogers College of Law Dean, Toni Massaro. FIRST FRIDAYS are held each month at Cuvee, which is located at 3352 East Speedway, from 5:30 to 7:30 p.m. (Note, we will probably take a hiatus during June and July.) Please contact me with your ideas for happy hour guests and other social events. Bowling anyone? Ronna Fickbohm, [fickbohm@gabroylaw.com](mailto:fickbohm@gabroylaw.com), 320-1300.

### Historian/Website Committee Update by the Hon. Nikki Chayet

The Historian/Website Committee continues to work to update the website and keep it current. This also continues to be a committee of one. Feel free to contact me and join the committee. Nikki Chayet, [Nchayet1@comcast.net](mailto:Nchayet1@comcast.net), 791-5474.

### Membership Committee Update by Shannon Giles

Now's the time to be renewing your membership and encouraging your non-member friends to join AWLA for 2006. We hope that you will all help us to make this the best year ever by helping us to increase and broaden our membership. If you have any suggestions about how we can do that, please let us know! Shannon Giles (770-8729, [sgiles@quarles.com](mailto:sgiles@quarles.com)) or Abbe Goncharsky (838-7711, [agoncharsky@lrlaw.com](mailto:agoncharsky@lrlaw.com)).

### New Admittee Committee Update by Jane Hall

The New Admittee Committee was recently formed to serve the needs of attorneys new to the practice of law, as well as those newly admitted to practice in the State of Arizona. The Committee is in the process of planning luncheons, CLEs, and other events. If you are interested in volunteering or have event suggestions, please contact Jane Hall at [CJHall@webmail.azbar.org](mailto:CJHall@webmail.azbar.org) or Elizabeth Warner at [ewarnermhl@qwest.net](mailto:ewarnermhl@qwest.net).

### Newsletter Committee Update by Kris Page-Iverson

**The newsletter committee is looking for somebody to write our luncheon articles** (ten per year with summers off). This position requires a modest time commitment, requiring only that the author attend the luncheon, take notes and a few photos and then write a short article (around one page, including photos) about the luncheon. With this minimal time commitment, the author will get wonderful exposure to the AWLA membership by having her name in the byline of the article each month. This position could also be easily shared between two or more people, who could take turns covering the luncheons, decreasing the commitment to just five or fewer articles per year. If you are interested, or if you have ideas for the newsletter, please contact Kris Page-Iverson (791-4221 or [kristin.page-iverson@tucsonaz.gov](mailto:kristin.page-iverson@tucsonaz.gov)) or Jane Hall (623-4555 or [CJHall@webmail.azbar.org](mailto:CJHall@webmail.azbar.org)).



## Job Announcements



### **Pima County Attorney's Office Civil Division Employment**

Tired of the same old thing? Looking for a high-quality, fulfilling and varied civil practice? The Civil Division of the Pima County Attorney's Office is currently seeking to hire experienced attorneys who are interested in joining our mission of serving the public by providing the highest quality legal services to Pima County's elected and appointed officials, boards and commissions. We are looking for talented attorneys with keen minds, strong client communication skills, a constructive, problem-solving approach to legal issues, and a commitment to excellence and ethics. The Civil Division fosters a collaborative working environment, values professionalism and creativity, and offers excellent healthcare, vacation and retirement benefits. Our openings include one in Tax and Bankruptcy and another for a senior attorney with background in land use, environmental and real property matters, including litigation or transactional experience or both. If interested, please file an application with the Pima County Human Resources Department, 150 W. Congress, 4th Floor, Tucson, Arizona 85071. Application forms may be accessed at [www.pima.gov/hr](http://www.pima.gov/hr). For more information, please contact Paula Johnson, Personnel EEO Officer, at 520-740-5607.





Federal Tax ID Number 86-0396999

AWLA-SOUTHERN ARIZONA CHAPTER
P.O. Box 1082
Maricopa, Arizona 85239
admin@awla-state.org

2006 MEMBERSHIP APPLICATION OR RENEWAL
(JANUARY 2006 – DECEMBER 2006)

Name: \_\_\_\_\_

Firm or Agency: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Work Phone: ( ) \_\_\_\_\_ Work Fax: ( ) \_\_\_\_\_

Email: \_\_\_\_\_ Year Admitted to Arizona Practice: \_\_\_\_\_

Chapter: \_\_\_\_\_ COCHISE \_\_\_\_\_ MARICOPA \_\_\_\_\_ SOUTHERN ARIZONA \_\_\_\_\_ NORTHERN ARIZONA

Areas of Practice: (Circle up to 5):

- Administrative, Anti-Trust, Arts and Entertainment, Banking and Finance, Bankruptcy, Business Transactions, Civil Rights, EEOC (Plaintiff/Defendant/Both), Construction, Copyright, Patent and Trademark, Corporate Counsel, Corporation / Partnerships, Criminal Law (Prosecution/Defense), Commercial Litigation, Domestic Relations, Education, School Law, Elder Law, Employment / Labor (Plaintiff/Defendant), Employment / Labor (Both), Environmental Law, Estate Planning, Wills, Trusts, Probate, Guardianship / Conservatorship, Immigration, Indian Law, Insurance, International Law, Judiciary, Juvenile Law, Landlord Tenant, Law Professor, Law Student, Mediation / Arbitration, Municipal Law, Natural Resources, Personal Injury (Plaintiff/Defendant/Both), Planning & Zoning, Products Liability (Defendant/Both/Plaintiff), Professional Liability (Plaintiff/Defendant/Both), Public Attorney, Real Property and Land Use, Regulatory, Retired, Sports Law, Social Security / Disability, Tax & ERISA, Tort Liability, Utilities, Victim=s Rights, Worker's Compensation (Applicant/Defendant/Both), Other:

Other State Bar Admissions: \_\_\_\_\_

Please return this application and a check made payable to AWLA for 2006 dues in the amount of:

- \$100 (Sustaining Member\*), \$75 (Regular Member), \$50 (Public Attorney or Private Attorney earning < \$50,000/yr), \$10 (Law Student)

Send to: AWLA
P.O. Box 1082
Maricopa, Arizona 85239

We need your help and involvement on committees. Please check those that interest you.

- CLE, Judicial Appointments, Law Students, Leadership Conference, Membership, Mother's Forum, Newsletter, Program/Speakers, Scholarship, Social, Steering, Technology, Luncheon Support, Website/Historian

\* Sustaining Members receive special recognition in the directory and at AWLA events.



# 2006 AWLA Southern Arizona Leaders



## Officers:

Merle Joy Turchik, Esq.  
 Veronique Pardee, Esq.  
 Angela C. Moore, Esq.  
 Carrie L. Rednour, Esq.  
 Kathrine M. Brauer, Esq.

## Work Phone:

(520) 882-7070  
 (520) 292-4056  
 (520) 318-0001  
 (520) 322-9427  
 (520) 740-4220

## E-mail Address:

[Merle@ryanturchik.com](mailto:Merle@ryanturchik.com)  
[vpardee@scfaz.com](mailto:vpardee@scfaz.com)  
[Angela.Moore@azbar.org](mailto:Angela.Moore@azbar.org)  
[crednour@earthlink.net](mailto:crednour@earthlink.net)  
[kbrauer@sc.pima.gov](mailto:kbrauer@sc.pima.gov)

## Committee:

President  
 President-Elect  
 Vice President  
 Secretary  
 Treasurer

## Steering Committee:

Hon. Nikki A. Chayet  
 Amelia Craig Cramer, Esq.  
 Sally Digges, Esq.  
 Adrienne Ehrhardt, Esq.  
 Ronna Fickbohm, Esq.  
 Kristine M. Fox, Esq.  
 Shannon L. Giles, Esq.  
 Abbe M. Goncharsky, Esq.  
 Anne C. Graham-Bergin, Esq.  
 C. Jane Hall, Esq.  
 Megan E. Miller, Esq.  
 Paula C. Nailon, Esq.  
 Kris Page-Iverson, Esq.  
 Lori L. Pierce, Esq.  
 Elizabeth L. Warner, Esq.  
 Andrea Watters, Esq.

## Work Phone:

(520) 791-5474  
 x1253  
 (520) 740-5750  
 (520) 661-1268  
 (520) 882-1248  
 (520) 320-1300  
 (520) 205-4263  
 (520) 770-8729  
 (520) 838-7711  
 (520) 326-8544  
 (520) 623-4555  
 (520) 918-6527  
 (520) 626-6107  
 (520) 791-4221  
 (520) 791-4104  
 (520) 795-1900  
 (520) 323-5910

## E-mail Address:

[Nchayet1@comcast.net](mailto:Nchayet1@comcast.net)  
[Amelia.Cramer@pcao.pima.gov](mailto:Amelia.Cramer@pcao.pima.gov)  
[sdigges@sc.pima.gov](mailto:sdigges@sc.pima.gov)  
[aehrhardt@swlaw.com](mailto:aehrhardt@swlaw.com)  
[fickbohm@gabroylaw.com](mailto:fickbohm@gabroylaw.com)  
[kristine\\_fox@azd.uscourts.gov](mailto:kristine_fox@azd.uscourts.gov)  
[Sgiles@quarles.com](mailto:Sgiles@quarles.com)  
[Agoncharsky@lrlaw.com](mailto:Agoncharsky@lrlaw.com)  
[agraham@grahamberginlaw.com](mailto:agraham@grahamberginlaw.com)  
[CJHall@webmail.azbar.org](mailto:CJHall@webmail.azbar.org)  
[meganm@longrealty.com](mailto:meganm@longrealty.com)  
[nailon@law.arizona.edu](mailto:nailon@law.arizona.edu)  
[kristin.page-iverson@tucsonaz.gov](mailto:kristin.page-iverson@tucsonaz.gov)  
[Lori.Pierce@tucsonaz.gov](mailto:Lori.Pierce@tucsonaz.gov)  
[ewarnermhl@qwest.net](mailto:ewarnermhl@qwest.net)  
[andrea@watterslaw.com](mailto:andrea@watterslaw.com)

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**AWLA**  
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